

Proposal to Eliminate Academic Program

Pursuant to UW Regulation 6-43

M.A. Sociology

Statement of the reasons for elimination of the program:

Sociology has produced nineteen M.A. degrees in the past five years. As stated in the program review, this is one of UW's longest-lived graduate programs, and sociology is a foundational social science.

A recent external review indicated potential in this department and its programs, providing strategic investments could be made. Alumni fare well in the job market and are pleased with their educational experience and the careers that follow. The junior faculty represent the research strength of the department.

Unfortunately, the department will be down to four faculty by the end of the calendar year. Their strategic plan indicates the need for at least two faculty hires, and based on low student demand in their B.A. and university budget constraints, these will not be forthcoming in the near future. Two degrees cannot be supported at this time. The department's focus should be on their B.A. where there is great potential for increasing their number of majors. Sociology remains an increasingly popular degree option across the country.

The recommendation is to discontinue the M.A. program and concentrate on the B.A. Their need for additional faculty can be met in the short term by reaching out and forming connections with other units.

Description of the program and relevant data:

Describe the mission, curriculum, content and format of the program:

It should be noted in the context of the remarks below that the recommendation is the closing of the Sociology MA degree. The Sociology BA will continue to be taught at UW.

As a foundational social science, Sociology is vital to the liberal arts mission of the College of Arts and Sciences and to the University. The discipline is central to the university's stated mission to "expose students to ... the complexities of an interdependent world" and "to nurture an environment that values and manifests diversity... and mutual respect" (Academic Affairs, UW Mission Statement: <http://www.uwyo.edu/acadaffairs/mission/index.html>). It is also central to the mission of A&S, which exhorts students to "Prepare for Complete Living," a mantra borrowed from Sociologist Herbert Spencer. The College sees its mission as cultivating in students "broad perspectives, empathetic approaches to people throughout the

world...,” a mission in which the social sciences play a crucial role.

Sociology as a discipline is also crucial to several of the university goals identified in the draft University UP-4 Plan (2013), such as:

--Develop an appreciation for diverse cultural perspectives and for the value of domestic and international diversity, especially as they relate to the “growing social and cultural diversity in Wyoming and beyond” (Draft University UP4: 3, 4, 12): Culture is a foundational concept that guides the discipline of Sociology; the related sub-concepts of cultural relativism and ethnocentrism are also central to discipline. Furthermore, race/class/gender divisions within society are a major focus of sociological research,

--Prepare students to compete in a global economy & strengthen internationalization (Draft University UP4: 4, 7): The MA program in Sociology has enhanced its course offerings that have cross-cultural, international content, such as *Sociology of International Development* and *Global Political Economy*. It has a cross-listed Study Abroad course with Global and Area Studies (*Shanghai: Past and Present*), as well as a newly developed Study Abroad course that focuses on the political and social dynamics within Israel.

--Attain greater statewide engagement that enhances the well-being of Wyoming citizens (Draft University UP4: 11, 12): The department’s MA program regularly produces skilled research analysts who work for organizations or research institutions within the state, such as WYSAC and Cheyenne Regional Medical Center (see Appendix B for letters of support from two employers of graduates from our MA program). Also, one faculty member is currently working on an applied-research Agricultural Experiment project involving alfalfa farmers in Wyoming. The department could contribute more to statewide engagement if its strategic planning goal of hiring a sociologist with an interest in Community Development (see pg. 11 of this review) were to receive support from the administration.

--Develop Environment, Agriculture, and Natural Resources as Areas of Distinction (Draft University UP4: 5): One of the strategic planning goals of the department is to strengthen the dual SOC-ENR graduate degree option. ENR has been supportive of our efforts. The department has already graduated several students with this dual degree, but it is confident that the number of graduate students seeking a dual SOC-ENR degree can be increased once an environmental sociologist is hired.

Graduate Student Requirements: Course Work & Thesis (Effective Fall 2014)

To earn a Master of Arts in Sociology, students must complete a total of 30 hours of coursework: 26 hours of advanced coursework plus 4 hours of the master's thesis.

Required classes (9 semester credit hours):
SOC 5000 (Advanced Sociological Theory)

SOC 5100 (Advanced Social Research Methods)
SOC/STAT 5070 (Statistical Methods for the Social Sciences);

Three 5000 level Sociology courses (9 credits) of which no more than three (3) credits can be SOC 5200 (conference course).

The remaining courses (8-9 semester credit hours) are taken as electives at the 4000 level or above, either within the department or from other departments, with permission from the Director of Graduate Studies.

In addition, a minimum of 4 semester credit hours of a master's thesis is required. Before undertaking the thesis work, the student shall select a topic and thesis advisor. In consultation with his or her thesis advisor, the student will select a thesis committee. With the formation of the thesis committee, the student will write and defend a prospectus before the undertaking of thesis work.

Describe the role of the program within the context of the college and the mission of the University:

Strategic Plans:

- To strengthen the dual SOC-ENR graduate degree option to attract students who have a strong interest in careers with an environmental focus: The department seeks to hire a sociologist with both a teaching and research interest in environmental sociology. After completing the hire, it plans to dual-list the Environmental Sociology course so that it can be taken for graduate credit. It also hopes to offer an environment-focused, special topic seminar (SOC 5250) every other year.
- To build a Community Development area of focus within the department: The department seeks to hire a sociologist interested in community development whose interests include applied research that would enhance the university's land-grant mission and state-engagement activities, particularly as they relate to the challenges of community development. A former MA alumnus, Jeffrey Jacquet, was referred to as an "unsung hero" for his community development work in Sublette County during the economic boom caused by the energy development in the mid-2000s (AHC, "Energy Boom" oral history collection). A hire in the area of Community Development would strengthen the department's ability to mentor students like Jeff Jacquet who have an interest in Community Development, an area of focus identified by the higher administration in the draft University UP-4 Plan, 2013.

In addition to the above goals, as a result of the department's external review in Spring 2016, the faculty voted to consider another initiative in its strategic planning for the curriculum in its graduate program: To offer a Plan B non-thesis option in addition to the Plan A thesis option: This potential change in the MA program was discussed at length in the 2015-16 AY, and discussion will continue during the 2016-17 AY. The faculty are optimistic that a Plan B option might attract praxis-oriented students who would derive career benefits from a M.A. in Sociology, but are not

interested in conducting original thesis research.

Given the relevance of the sociology curriculum to current world events and data-driven decision-making, it is commonplace to have graduate students from other programs enroll in Sociology graduate courses. For example, graduate students in the Global and Area Studies program often enroll in our globalization/internationalization courses, while students in the Criminal Justice Program often enroll in the dual-listed SOC 4350/5350 *Sociology of Law* course. Graduate students from the Colleges of Business, Health Sciences, and Education and from departments other than Sociology in the College of Arts and Sciences also place enrollment pressures on SOC 5070/*Statistical Methods for the Social Sciences*. Therefore, the benefits of our course offerings extend beyond our own graduate students.

Financial data relevant to the academic program:

Cost data is for ENTIRE department and cannot be disaggregated for MA and BA degrees.

Ratio of total student credit hours per FTE (AY 2014/15): 610

Direct instructional expenditures (FY 2015):

- i) Per student FTE: \$6,717
- ii) Per total degrees awarded: \$44,767
- iii) Non-personnel expenditures: \$4,399.5

Course enrollment (AY 2014/15)

- i) Classes falling under university minimums: 0
- ii) Lower-division courses falling under university minimums: 0

Other instructional cost-drivers:

- i) Section fill rates: While almost all Sociology courses exceed the University minimum enrollment standard, most enroll significantly more than those minimum requirements, often reaching their enrollment caps. Those caps are usually set at 125- 140 for SOC 1000; 45-60 for 2xxx and 3xxx level courses; and 30-35 for 4xxx level courses (with a slightly lower cap on dual-listed courses). For Fall 2016, the enrollment data for courses taught by SOC faculty are as follows (as of 8/25/16):
 - SOC 1000-01: 110
 - SOC 1000-02: 140
 - (full)
 - SOC 3110: 50 (full)

SOC 3150: 50 (full)

The fill rates and class size of lower-division and 3xxx-level main campus courses are provided because the department uses its graduate assistants to provide assistance in these large classes. If the graduate program were to be discontinued, faculty would have to reconsider the enrollment caps on these courses.

The fill-rate for 4xxx-level, dual-listed, and graduate courses are as follow: SOC 4020/online: 32 (full)
SOC 4350/5350: 26 (full)
SOC 4650/online: 38
(full) SOC 5000: 9
SOC 5070: 12 (full)
SOC 5250: 6

ii) Curricular complexity: Due to the department's small size, a concerted effort has been made to keep the graduate curriculum as flexible as possible. The M.A. program's requirements are as follows: Graduate students must complete 27 credit hours of course work, plus a thesis. There are three required foundational courses (SOC5000/ *Advanced Sociological Theory*; SOC5100/*Advanced Sociological Research Methods*; and SOC5070/*Statistical Methods for the Social Sciences*). The rest of the curriculum is flexible, with students choosing three elective Sociology courses and three additional elective courses that may be taken outside of the department to focus on a specialized area of study.

iii) Faculty course load: The faculty is in compliance with the current work load policy of the university, which stipulates a standard 3-2 course load with possible adjustments due to factors such as high research productivity.

Research expenditures per faculty FTE:

Research expenditures, FY 15: \$29,982; per FTE: \$4997 (Table 16, OIA Standard Data Set)

Admission, enrollment and graduation data relevant to the program, including the number of students currently enrolled and the status of their progress toward graduation:

There are currently 6 MA students in the Sociology program.

Sociology had 19 students complete its Master's program from 2010- 2015. The Sociology Master's Program falls into the mid-level demand category, defined as having between 15 and 25 graduates over the last 5 years. While 13 Master's Programs in A&S were low-demand programs (less than 15 graduates in the last 5 years), Sociology and four other departments in the College had Master's Programs that fell into the mid- level demand category.

The mid-level success in terms of number of M.A. graduates was achieved despite

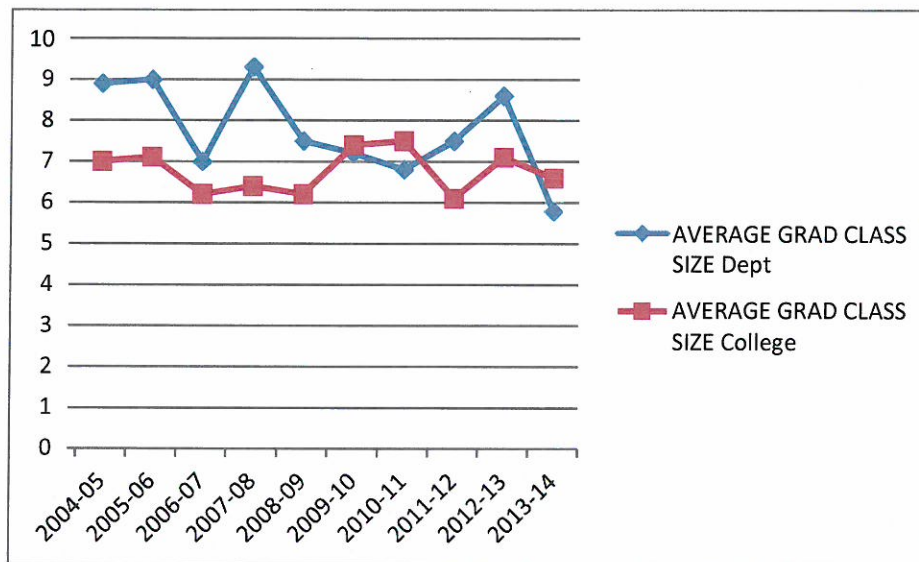
recruiting challenges created by the department's GA allocation being reduced in 2013 from 5 to only 4, the lowest GA allocation of any standalone M.A.-granting department in the College. The challenge of increasing graduate cohort sizes and the number of M.A. degrees awarded is intricately linked to the small number of GAs allocated to the department. The department has worked hard to increase its applicant pool, experimenting with such tools as the GRE Recruitment Search program. Over the last few years, however, the department has lost a significant number of prospective graduate students because of its inability to offer full-GA awards to compete with awards offered by other Sociology graduate programs. In last year's recruitment cycle, the department admitted seven graduate students, of whom four chose to attend other graduate programs. The applicants whom we failed to recruit with partial- GA awards had strong GPAs and GRE scores (mean GPA: 3.57; mean GRE: 314).

The department encourages graduate applicants to actively pursue alternative sources of funding available through other programs or units on campus. This approach has been occasionally successful. For example, some of our graduate students have been supported by Criminal Justice, SLCE/Student Leadership & Civic Engagement, and Athletics.

However, the delayed timing in notifications of these non-Sociology GA opportunities does not always work well with our recruitment timeline, and we have lost recruits as a consequence. Demand for the M.A. program is sensitive to graduate funding assistance, and recruitment efforts would benefit significantly from having an allocation of five to six GAs, which is in line with other small M.A.-granting departments at UW.

Regarding program demand as reflected in graduate student credit hours, the latter has fallen since the 2004-05 AY. The decline is not surprising, given that the number of sociology faculty has been cut in half since 2005 and the department can offer fewer graduate courses. It is only with the careful planning of course schedules that the department has avoided the problem of under-enrolled graduate courses. As shown by Figure 1, in eight of the past ten years the size of Sociology graduate courses has met or exceeded the average size of graduate classes in the College of Arts and Sciences.

Figure 1. Average Graduate Class Size for Sociology and the College of Arts and Sciences, 2004-2014



Describe the administration of the program:

The MA. Program is administered by the Department of Sociology in the College of Arts and Sciences, Department Head, Donna Barnes.

Describe the faculty and academic professionals who serve in the program, including their academic credentials, academic rank and length of service to the University:

Currently, the Department of Sociology has five faculty members, all of whom help deliver the graduate curriculum, direct individual conference courses focused on literature reviews for graduate thesis-research projects, chair M.A. thesis committees, and serve as members of thesis committees. Information on each of these faculty members, all of whom received their PhDs from Top 20 doctoral programs in Sociology, is provided below.

Donna Barnes, PhD in Sociology from the University of Texas at Austin
Rank: Professor
Length of Service: 28 Years (1988)

Malcolm Holmes, PhD in Sociology from the University of Texas at Austin
Rank: Professor
Length of Service: 25 Years (1991)

Shiri Noy, PhD in Sociology from Indiana University
Rank: Assistant Professor
Length of Service: 3 Years (2013)

Matthew Painter, PhD in Sociology from The Ohio State University
Rank: Assistant Professor
Length of Service: 6 Years (2010)

Anna Zajacova, PhD in Sociology from Princeton University, Associate Professor of Sociology
Rank: Associate Professor
Length of Service: 7 Years (2009)

Describe the program facilities, including classrooms and offices, library and equipment used by or dedicated to the program:

Offices: Ross Hall 420, 407, 412, 413, 411, 421. No office reallocation would occur, as the BA program will continue.

Classrooms used are general pool. Library resources for research in Sociology would remain available.

Evaluations from accrediting bodies or other reviewers of the quality of the program and its faculty and academic professionals:

The department did an external review in Spring 2016. It was very favorable and stressed the “tremendous potential” of our program (the Dean’s Office has a copy of the External Review Report, which was submitted on 3/30/16). The external reviewers noted that alumni of our M.A. program have tended to fare well in the job market. Furthermore, since 1990 sixteen of our MA students have earned doctorates and two others are currently working on their PhDs. Information on the post-graduate careers of a select group of alumni of our M.A. program who responded to a request by the department for updated career information is provided in Table 1.

Table 1. Careers of Post-1990 Alumni of the M.A. Program in Sociology at UW

YEAR	CAREER INFO
1992	PhD from Johns Hopkins University. Currently Dissemination Team Leader in the Division of Health Care Statistics at the Center for Disease Control
2011	Assistant to the Associate Provost for Educational Attainment at Colorado State University

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1994	PhD from the University of Oklahoma. Was an assistant professor at East Central University in Oklahoma; now teaches at the University of Wisconsin-Whitewater
2004	Research scientist for the Wyoming Survey & Analysis Center (WYSAC) at UW; won the Hoke National Publication Award for Excellence in Research/Policy Analysis from the Justice Research & Statistics Association
2011	Assistant research scientist at WYSAC; currently data analyst & statistical consultant at Cheyenne Regional Medical Center
2005	PhD from Arizona State University. Currently an Assistant Professor of Sociology at the Nanyang Technological University in Singapore
2011	PhD from Michigan State University. Currently an assistant professor at Miami University in Ohio
2014	Works with the Dean of Faculty, Union College, as Academic Advising Facilitator
1996	Was Director of Victim Services in the WY Attorney General's Office. Currently Deputy Administration in the Prison Division, Department of Corrections
2005	PhD from the Department of Natural Resources at Cornell University. Was an Assistant Professor of Sociology at South Dakota State University; now Assistant Professor of Rural Sociology at Ohio State University.
1998	PhD from Colorado State University. Currently a data analyst with the USDA Food & Nutrition Services
2002	Member of a team providing support to NASA's Marshall Space Flight Center's Office of Strategic Analysis and Communication
1993	PhD from SUNY-Binghamton. Currently Associate Professor of Sociology & Associate Dean at Wichita State University
2006	PhD from Colorado State University. Was an Assistant Professor of Sociology at the University of Louisiana-Lafayette; currently an Assistant Professor of Sociology at South Dakota State University.
1999	Doctorate in education from the University of Idaho. Currently Deputy Executive Director of the Council of Chief State School Officers in D.C.
1997	PhD in Community College Leadership at Iowa State University. Campus Dean at Ellsworth Community College in Iowa.
2014	Associate Director of Annual Giving, University of Wisconsin-Milwaukee's Office for Development and Alumni Relations

2010	Earned a Master's in Public Health; PhD from the Population Health Sciences program at the University of Texas Medical Branch-Galveston. Currently a research analyst at Kansas Health Institute
2009	Was Coordinator for the Gulf Coast Fair Housing Center's Education and Outreach & Hurricane Relief Programs (post-Katrina). Currently an investigator for an international legal consulting team
1999	Career in applied public health research and evaluation. Works in a research and evaluation unit within the Oregon Public Health Division that evaluates community health and public policies
2001	Director of the Wyoming Institute of Disabilities (WIND), which is affiliated with the College of Health Sciences at UW.
1992	PhD at the University of Utah. Was Executive Vice President for Academic Services at Central Wyoming College and is now President of Cochise College, a community college in southeastern Arizona
2007	PhD from University of California-Irvine. Was an assistant professor in Department of Criminal Justice & Criminology at Washington State University; now @ Portland State Univ.
2013	ABD in PhD program at the University of Colorado, Boulder. Plans to finish dissertation in Spring 2017
2004	PhD from the University of Calgary. Currently an Instructor of Sociology Department there while she is on the job market
2012	PhD student at Univ of California-Davis
2006	Research Associate for Princeton University @ Princeton-Blairtown Center, an outdoor education center serving disadvantaged urban youth in NYC /Philadelphia megalopolis
2013	Manager, Human Resources Department, GROUND Engineering in Denver, CO.
1994	PhD from the University of Oklahoma; Associate Professor of Sociology at the University of Wisconsin-Whitewater

The external reviewers—Julia McQuillan, Professor and Chair of Sociology, University of Nebraska; Susanne Monahan, Dean, College of Liberal Arts and Sciences, Western Oregon University—commended the Sociology faculty for integrating graduate students into research projects and publishing with them. They also noted that their discussions with our graduate students during the site visit confirmed that the graduate curriculum is challenging and “earning a high grade requires considerable effort,” with students reporting that they appreciated the rigor of the curriculum. The external reviewers also commended the faculty for coming together and finding innovative ways, such as “a creative MA thesis prospectus process, to maintain a quality education during a low resource time.” Finally, the reviewers recognized the value of the M.A. program in Sociology to the broader goals of the College, the University, and the state of Wyoming.

Regarding specific recommendations, the external reviewers recommended that the department set forth clear and measurable goals on which progress could be tracked and curricular review triggered if progress was deemed inadequate. Another recommendation was that the department conduct an alumni survey to discern what they had found most useful about the skill set they attained by completing the M.A. program in Sociology and what additional skills they wished that they had developed.

The external reviewers also commented on the low level of GA funding in Sociology, which makes recruitment challenging. They made a number of recommendations, including the following: Develop a Plan B (non-thesis) option that might attract students willing to attend graduate school without GA funding in order to gain applied skills that enhance their career options; considering a graduate minor; seeking non-departmental GA opportunities; and recruiting university staff to the M.A. program.

The faculty has already begun discussing the above recommendations and plans to continue these discussions in the 2016-17 AY. Faculty members are particularly interested in the Plan B recommendation and are working on moving forward with a Plan B proposal, particularly with those students interested in the dual ENR-SOC degree or another applied skill set applicable to employment in the corporate and non-profit sectors.

Comparison of the program with related or similar programs:

There is no other program at UW, or in the state of Wyoming, that duplicates the M.A. program in Sociology. The comments above summarized from the recent external review do give some basis for comparison with programs in the region.

Grants awarded in previous 5 years: 18; total funding: \$781,915

-- UW Basic Research Grant, 2011. "Madam Senator: Trajectories of Growth in Women's State Senate Representation, 1980-2010." (\$1500) Professor Painter.

--UW Faculty Grant-in-Aid Program. "Shape of the Association between BMI and Biological Risk Indicator," 2011. (\$5,000) Professor Zajacova, PI.

--National Cancer Institute, National Institutes of Health, 2011-2013. "Effect of Cancer on the Survivors' and Their Families' Economic Well-Being." R03 grant (\$143,500) Professor Zajacova, PI.

--Northern Rockies IDeA Networks for Biomedical Research Excellence (INBRE) Program Research Support, 2011-2012. "The Relationship Between BMI and Health Outcomes Among Older Adults." (\$10,000) Professor Zajacova, PI.

--National Institute of Child Health and Human Development. 2010-

2012. "Immigrant Wealth Accumulation." R03 (\$148,059). Professor Painter, co-PI.

--Wyoming INBRE Pilot Research Grant, 2012-2014. "Variability in long-term body weight trajectories among older adults, health, and mortality: implications for public health recommendations." (\$86,000) Professor Zajacova, PI.

--Institute for Translational Health Sciences, University of Washington Pilot Grant, 2012-2013. "Establishing the feasibility of functional data analysis for determining the health consequences of body weight changes among older adult." (\$6,800). Professor Zajacova, PI.

--NCRR, National Institutes of Health, 2013-2018. "Clinical and Translational Research Infrastructure Network IDeA-CTR." 1U54GM104944-01A1. (\$140,375 to University of Wyoming subcontract). Professor Zajacova, PI on UW subcontract in years 1-2, Co-PI in years 3-5.

--Wyoming Geriatric Education Center, College of Health Sciences Faculty Development in Aging Mini-Grant, 2013. (\$1,895) Professor Zajacova, PI.

--UW Basic Research Grant, 2014. "World Bank Health Projects, 1980-2010. (\$3000) Professor Noy

--UW Innovative Course Grant Award, SOC4900: Study Abroad in Israel, 2015. (\$5000) Professor Noy.

--Wyoming Geriatric Education Center, 2014. College of Health Sciences Faculty Development in Aging Mini-Grant." (\$2,015) Professor Zajacova, PI.

--American Sociological Association (ASA) Fund for the Advancement of the Discipline Award, 2014. "World Bank Discourse on Health Sector Reform, 1980- 2010." (\$6,992). Professor Noy.

--Agricultural Experiment Station, UW, 2014-2015. "Assessment of alfalfa pest management challenges and strategies across Wyoming: responding to farmer priorities and engaging students in the land-grant mission." (\$56,079) Professor Noy, Co-PI.

--National Institutes of Health, Network on Life Course Health Dynamics and Disparities in 21st Century America, 2015. "Trends in US Womens Health, 1997-2014, by Education Level." (\$11,491) Professor Zajacova, PI.

--NLSY97 Postsecondary Research Network Award, 2015.

"Understanding Health Outcomes of College Noncompleters: Do Credit Hours or Credentials Matter More?" University of Texas Pilot Grant Award. (\$5,000) Professor Zajacova, PI.

--National Institutes of Health, 2016. "Anomaly in the gradient: Health of U.S. adults with subbaccalaureate education." (\$144,209) Professor Zajacova, PI.

--UW Innovative Course Grant for the Development of a Study Abroad Course, SOC 4900:

Israeli Social and Political Institutions, 2016. (\$5,000) Professor Noy

Unfunded Grants submitted in previous 5 years: 9

--National Institute on Aging, National Institutes of Health, 2012. "Race & Ethnic Variations in Predictive Strength of Self-Rated Health for Mortality Risk". Professor Zajacova, with Hyeyoung Woo.

--National Institute of Health, 2013. "Young Women's Health & Wealth: Timing of First Birth & Race/Ethnicity," Professor Painter, Co-PI.

--National Institutes of Health, 2014. "Life course socioeconomic correlates of multimorbidity among middle-aged and older adults." Professor Zajacova, Co-PI.

--National Institutes of Health, 2014. "Trends in Older Women's Mortality Levels and Disparities by U.S. State." Professor Zajacova, Co-PI.

--National Institutes of Health, 2014. "Race and Ethnic Variations in Predictive Strength of Self-Rated Health for Mortality Risk." Professor Zajacova, Co-PI.

--American Heart Association, 2015. "Body weight patterns across age and cardiovascular multimorbidity in American adults." Professor Zajacova, PI.

--National Science Foundation, 2015-2020. "Vertically Integrated Science Technology and Application (VISTA). Professor Painter, Co-PI.

--National Science Foundation, Science, Technology and Society Division, 2016. Collaborative Research Standard Grant, "Public Engagement with Science in the US, Israel, and Italy: Examining Linkages Between Science and Religion. Professor Noy with Tim O'Brien.

--National Science Foundation, ADVANCE Grant, 2016-2021, "Project BETTES: Bringing Equality to the Equality State. Professor Zajacova, (Co-PI); Professor Noy as a consultant.

Presentations and publications by academic personnel for previous 5 years Total

presentations: 76 conference papers, 4 invited talks, & 2 invited panelists
Total publications: 66 refereed articles, 4 non-refereed articles, 9 book chapters, & 2 books

Presentations, by year

2011: 18 conference paper presentations; 1 invited panelist
2012: 11 conference paper presentations
2013: 13 conference paper presentations
2014: 20 conference paper presentations
2015: 14 conference paper presentations, 4 invited talks, & 1 invited panelist

Publications, by year

2011: 11 refereed and 2 non-refereed articles, 1 book, 2 book chapters
2012: 12 refereed articles
2013: 8 refereed & 1 non-refereed articles, 1 refereed & 2 non-refereed book chapters
2014: 21 refereed articles, 2 refereed and 1 non-refereed book chapters, 1 book
2015: 14 refereed articles and 1 non-refereed book chapter

External awards/honors for previous 5 years

- *Handbook on Evolution and Society* by Jonathan H. Turner, **Richard Machalek**, and Alexandra Maryanski, eds.
--Selected as a *Choice Magazine's* "Outstanding Academic Titles" for 2015. Fewer than 3% of books submitted for this honor are chosen. Of the three ranking categories for these titles (recommended, highly recommended, and essential), the *Handbook* was ranked as "essential."
--Winner of the 2016 Book Award of the "Evolution, Biology, and Society Section" of the American Sociological Association.
- American Sociological Association (ASA) Fund for the Advancement of the Discipline Award, 2014. "World Bank Discourse on Health Sector Reform, 1980-2010." Professor Noy.
- Best faculty paper award, 2014. "The World Bank and Targeting in Health Policy in Peru, Argentina, and Costa Rica." Sociology of Development Conference, Salt Lake City, Utah. Professor Noy.
- IPUMS (Integrated Public Use Microdata Series) Research Award, 2014, for "Explaining the Widening Education Gap in Mortality among U.S. White Women." Professor Zajacova with Jennifer Karas Montez.

- IPUMS Graduate-Student Research Award, 2014, for “Education as ‘the Great Equalizer’: Health Benefits for Black and White Adults,” Professor Zajacova with UW Sociology Major Christopher J. Holmes as lead author.
- Gerontological Society of America Senior Service America Junior Scholar Award, 2012, for “Why has the Educational Gradient of Mortality Risk Increased Among US Women?” Professor Zajacova with Jennifer Montez.
- *The Louisiana Populist Movement, 1881-1900* (Louisiana State University Press, 2011). Winner of the 2012 Louisiana Library Association’s Literary Award. Professor Barnes.

Program reputation:

Master’s-only programs in Sociology are not ranked. As part of this program review, however, the Chair asked alumni to reflect on the quality of the M.A. program and its utility to their post-graduate career. The letters of alumni who responded to this request are included in Appendix A. The general opinion of alumni is that the M.A. program is of high quality and has played an important role in their post-graduate success. There are also letters in Appendix B from employers attesting to the value of our M.A. alumni as employees.

Describe the anticipated effects of elimination of the program upon the college in which the program is situated, upon other colleges and units of the University, and upon the University as a whole, including:

Effects upon students enrolled in the academic program:

Unfortunately as of 2017, faculty members in the Sociology Department will be down to four. So few cannot sustain a solid Bachelor’s and Master’s program. Retaining the Bachelor’s allows for the possibility that some day, the Master’s program may return. Master’s programs are designed to be completed in a two year period. Students currently in the program will be encouraged to complete their degrees by working with advisors to ensure that their committees and degree programs are set up and expectations are understood.

Effects upon faculty and academic professionals who serve in the program, including termination of any existing positions:

Since the Bachelor’s degree is to be retained, all the faculty will be retained to teach at the undergraduate level. Certainly they will be disappointed not to work with graduate students but they may work with students in other degree programs.

Educational and financial effects upon other units of the University:

Minimal effects. Sociologists at UW will remain active participants in the educational activities of related units and will teach 4XXX level courses that can be used for undergraduate and graduate credit. Because the number of sociologists may shrink, there may be a pressing need for an additional sociologist.

Effects upon faculty, academic professionals, staff, students and alumni of the University:

The loss of the Master's program will lower morale

Effects on the State of Wyoming, including loss of benefits conferred outside the University by the academic program:

Currently, some sociologists who might remain long term conduct research in Wyoming. It is unclear whether this has had any significant impact on the state.

Implementation plan to be followed in the event the academic program is eliminated, including:

Procedures for handling current and future applications for admission:

Students who apply for admission will be informed of the situation and not admitted.

Plans for assisting currently enrolled students to complete the course of study:

Current students will be told to complete degrees within a two year period and will be helped by advisors in setting up programs of study and graduate committees that will enable them to do so. Writing the thesis may go beyond the two year period but the faculty remaining are qualified to help the student complete this work.

Plans for accommodating faculty and academic professionals who will be terminated or otherwise affected by elimination of the academic program:

By January 2017, four sociologists will remain to participate in the Bachelor's program. Expectations are high that the program will attract an increasing student base and thus the program eventually will come back from this low point. It also is possible that the faculty will be integrated with another unit.



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16 December 2016

MEMO

TO: Kate Miller
Provost/VPAA

FROM: Paula M. Lutz *Paula M. Lutz*
Dean, Arts and Sciences

RE: Program Review for the M.A. in Sociology: Dean's Response, 1st comment period

I am to summarize consultations with faculty, AP's, and students in this program, which occurred during the first comment period. The program review packet submitted by the department contained letters of support from individuals (primarily students and alumni). Since the decision to eliminate this program has continued forward, I collected responses from faculty (tenure-track and AP's), staff, students, alumni, and friends of the program through a Google Survey tool. This was sent to the DH on October 20, with a request to give the survey wide distribution.

For this program, there were no responses to the on-line survey, but I received a copy of an e-mail letter from a faculty member made directly to Provost Miller. The primary argument for saving the program reflected in this letter was that the suggested rebuilding of the undergraduate program requires graduate assistants. I disagree. A strong undergraduate program can be built and maintained without a graduate program. [In A&S, Art, Theatre and Dance, and Religious Studies all have quality undergraduate programs without a graduate program for example.] The small size of the faculty in these tough financial times (where new resources will be slow in coming) makes it imperative that the department focus be the B.A. degree and increasing their number of majors.

As is customary, the department had a face-to-face meeting with the Dean this fall semester. Program elimination was discussed, with comments focused on the desire to rebuild with the graduate program in place.

The Dean's recommendation has not changed. In light of low faculty numbers, the M.A. should be discontinued, and the department should concentrate on the B.A. Opportunity exists to greatly increase student numbers in this degree that is very popular across the country.



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14 December 2016

Dear Provost Miller,

I write on behalf of my faculty to object to the proposed elimination of the Master's program in Sociology and **request your support for a "retention with further review" decision.** The faculty's objection is based on the following factors:

- **The Department of Sociology is mischaracterized in the elimination proposal as having "low demand" for its major.** The Academic Program Review guidelines define low-demand Bachelor's programs as those with less than 25 graduates in the past five years. Given that there have been 77 Sociology B.A. graduates in the past five years, it is inaccurate to label Sociology as a low-demand program. In fact, there are 23 programs in A&S that graduated fewer Bachelor's students in the past five years than Sociology.

Furthermore, strong demand for our undergraduate courses is reflected in two other important factors: First, the department has one of the highest "course fill rates" (often > 95%) in A & S. Second, the department's "student credit hour per FTE" is competitive with most departments in A & S.

Regarding the M.A. Program in Sociology, it is a mid-level demand program with 19 graduates in the past five years. It is the only mid-level demand program at UW targeted for elimination. All other programs targeted for elimination are low-demand by the definition set forth in the Academic Program Review guidelines. Targeting the M.A. Program in Sociology for elimination despite its mid-level demand might have made sense if it were a low-quality program. However, an External Review in Spring 2016 concluded that Sociology is a high-quality department with tremendous potential and is worthy of additional investment of faculty resources. Furthermore, the department has been able to sustain mid-level demand for its M.A. program despite having the fewest graduate assistantships to use for graduate recruitment of any Master's program in A & S. Sociology has an allotment of only four GAs, while other departments with similar or fewer number of M.A. graduates have at least five GAs.

- **The department challenges the idea that it needs to sacrifice its M.A. program in order to give more attention to its B.A. program.** Such advice seems more appropriate for departments that have about the same number of Master's graduates as Sociology, but far fewer Bachelor's graduates. Two such examples are Botany and Statistics, both of

which had 20 Master's graduates in the past five years (only one more than Sociology), but only 11 and 8 Bachelor's graduates, respectively—more than 85% fewer than the number of Sociology B.A. graduates. Yet the M.A. programs in Botany and Statistics were not recommended for elimination in order that those departments could focus on their low-demand Bachelor's programs. Therefore, the criteria activating a recommendation for M.A. program elimination appear to be inconsistently applied.

- **Eliminating the M.A. program in Sociology would undercut our undergraduate program, not improve it.** The elimination proposal overlooks the fact that our M.A. program is interconnected with our high-quality undergraduate program. Our current practice of assigning GAs to high-enrollment undergraduate courses has allowed the department to raise the enrollment caps on some of its popular upper-division courses from 30 to 50- 60 students and still maintain course quality. With the help of our GAs, those courses have been able to retain writing assignments and essay exam questions, which are important to the development of critical thinking skills, despite their higher enrollment caps. The department has been able to deliver high-quality, large-enrollment undergraduate courses precisely because it has funded graduate assistants.
- **The elimination proposal slights the importance of the M.A program to the land-grant mission of the university.** Sociology is a foundational social science that is represented at both the undergraduate and graduate levels on the campuses of almost all land-grant universities. If the M.A. Program in Sociology is eliminated at UW, Wyoming would become one of only three states that do not offer their residents the option of completing a M.A. in Sociology at a within-state public university. More than two-thirds of the students in our M.A. program over the past fifteen years have been in-state students, many of whom had a strong preference for remaining in Wyoming for graduate school. Furthermore, alumni of our M.A. program perform well in the job market and have made or are making significant contributions to the state of Wyoming. For example, one of our alumni is the Director of the Wyoming Institute for Disabilities. Another was referred to by a Sublette County public official as “an unsung hero” because of his work in collecting and analyzing demographic data that were critical to resource-allocation decisions during the energy boom years. Yet another alumna was chosen to be the Executive Director of the Fremont County Alliance Against Domestic Violence and Domestic Assault and has successfully tripled the grant-funding for that organization.
- **Given the merger initiative and the fact that a merger could have a significant impact on enrollments in our graduate program, rushing to eliminate the M.A. program in Sociology is premature.** For example, if Sociology were to merge with Criminal Justice, we would work with the CRMJ faculty to develop a Criminology/ Criminal Justice Research track in our M.A. program. Such a track would likely result in a significant growth in applicants since Criminology/CJ is one of the hottest specialties within Sociology. We have been unable to pursue such a track in the past because it was perceived as an encroachment on the domain of another department.

Our request for a retention-with-further-review decision is consistent with the decision made in regard to the M.A. program in Political Science, which had only 10 graduates in the past five years compared to 19 in Sociology. Since that program is currently experimenting with a 4+1 M.A. program, the decision on its retention was delayed for several years. Given the pending merger decision facing Sociology, a similar retention-with-further-review decision seems only fair so that the department has sufficient time to explore merger options that hold promise for increasing graduate recruitment..

- **The department has serious concerns that the elimination of its M.A. program would make it much more difficult to recruit and retain high-quality faculty candidates in the future.** Many (perhaps most) graduates of top doctoral programs have a strong preference to join departments where they have the opportunity to work with graduate students and mentor them on their research projects. In the past three faculty searches in Sociology (in 2009, 2010, and 2013), the department was able to hire its top candidate. All of those hires were from Top 20 doctoral programs, and they emphasized the importance of the department's M.A. program to their decision to accept the offer. Past finalists for faculty positions in the department were particularly impressed by the fact that our top department scholarship fund with an endowment that exceeds \$100,000 is explicitly reserved in the donor agreement for graduate summer research awards.

Also, if our M.A. program were eliminated, the message that would be sent—even if it were unintentional—is that the discipline of Sociology as a foundational social science is not suitably respected and valued by UW. This would make it more difficult to recruit and retain high-quality faculty. As Chair, I worry that current faculty would begin to look more seriously at faculty positions at other universities where they would have the opportunity to mentor graduate students. I have spent too much time and effort as Chair in recruiting high-quality faculty to UW to take these concerns lightly.

In sum, a data-driven decision focusing on both student demand and the quality of Sociology's B.A. and M.A. programs should result in a retention-with-further review decision. Sociology is a high-quality department, as verified in a recent External Review that concluded that the department has done a great job with limited resources, has tremendous potential, and is worthy of the investment of additional resources. During her presentation as a presidential finalist, President Nichols stated that while the program review process would result in some departments being targeted for elimination, it would also likely result in other departments under review being recognized as worthy of retention and additional investments. Faculty members in the department feel strongly that our graduate program has been unfairly singled out and targeted for elimination. In the name of fairness and equity, the department requests a retention-with-further-review decision

Sincerely,

Donna A. Barnes

Donna A. Barnes

Professor and Chair, Sociology

UNIVERSITY OF WYOMING

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December 12, 2016

RE: Masters in Sociology

Provost Miller:

The Masters Program in Sociology should be retained. Despite our modest faculty (8.5 in 2010; 5 in 2016) and fewest GA lines in A&S (5 in 2010; 4 in 2016), we maximize these resources so that we produce a similar number of graduates (19 in 5 years) as programs that have many, many more resources that we do.

According to the A&S categories, we are a “*mid-demand*” program (15-25 graduates in the past 5-years). And yet, we *always* have more students in our graduate program than the number of GA lines. We do this by splitting the lines, which puts us at a competitive disadvantage relative to other MA Sociology programs. Students come here because of the excellent faculty, our well-known and respected reputation, the high quality of their education, and the excellent job outcomes post-graduation. Our graduates immediately find employment (many in Wyoming) or are accepted into highly-regarded PhD programs (e.g., UC-Davis and Michigan State in the past 5 years).

An MA in Sociology is central to this university, particularly given the importance of STEM (*Sociology is a STEM discipline*). We should invest in Sociology, not back away from it!

Our MA program is *critical* to the quality of the BA program. Our undergraduate students benefit from working with talented graduate students both in and out of the classroom. Our excellent faculty chose this university, in part, because of the MA program. Sociology faculty want to work with graduate students. I’m worried that we will not be able to recruit Top 15 PhD program graduates (like we have now) if we do not have a MA program. Not being able to recruit the absolute best faculty will irreparably harm our BA program.

Our recent program review highlights the many, many strengths of the MA program. It notes how well our program places our graduates into jobs, emphasizing that this as a strength of the program. In Dean Lutz’s letter, she strongly agreed with the conclusions of the review, including the importance of the MA program for job placement (including in Wyoming!).

With *one more* faculty line, we can successfully deliver *both* our MA and BA curriculum. Let’s invest in UW Sociology with one faculty line, keep our strong programs, and *watch as UW Sociology continues to excel*.

Sociologically Yours,

Matthew A. Painter II

Subject: Sociology MA program consideration

Date: Wednesday, December 14, 2016 at 3:48:22 PM Mountain Standard Time

From: Jess Dooley

To: Program Review - Academic Affairs Office

To whom it may concern,

Hello, my name is Jessica Dooley. I am writing in regards to the possible elimination of the Master of Arts program in Sociology at the University of Wyoming and asking that you consider keeping this program as it would be a great loss to the University and students if it were abolished.

First, I would like to tell you a little bit about myself. I am a recent graduate of the University of Wyoming, having received my BS in Sociology and Geography in May 2016 after four years of study. I graduated Summa Cum Laude, was an Arts and Science top 20 graduate, and won numerous awards from the Sociology department and other areas as well. I also graduated with honors in Sociology after maintaining my GPA and taking a couple graduate-level courses from the department. These graduate courses were extremely beneficial to me for several reasons. First of all, I was able to experience the hard work it takes to succeed at a higher level in the academic arena. Expectations were higher at the graduate level, and my understanding of not only the material increased, but so did my understanding of the dedication it takes to succeed in academics. In addition, simply having the masters students in the same class was a huge help. Their knowledge in the subject matter and their willingness to share their knowledge helped broaden my understanding of the material and think about it in new and different ways. The masters students were also a source of guidance in determining my own plans for a possible future in a graduate program.

In saying all of this, my point is that the University of Wyoming has an excellent Sociology MA program. The faculty truly care about the graduate students (an all their students for that matter), and they do everything in their power to help them succeed. This attention combined with the material taught with top-level instruction all work to produce high-quality academics who are knowledgeable in their fields and inspire the same drive in others to interact with the social world in creative and innovative ways. I truly believe that this a program worth keeping at the University, and I hope those in charge of making the decision see that as well.

Thank you for this consideration,

Jessica Dooley

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December 9, 2016

Dear Provost Miller:

I write to express my dismay at the proposed elimination of the M.A. program in Sociology. I do not believe that action is in the best interest of the University of Wyoming or its students.

By way of background, I have been at UW for 25 years and am currently serving my second term as graduate director of sociology. As a sociologist, I am well aware that purposive actions that seem beneficial in prospect may convey unexpected, unintended consequences that are detrimental. I am concerned that the consequences of eliminating the M.A. in Sociology may include unforeseen opportunity costs and a decline in the quality of the undergraduate program.

It has been publicly acknowledged that the proposed program eliminations are not a component of the budget cuts necessitated by the reduction in state funding to UW. Moreover, the M.A. in Sociology is *not* a low-enrollment program. While eliminating it may not reduce University operational costs, it may forfeit important prospects for future funding.

Importantly, sociology is designated as a STEM discipline by the National Science Foundation (see https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5369), and more extensive funding from agencies such as the National Institutes of Health is available to sociologists. Unfortunately, our medical sociologist has seen fit to accept a position at a university that recognizes the value of sociology. (That is a position that needs to be filled, not only to make UW competitive for NIH funds, but to provide pre-med students with essential coursework for success on the MCAT.) Our more junior faculty have received grant funding, but chances of external funding from major granting agencies is reduced precipitously for institutions without graduate programs.

Another financial consequence may well be a reduction in gifts to the University. Sociology has been fortunate in having committed alumni and other benefactors who have made generous donations on behalf of the department, including to support the M.A. program. I cannot speak for these donors, but some have certainly expressed their aggravation about the proposed elimination of the M.A. program to me and other faculty in the department. Alienating donors seems like an unpromising avenue to inculcating future generosity.

Dean Lutz indicated that the M.A. program should be eliminated because we are down to four faculty and cannot expect any additions for the foreseeable future. She expressed the view that the department needs to focus on building the undergraduate program. Yet, the sociology graduate assistants play a fundamental role in delivering the undergraduate program. Those who are ill-informed about sociology sometimes suggest that it is simply a compilation of "commonsense" knowledge. It seems odd to me that the NSH and NIH would see fit to fund commonsense endeavors. In fact, sociology is a rather challenging discipline, and our undergraduates benefit tremendously from the involvement of our GAs in delivering courses.

now address this.

Consider, for example, that success rates in the principles of sociology course were once rather low, with a third or more of a class receiving grades of D or F. Recently those rates have improved dramatically, with nearly every student receiving a satisfactory grade. That didn't happen because our younger faculty (who usually teach principles) have lower standards—it happened because they were able to use technological innovations to develop fresh approaches to engaging students in the course. Yet, their approaches to the course require considerable involvement with students and are very time consuming. Graduate assistants are essential to support delivery of the course with these methods—without graduate assistants there is likely to be a return to the "four multiple-choice exam" model that assures many students will have difficulty in succeeding. And that will have real consequences for students who aspire to become physicians or receive a Wyoming social science teaching credential. I might add that our graduate assistants also play a critical role in delivering upper-division courses, and more advanced students can independently teach lower-division courses. Rebuilding the undergraduate program hinges in no small part on having the support of top-notch graduate assistants. Fortunately, we consistently attract excellent graduate students.

I suppose one might ask whether sociology is central to the mission of a land-grant university. Judging from the fact that two land-grant universities (UC Berkeley and U of Wisconsin) are tied with Princeton atop the ranking of sociology doctoral programs, and that many others have highly ranked programs, perhaps the discipline makes many valuable contributions that are being overlooked at UW. Every faculty member of this department is an excellent teacher and productive researcher. Dr. Barnes has publicly detailed the outstanding teaching and research accomplishments and accolades of the department's faculty, so I need not repeat those here. If we lose our younger faculty, which is a virtual inevitability should the M.A. program be discontinued, we will not be able to recruit their replacements from top 20 departments (our current faculty all come from top 20 programs).

We have a top-notch M.A. program, which has produced many highly successful graduates (see <http://www.uwyo.edu/sociology/alumni/index.html>), some of whom make invaluable contributions to the state and university today. The external review of the department conducted last year spoke highly of the M.A. program and made useful, no-cost recommendations for bolstering enrollments. Does it improve the university or better serve the state for sociology to become an undergraduate program, which will soon be staffed with less well-qualified faculty. Do diminished opportunities for funded research and gifts help achieve those goals? I'm having trouble seeing how eliminating the Sociology M.A. program helps UW achieve the academic excellence to which it aspires.

Sincerely,

Malcolm D. Holmes
Professor of Sociology

cc. President Laurie Nichols
Dean Paula Lutz
Faculty Senate Chair Scott Shaw

Laura Weatherford
Department of Sociology
1000 E. University Ave.
Laramie, Wyoming 82071

Ms. Miller
Provost, University of Wyoming
Old Main 312, Academic Affairs, Dept. 3302
1000 E. University Ave.
Laramie, Wyoming 82071

Dear Ms. Miller,

I am writing this letter in opposition to your consideration of eliminating the M.A. in Sociology at the University of Wyoming. I started this program the fall of 2016, and although it has been only one semester, I am saddened that the program is being considered for elimination. The professors I have had the opportunity to have as instructors are world-class and very knowledgeable. Furthermore, their research is current, pertinent to important issues, published, and cited by others. Their research contributes more than just publications to show our university is actively involved in research, though. It is for this, and a myriad of other reasons, that I voice my opposition to your consideration of eliminating this program.

Sociology addresses topics that matter. Furthermore, sociology is a field that encompasses numerous fields within its range of topics, engendering fuller knowledge and understanding. Sociology is an important part of the University's intent of preparing students for "complete living." This program is not only a great resource for many students, to help us along in our careers, but it is a great way to educate younger generations about issues pertaining to the real world which can lead to knowledge and skills to solve serious problems. Personally, sociology is what made me who I am today. Due to my study of sociology, I was able to use reasoning and analytical thinking to open my mind.

After earning my undergraduate degree in sociology, I worked in Wyoming for a non-profit that advocates for the rights of the LGBTQ community. I began learning about the injustices people endure, particularly of the LGBTQ community, through my sociological studies. During my time at the non-profit, we advocated for more loving, equal policies (including the nondiscrimination ordinance here in Laramie, Wyoming). I am a proud Wyoming native and would love to stay here to continue my career and to raise my family. However, with elimination of the M.A. in Sociology, I would question whether I should stay or move elsewhere that values similar things.

I value the knowledge I received from professors of sociology. I value education, as well. I chose the University of Wyoming for this degree with the intention of improving my education and passing it on through my own teaching and researching career. The professors are knowledgeable, kind, and some of the most upstanding people I have met. Losing any additional professors to the ones already leaving would be a huge loss. I find it upsetting that no one is speaking to their value and the asset they are to this university. For the sake of them and all that

they are to this institution, for my sake as a graduate student, and for the sake of the future of the University of Wyoming, I strongly encourage you *not* to eliminate the M.A. Sociology program. It would be a grave mistake.

Sincerely,

Laura Weatherford

Gage H. Clark
Recent B.S. of Sociology Graduate
UW Alumnus
888 Ogden Cir.
Northglenn, CO 80233

To Whom It May Concern:

I have recently reviewed the Proposal to Eliminate Academic Program for the M.A. Sociology program. I am in utter disbelief that eliminating the M.A. Sociology Program is even a strategic consideration of the University of Wyoming. Over the course of this letter, I will lightly touch on the importance and community perception of this program, the strategic reasoning used in this proposal, the overall affects of elimination and lastly, some brief anecdotal concerns about the University of Wyoming eliminating this program.

When reviewing the first several pages of the proposal, the positivity expressed towards the program actually made me think that this was a mistitled document and that that author was a faculty member of the department writing about the department's achievements. In the proposal, it is discussed that this M.A. program is not only a foundational social science, but that it is *central* to the University's stated mission. The proposal then goes on to explain how the M.A program is crucial to several of the other goals set forth by the University. Later we see the alumni accomplishments, where there are 13 former students who went on to achieve their PhD/Doctorate Degrees (14 if you include the one PhD candidate listed). The majority of these students have gone on to have sterling careers in their respective fields and attribute their post-graduate successes to their educations received by the M.A. Program. Between the University's missions and goals, coupled with the success of the programs Alumni, it is hard to believe that a program thought so fondly of even has to defend why it even exists.

Regarding the strategy behind this proposal should be key. As any researcher knows, methodology is almost always more important than a conclusion itself. Currently, the proposed conclusion is to eliminate the M.A. program, so to be fair, we should really dive into the reasoning. It is stated that "since there will be only four professors, they should focus on B.A. student recruitment." This is certainly understandable, except the attrition rate for the professors has far exceeded the approved requests for new hires. Although I do not know this factually, I highly doubt that the faculty has not been hiring new professors that have been approved by the University. At one point, the Department had 13 faculty members. The eminent threat of only having four faculty members has nothing to do with B.A. recruitment or even the success of the M.A. program. It has everything to do with gross neglect on the University's part to mitigate the aforementioned faculty attrition rate.

Going back to the reasoning/methodology of eliminating this program, it is also stated in this proposal this M.A. program falls into the mid-level category and that there are 13 other Masters programs in the College of A&S were low demand. **Are all 13 of these programs being eliminated?** Have all 13 of these programs had a similar proposal

and external reviews done? Wouldn't it make the most sense, if we are going just strictly off of student demand, to review and make decisions on all 13 of those M.A. programs before even bringing up the Sociology M.A. program? And, if in fact these evaluations aren't based solely on demand, I think that Sociology being a cornerstone social science along with Economics, Anthropology, and Political Science should give the M.A. program altogether immunity from elimination.

The proposal did a great job of listing the overall effects of elimination, although they don't further the initial purpose of the proposal itself. Instead, the overall effects of elimination only make a stronger case as to why the M.A. program should be kept. Besides lowering moral, and possibly concurrently collapsing the B.A. program itself (the very last sentence of the proposal) you will be eliminating a program viewed as a great success by dozens of alumni and reducing the available cross-listed courses available to other majors. In all honesty, because of the financial impacts listed, the dollar amounts spent on research by the faculty members, it seems that this proposal for elimination wasn't strategic at all. This proposal seems that eliminating the M.A. for Sociology is more of a nominal move . . . another number for an overall body count. It was also claimed that this would have little educational effect on the University, but again, I go back to those 14 PhDs and them attributing their successes to this program.

Finally, on a more anecdotal note, I have a few brief things that I would like to express about this proposal. To give context, I attended the University of Wyoming from the Fall of 2011 to the Spring of 2015.

This is not the first time that I have observed administrators/decision makers act inappropriately at the University. This is also not the first time I have seen those same administrators/decision makers not listen to the students, alumni or faculty when making decisions. To give context, I was attending the University during Dr. Sternberg's tenure as President. I have been ashamed as to be an alumnus of this university not because of the education I received from the Sociology department, but because of the blatant disregard of the needs of students and faculty. If the M.A. program for the Sociology department is eliminated, that shame will only deepen.

Recently, I have launched an already promising career in Medical Device Sales. The start to this career was carefully crafted by the Sociology Department. This department honed my research and analytic skills as well as my overall communication skills. I took classes on Medical Sociology, Social Theory, Research Methods and even a graduate course from Dr. Barnes. When I started college, my vocabulary was terrible and I could hardly write a complete and accurate sentence. After two years in this department, I scored in the 98th percentile in "analytic writing" on the GRE. My point to all of this is that, even though I personally have not completed the M.A. program, I, like all of the other Alumni mentioned, attribute my successes not to the University, but specifically to this department. The only graduate school I would even consider attending is the Sociology Department's M.A. program. Long story short, if this program is eliminated, my net contributions from now until death to the University of Wyoming will net exactly **zero dollars**. Furthermore, I will **rebut** any attributions of personal and/or professional success to the University of Wyoming.

Lastly, going back to the point about the 13 smaller M.A. programs in the College of A&S, I want to make a brief analogy that I hope will help add a new perspective to this decision. Imagine you are an entrepreneur and you own 14 different services companies

for 14 different industries. You've fallen on difficult times and overall, you are claiming an overall loss on your personal tax returns, so you have to make some decisions regarding your businesses and how to proceed. You consider dissolving some, merging some, and keeping some the same. The business most analogous to our Sociology M.A. program is actually one of your biggest businesses. It has the highest customer demand of all of your businesses and even more so, it is arguably one of the cheapest to run. The expenses submitted by each principle of the company only submit yearly expenditures totaling roughly \$5K dollars per person and at the same time, your customers are wildly happy with the services that they have been provided with. Unfortunately, the business has been neglected of your funds over the last several years and you haven't done a great job keeping all of your principles secured . . . but again, your customers are still happy and the profits are still high. You could probably even grow this business more if you allocated some funds and placed them towards this business, as the a lot of the principles are eager to become full partners, they have great productivity and overall, they are making the future of your business look extremely bright. Lastly, this business is part of your personal brand as an entrepreneur. Nobody else in your geography has a business this unique. You have a niche and it works well for you. You are renowned for this business and will most likely lose credibility in the market for all of your other businesses without this business.

As an entrepreneur, would you really automatically think of closing this business? Would you do so even though you haven't even evaluated the success of your other 13 businesses? If so, there's a reason that you aren't a good businessman. Just as closing this business isn't good business acumen, proposing to close the Sociology M.A. program instead of investing more into it isn't good administrative acumen.

Thank you for your consideration and I hope this letter resonated with you. Please feel free to contact me with any questions.

All the Best,

Gage H. Clark
307-689-3012

To Whom It May Concern:

Hello! I'm Rachel Robinson and I have been with the sociology department for almost three academic years. I wanted to share my experience with the sociology department.

To begin, my first experience with the department was with Dr. Barnes. I was a transfer student and I was trying to decide if I wanted to continue with my previous major or change majors. I didn't even have an appointment, and she graciously let me into her office to talk about becoming a sociology major. She was understanding of my situation and was incredibly helpful. Specifically, because of that positive interaction, I decided then and there that I wanted to be a sociology major.

Like many students, I, of course, have favorite professors. Except I am unable to decide who, in the sociology department, is my favorite professor. Every single professor from the department is amazing. They all go above and beyond to help their students. I have had a class with every professor and they all have their own way of making their class interesting and engaging. I would like to speak directly to two specific professors whom I have had a great deal of interaction with: Dr. Matthew Painter and Dr. Shiri Noy.

Dr. Painter is my advisor and he has gone above and beyond for me as a student. He has seen me frustrated with my academic work, as well as my personal life. He always takes time to listen to me as a person and offers great advice. Not only does Dr. Painter pump out his own research, he is one of the best professors I have ever had in my academic career. He creates his classes to benefit every different student, he has a CPA (class preparation assignment, which includes several questions about the readings) due every week, in-class assignments/participation points, papers, and tests. I know, that sounds like a lot of work, but it truly benefits every sort of student. If you are not a good test taker, you can write a great paper. If you didn't do as well on a paper as you would like, you can still make up the points with your CPA's and in-class assignments.

One of the classes I took with Dr. Painter, "Social Inequality," was a graduate level course and was by far one of my favorite classes. By taking a graduate level course, I was able to qualify for the sociology honors program, Alpha Kappa Delta. In the "Research Methods" class Dr. Painter teaches, I wrote a whole prospectus that I could use to write a thesis on in graduate school. I learned more about research and the research writing process in that one class than I have learned in my whole academic career. Because of that class, I am prepared to go to graduate school equipped to do research.

This past semester I have had the wonderful opportunity to do an independent study with Dr. Shiri Noy. The independent study includes the chance to be an undergraduate Teaching Assistant (TA). For this course I have had the opportunity to observe her teaching style, take notes during lecture, hold my own office hours, as well as grade quizzes and in-class assignments, all for "Introductory to Sociology." The other part of the independent study includes a graduate school preparation portion. I have read several books and had many discussions about graduate school with Dr. Noy. Dr. Noy has also read and helped me with my writing sample, letter of intent, and my CV for graduate school. Because of the independent study class, I am prepared to go to

graduate school and be graduate assistants for other professors. Not only that, I am more than equipped to send my documents to graduate schools, proud that I am representing an excellent education from the University of Wyoming.

Although my experience with the sociology department is limited to my undergraduate experience, this letter is about the Sociology MA program at the University of Wyoming. Because of the wonderful professors at UW, I feel ready to continue on to graduate school, whether it be at the University of Wyoming or another school.

It is truly disappointing to hear that the University of Wyoming will lose such a dynamic and awesome master's program. My point is, the professors in the sociology department are wonderful and if the master's program gets cut, I fear that there will be a domino effect and the university will lose the undergraduate program as well. The University of Wyoming should be proud of the professors that are representing the institution. It is truly a mistake to cut the master's program because not only will the University of Wyoming be missing out on phenomenal professors, the University of Wyoming will be missing out on brilliant students who will be learning and in turn representing the University of Wyoming in other aspects of daily life.

I also have a selfish reason behind writing this letter, as a student who will graduate in the spring, I want the option to continue on my education in my home state. I want the option of continuing with an awesome program. The master's program is an excellent stepping stone for publishing my own research and then continuing on to a top 10 university for my PhD.

Thank you for your time. I really hope you reconsider the possibility of cutting the sociology master's program because there is an endless amount of positives that could benefit the community in Wyoming as well as benefiting the University of Wyoming.

Sincerely,

Rachel Robinson

*Jonathan H. Turner, Director
Institute for Theoretical Social Science
P.O. Box 12 (for Suite 21)
135 Harbor Way
Santa Barbara, CA 93109
USA*

To: Colleagues at the University of Wyoming:

I am writing in support of the Department of Sociology at the University of Wyoming because of an earlier proposal to eliminate the department as not somehow central to a Land Grant university, which itself is simply an unbelievable perception, and now, because of the to proposal to eliminate its M.A. graduate program. There is probably not a land grant university in the country that does not have a sociology program; and even among private universities, 99% have some form of a sociology program. There is a reason for this ubiquity on four-year college campuses: sociology is relevant to virtually every human activity and hence essential for the education of every student in the United States. At the university where I was a professor for 49 years, the University of California at Riverside, sociology was the third largest major (after biology and psychology) but, even more importantly, one-third of the students on campus took a sociology course as a general requirement (the most of any department on campus). The department now has 1,400 majors; and the department where I am now affiliated, the University of California at Santa Barbara, has 1,200 majors. Moreover, when one goes to the campus of any university, sociologists are prominent in such important programs as the business school, the law school, the public policy school, as well as programs in ecology and environment, globalization, urban studies, criminal justice and criminology, ethnic studies, and gender/sexuality studies, and so much more. Thus, sociology is part of almost every program on a university campus in the United States, as well in most of the world.

On the campus where I got my Ph.D. in 1968, there were, in essence, four sociology programs: sociology in the private part of the campus, rural sociology (which focused on economic development) in the state part, Industrial and Labor relations in the state part, and even Home Economics (since folded into other programs) in the arts college (as basically a family sociology program). At U.C. Riverside, there are sociologists in the business school, school of public policy, school of education, ethnic studies, gender and sexuality studies; and the same is true in U.C. Santa Barbara, with the addition of the global studies program (which at UCR is a specialization in the Ph.D. program). One does not eliminate *the one* discipline in all of academia devoted to the study of human behavior, human interaction, and human social organization because of budget problems. To do so is short-sighted and demonstrates a lack of vision about what a modern university campus must be.

What is particularly troubling is that the sociology program at Wyoming is excellent, even though it is a small department. I know the department well because I have given talks on campus, and while the faculty has changed over the intervening years, its faculty focus on such central issues as immigration and immigration policy, marriage and family relations, globalization, world markets and trade, race and ethnic relations, social movements, gender, environmental issues. This is a wide range of central issues in the world today and indicates that the department is vital and relevant, and moreover, that its faculty is working very hard to cover a wide range of important topics and, thereby, providing students with a broad education. Retirements have hurt other areas where sociology at Wyoming was once very strong, such as the interface between biology and the social sciences, and theoretical sociology. Nonetheless, this small program is focused on what are obviously some of the most central issues and problems in American society today; and to cut the M.A. program of such a department at the flagship university of the state will raise questions all over academia in the United States. No level of budget problems can justify, I believe, punishing a department that has done so well on so few resources for so many years.

Of the many books that I have written over the last 50 years, one was an institutional history of sociology in the United States. The first sociology department in the world was in the United States, founded in 1892 at the new University of Chicago, although there had been sociology programs at several land grant institutions affiliated with other disciplines, such as the History and Sociology program that once existed at the University of Kansas decades before the Chicago founding. Almost immediately after this initial founding, land grant institutions created sociology departments, often two departments, mostly rural sociology and regular sociology, with this division persisting to the 21st Century at places such as Washington States University or several in the Midwest, although rural sociology has often been converted, like at Cornell, first into economic development programs, some of which as morphed into globalization/world system programs—all rather central to the world today. One note of embarrassment in land grant institutions is that the University of California at Berkeley did not have a sociology department until the 1950s, even as the other campuses of the system in existence then—i.e., U.C. Riverside, U.C. Davis, and U. C. Los Angeles--did. The reason for this is that Fredrick Teggart, a world-famous historian, chaired the social institutions department and believed that history was a science like sociology; and so, only with his death (literally over “his dead body”) did sociology emerge at Berkeley and, within a decade, became the top sociology department in the world by 1960.

To eliminate or even to cut back on a very viable department in the center of lower-density America is to deprive students of a full set of options for their education; it is also to deprive the state of sociological expertise, which can be very useful in economic development and in developing social programs in the state.

Thus, I urge the administration in its review of sociology to understand what a fine department it has been for many years. And I also caution the administration on the reputational effects of cutting a discipline that is so essential to the mission of any university in the modern world. Moreover, the costs of restoring a program will

always be greater than maintaining its basic profile. Indeed, two private universities cut sociology in my lifetime, and each has restored it; indeed, for example, Washington University at St. Louis, is spending a fortune recruiting new faculty and trying to restore the reputational hit that it took in dropping the discipline from campus (even at a such a fine and distinguished university as WU at St. Louis). A masters program is not that expensive to sustain, but much more costly to restore; and if we look at the world ahead of us, most of the problems of the U.S. and the world are sociological in nature. They will not be solved by technology alone but by expertise in understanding human behavior and organization; and sociology is the only program on a university campus where this is its central mission.

I realize that I am "lecturing" but I feel quite strongly about this. I have traveled the world giving talks to sociology programs over the last 50 years, often along with other programs such as economics; and the one thing that the world recognizes is how good American sociology is and, at Wyoming, you really have a very good—albeit small—but nonetheless an excellent program that you should try to sustain at its highest level.

Thank you for your patience in enduring my "lecture" but the stakes are very high, I believe, for how Wyoming will be perceived if it abandons sociology at the graduate level.

Sincerely,

Jonathan Turner

Jonathan H. Turner
38 University Professor of the
University of California System

Research Professor in Sociology
University of California, Santa Barbara

Professor of the Graduate Division
University of California, Riverside

Distinguished Professor of Sociology, emeritus
University of California, Riverside

December 15, 2016

Ms. Miller

Provost, University of Wyoming

Old Main 312, Academic Affairs, Dept. 3302

1000 E. University Ave.

Laramie, WY 82071

Dear Ms. Miller:

As a Wyoming native, I have always been proud to call myself a Wyomingite. Raised in rural Wyoming by two entrepreneurs, I am a first generation college graduate. I chose to stay in Wyoming for higher education for numerous reasons, but the largest of those being the quality of education I knew was possible. What I have discovered throughout my time in higher education in Wyoming is that people care. Professors care, students care, administration cares. One can only imagine my complete and utter dismay when learning of the proposed elimination of the Sociology M.A. program, of which I am currently a student.

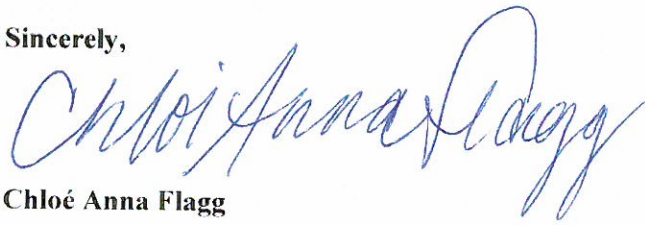
The Sociology M.A. program would not meet necessary requirements for elimination if one were to use the University's own metrics. As can be seen in the Proposal to Eliminate Academic Program report, the Sociology M.A. program is a mid-level demand program and has graduated 19 students in the past five years. Despite a 2013 reduction in G.A. allotment the program has maintained a mid-level demand. The sociology program has high potential for growth worthy of strategic investments according to program assessments by the University, Arts and Sciences college, and Sociology department. This information very clearly demonstrates that the M.A. program should never have been considered for elimination.

The Arts and Sciences College bears a quote written in stone, "Prepare for complete living." This inspiring statement was written by prominent sociologist Herbert Spencer. The idea of a university promoting the ideals of "complete living" without a Sociology M.A. program is laughable. The proposal of the elimination of the M.A. Sociology program supposedly would

allow the department to focus energy on building undergraduate interest in sociology. The thought of this is completely counter intuitive. Why would a student interested in sociology ever consider an undergraduate program knowing there would be no potential for attaining a master's degree within the same department? How would the UW Sociology department be able to compete with nearly every other land-grant University that does have a Sociology M.A. program?

As a graduate student in the Sociology department, I fully intend on staying in Wyoming upon graduation. This is my home. Without the Sociology M.A. program, I would never have been able to achieve this level of education, of which I am very proud. The program has truly prepared me for "complete living" and I intend to share my knowledge and services with the people of the state of Wyoming, whether that be through education, government, or a multitude of other careers I feel more than adequately prepared for. To lose a graduate level program of such quality would be a massive disservice to the people of Wyoming. I strongly urge that when considering elimination, the committee be fully informed of the detrimental consequences such an action could have, not just on the University of Wyoming but the people of Wyoming.

Sincerely,



Chloé Anna Flagg

November 18, 2016

To Whom It May Concern:

Although it is sometimes easy to forget it, there are two essential elements in a major university: students and faculty. I fear the latter have largely been disregarded in the UW's approach to budget cutting. Faculty appear to be viewed as a painful expense, their status and working conditions pushed to the bottom of the administration's approach to the current crisis.

The proposal to eliminate the Sociology graduate program is a prime example. Almost without exception faculty at a major university desire to teach courses ranging from freshman level to graduate level. And in terms of their research, the ability to teach graduate classes and direct graduate theses is essential. Frankly, eliminating a graduate program is to consign a department to a second-class status. Current faculty will rightly perceive the elimination as a downgrading. Their university status is lowered as is their status in their discipline. Faculty, like all humans draw into themselves and work to rule when not valued. A high quality institution does not ignore faculty morale because when morale is high, students benefit as do faculty colleagues. Even the administration benefits by having a faculty that believes they are valued—cooperation is much more likely and faculty are more likely to contribute to the goals of higher education.

As I understand it, only three land-grant universities do not house Sociology graduate programs. Forty eight states house Sociology programs. I assume that most administrators desire to attract and retain the best faculty possible. Do not think for a minute that elimination this graduate program and transforming the Sociology department into an undergraduate only unit will further this end.

The Sociology graduate program has existed for nearly six decades. It has attracted good students who have gone on to high quality occupations or moved to excellent graduate programs. These students have gained from their educations at UW as have the faculty who have provided them with a high quality education.

If the goal of budget cutting is to eliminate the Department of Sociology, elimination of the graduate program is certainly consistent with this goal. If not, it is a bad strategy.

Sincerely,

Oliver Walter

Subject: elimination of the M.A. SOC program

Date: Friday, November 18, 2016 at 1:58:41 PM Mountain Standard Time

From: Kelli Pribanic

To: Program Review - Academic Affairs Office

To the Provost and Dean of Arts and Sciences,

I am a graduate of the Master of Arts program in Sociology and was recently alerted of the recommendation to discontinue the program. I write on behalf of and in defense of the M.A. program and urge you to reconsider this action. I believe the stated catalyst for eliminating the program mistakes its greatest asset as liability and fails to recognize the responsibility the university has to the state for retaining social scientists who can contribute to state institutions and public policy.

A low faculty count is the primary reason, I've learned, for the effort to eliminate the program. However, I can say that was exactly the reason I was drawn to the program from out of state in Mississippi. I completed my B.A. in Sociology at the University of Southern Mississippi where there was also no M.A. program, and with aspirations to continue my education, I had no choice but to leave my alma mater. However, in the time that I spent in the SOC program at USM, which also had a low faculty count, I learned firsthand the value of individualized attention from faculty and sought a similar experience in my graduate studies. I understood through experience that learning in higher education is best facilitated by developing personal relationships with faculty and that those relationships are best cultivated in a low student-to-faculty ratio. What I sought was what I found when I arrived in Laramie.

Over the years that I spent in the SOC M.A. program at UW, I developed close relationships with professors that steered my studies in ways I never imagined. By the guidance of my mentor and other faculty, I conducted independent research in Guatemala that culminated in a recommendation to the Guatemalan Embassy by the Fulbright Scholar Program for continued research in my topic. Through the encouragement of my professors, I pursued and was awarded a research scholarship from the Haub School of Environment and Natural Resources. When I wrote my thesis evaluating the delivery of recovery resources to victims of Hurricane Katrina in my home state, SOC faculty at UW helped me analyze and interpret an overwhelming dataset obtained from FEMA so I could better understand the disaster response and share my findings back with the organization I studied. With the support of my professors, I presented all of my research in these topics at local and national conferences, contributing to meaningful research as an ambassador of our university.

Since completing my M.A. in Sociology, I've worked in education and housing related non-profit organizations, one of which was in Wyoming, and in private legal consultation. The skills in qualitative research, interviewing, writing, and critical analysis I honed with the help of my professors at UW have enabled me to excel in my profession and contribute in tangible, meaningful ways to the social causes I believe in and to the lives of the people I've sought to help. Those skills were gained directly because of the individualized attention I received from my professors in the program. However, I think it's also important to note that I do not currently live or work in my home state and only briefly did since first leaving it. The opportunity to leave Mississippi to continue my education was naturally accompanied by other opportunities that allowed me to pursue my personal and professional aspirations elsewhere, and this is one great risk posed by eliminating the M.A. program in Sociology - losing Wyoming students to other universities in other states, thereby diminishing the chances they'll return to Wyoming and contribute.

My very positive experience in the M.A. SOC program and the ways it's contributed to my professional and personal life are also echoed by the successes of my peers from the program, I know. However, in addition to these personal accounts of successes related to the program and those evidenced by the current faculty's multiple teaching awards received and countless published articles refereed, I understand the program also received strongly positive external review in 2016. Given the demonstrated and objectively verified success of the program and the risks inherent in eliminating it, I ask how the motion to eliminate can be defended.

I'm sure many people in the open comment period have already spoken to the importance of Sociology as a key, foundational social science and the absolute necessity of training future social scientists who can offer skilled insight and empirical data to inform public policy making. At a time when so much misinformation floods our lives and news cycles, Wyoming has to be able to cultivate social scientists among its citizens *and* also retain them. That work happens at the graduate level and the university already has a quality program providing that service through its partnerships with WYSAC, WIND, and other state-funded organizations that depend on social science research and the work of Sociologists. Eliminating the M.A. program risks losing social scientists to other states because they cannot continue their education in Wyoming. As a land-grant university and the only 4-year university in the state, UW's burden for ensuring Wyoming students have access to the discipline, not only at the undergraduate level but also at the graduate level where the real work of Sociology is learned and practiced, is a shared responsibility to the future of the state. I know the university has hard decisions to make for its budget, but I ask that as leaders of the university you ask what real benefit exists in eliminating a program with such demonstrated successes and need in the state, and hope you will end any further action to fulfill the recommendation.

Sincerely,

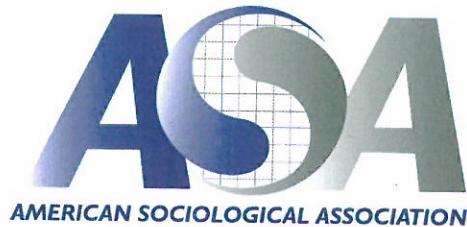
Kelli Pribanic

Kelli Pribanic

Investigator

FBC

Foster-Brimm Consulting, LLC



Paula M. Lutz, Dean
College of Arts and Sciences
University of Wyoming
Laramie, WY 82071

November 18, 2016

Dear Dean Lutz,

I am a 1984 B.A. graduate from the UW Sociology department, and was dismayed to learn that the University has proposed elimination of the Master of Arts in Sociology program. While I recognize that the University is faced with severe financial challenges, I would argue that removing productive programs that provide students with diverse perspectives and useful skills is not a strategy that will benefit the students and citizens of Wyoming in the long run.

My time at UW exposed me to a variety of ideas and to a broader understanding of the world around me, and I will always cherish that. I had the benefit of a relatively small department where I enjoyed the opportunity to get to know and work with faculty members. In fact, it was participation on a research project with then-Professor Garth Massey that truly introduced me to the career in research I have pursued ever since. My interactions with the graduate students in the department at that time were mainly in their roles as teaching assistants. But as I was considering plans after graduation, their presence in the department provoked an awareness that graduate study in sociology might be a possibility.

Upon graduation from UW I was recruited to enter the sociology doctoral program at Johns Hopkins University in Baltimore, and after working at a German university and doing fieldwork in Kenya I completed my PhD in 1993. Following 10 years in institutional research at community colleges in Montana and Virginia, I took the position of Director of Research and Public Policy for the American Association of University Professors (AAUP) in Washington, DC, which I held for 12 years. In 2014 I moved to my present position as Director of Research on the Discipline and Profession at the American Sociological Association, so I am well acquainted with academic careers and the benefits of a degree in sociology.

Eliminating the master's degree and transforming Sociology into an undergraduate department would send a signal that the UW does not truly value the diversity of perspectives sociology has always embodied for me and so many others. I know that is not the message the University wishes to convey, so I hope that you and other UW leaders will reconsider the proposal to eliminate the MA degree in sociology.

Sincerely,

John W. Curtis, PhD
Director of Research



Paula M. Lutz
Dean, College of Arts and Sciences
University of Wyoming
Laramie, WY 82071

November 18, 2016

Dear Dean Lutz:

I write to express concern that sociological study is being reduced at the University of Wyoming through the proposed elimination of the Master of Arts program. We understand the University is facing significant decreases in funding as a result of a changing state economy and that difficult choices are necessary as a result. Nevertheless, the elimination of a master's program in sociology and the corresponding transformation of a department from graduate to undergraduate would be a significant loss to students and the state.

Sociology is a popular field of study with a long-term trend of increasing majors. Our analysis of national data generated by the National Science Foundation shows that the numbers of both bachelor's and doctoral degrees in sociology have been on an upward trend since 1990, while the number of master's degrees has been rising for most of the past ten years. Sociology also attracts a diverse student population. Among bachelor's degree recipients in the 2012-2013 academic year, the proportion of students of color was highest in sociology among major STEM disciplines.

One reason for the continued growth of sociology programs nationally is the recognition that the discipline provides students with a deep understanding of how individuals operate within their social environments, something that is central to a liberal arts education. And this translates directly into crucial skills for the 21st century job market. For example, a 2011 analysis of Collegiate Learning Assessment results for students across twenty common undergraduate majors found that sociology majors achieved the greatest gains in critical thinking skills. In a 2013 survey of employers, 93 percent said that new hires need "a demonstrated capacity to think critically, communicate clearly, and solve complex problems."

Employers also reported that they need employees who can conduct research, use evidence-based analysis, and apply their learning in real-world settings. These are among the core learning outcomes for a sociology degree. Indeed, sociology is fundamentally about understanding differing viewpoints and evaluating different behaviors, trends, and structural inequities on the basis of empirical evidence. It should not be surprising, then, that sociology graduates have strong employment prospects. An American Sociological Association study shows that, among 2012 graduates across the country 18 months after graduation, 93 percent were either working, enrolled in graduate school, or both.

Sociology is classified by the National Science Foundation and the National Institutes of Health as a STEM discipline, and we understand that members of the UW sociology faculty have been active in securing funding from both agencies. The widespread recognition of the importance of social science as part of the broader scientific enterprise is reflected in the 2015 decision of the Association of American Medical Colleges to incorporate sociology questions into the Medical College Admission Test (MCAT).

As you know, a major factor in attracting and retaining high quality, productive faculty members is the presence of an active research program in a department. Graduate students are key to maintaining an academic research program, so the elimination of a graduate program often makes departments less attractive to current and prospective faculty members. We know that the UW sociology department has recently undergone an external review that documents current strength.

Sociology is a large and growing discipline that attracts diverse students to explore fundamental questions about society theoretically and empirically. The sociological perspective provides students with critical skills that easily lead to strong employment prospects. We hope you will very seriously consider the importance of sociology as you make your choices regarding funding priorities.

Sincerely,

A handwritten signature in cursive script that reads "Nancy Kidd".

Nancy Kidd, Ph.D.
Executive Director

1430 K Street NW, Suite 600
Washington, DC 20005

(202) 383-9005
(202) 638-0882 fax
(202) 638-0981 tdd

executive.office@asanet.org
www.asanet.org

Subject: Support for University of Wyoming Department of Sociology

Date: Thursday, November 17, 2016 at 10:52:52 AM Mountain Standard Time

From: Taylor,Pete

To: Program Review - Academic Affairs Office

CC: Office of the President

Dear University of Wyoming colleagues,

I'm Pete Taylor, Chair of the Department of Sociology at Colorado State University. I have learned recently that the University of Wyoming is considering eliminating its Master's Program in Sociology. I am writing to express my appreciation and strong support for your University's Sociology Department and its Master's program. At both of our two sister institutions in Laramie and Fort Collins, the discipline of Sociology through its three missions of teaching, research and outreach/engagement makes an important contribution to the historic land grant university purpose we share. In my view, the University of Wyoming's Sociology MA program is essential to the Department's ability to contribute effectively to that land grant mission.

My personal and professional connection to the University of Wyoming's Department of Sociology goes back to 1980 at Trinity University in Texas, when a brilliant and dynamic young sociology professor named Richard Machalek opened up a entirely new world for me in his Classical Sociological Theory undergraduate class. It is not an exaggeration to say that Richard inspired me to become an academic and a sociologist. Teaching matters. Faculty can change students' lives, as Richard and his teaching did mine. As you know, Richard moved to Laramie and became Professor and long-time Chair of Sociology at the University of Wyoming. I have been honored to have had the opportunity to continue that personal and professional association since 1995.

The Department of Sociology at Colorado State University for many years has enjoyed a strong collegial relationship with the Department of Sociology at the University of Wyoming, partly because of our shared land grant orientation, but mostly because of the high quality of WY Sociology's faculty and students. The University of Wyoming has top notch Sociology faculty who have won many teaching awards. They have sent multiple MA graduates to our PhD program who have gone on to make important contributions to our nation as successful college professors, researchers, government policymakers and practitioners. We at CSU have benefited from WY Sociology faculty's strong research contributions to our discipline, including more than 70 peer-reviewed journal articles in the last six years and important textbooks that we have used in our undergraduate curriculum. Our two departments have collaborated together around common interests, such as supporting the National Sociology Honor Society (AKD) and exchanging faculty visits to give colloquia of interest to faculty and students in both universities.

Importantly, WY's Sociology Department has been a key disciplinary partner with CSU Sociology here in the American West. With very few exceptions, all of the land grant institutions in the United States have Sociology departments with graduate programs. Sociology plays an important role in helping our society successfully confront challenging social, economic and environmental problems, providing balanced information and insights that government and policymakers, private sector actors and citizens draw on to make appropriate decisions. This is part of Sociology's vital contribution to the land grant university mission and I believe that given the rapid pace of change we experience in the American West, United States and global society in the 21st century, that contribution is as important, if not more so, than ever.

Why is it important to continue to invest in a graduate program for a Department of Sociology, especially when the institution is facing unprecedented financial challenges? Why can't a department play its role in the University mission without one? Having a healthy and vibrant graduate program is crucial to maintaining a Sociology department with strong teaching, research and outreach/engagement contributions. A graduate program is vital in attracting and retaining nationally competitive faculty, who see in graduate students both rewarding opportunities to provide the mentorship they enjoyed in their own professional development and to compete successfully for highly competitive external research funding. The research generated by high quality faculty brings new and vital knowledge into the classroom, greatly benefitting students and helping position them for successful futures. It also strengthens Sociology's

contribution to the University's outreach and engagement at community, state and national levels.

Finally, Sociology plays a key role as a foundational social science in the role of Liberal Arts in higher education in our region and nation today. Although STEM disciplines today rightly enjoy a high profile in state and national discussions around higher education, the training provided by the Liberal Arts is also crucial to student success and to our society more generally. The Liberal Arts, including Sociology and other social sciences, provide skills and perspectives that greatly enhance graduates' success in the employment market as well as providing students with invaluable insights and understandings of the human experience that enrich their lives and their contributions to society. As an applied environmental and natural resource sociologist who is also active in community service, I have heard many times from resource managers, policymakers, legal experts, engineers, natural scientists and public service employees about the important contribution Sociology can make to success of their own activities. For example, one prominent water manager on Colorado's West Slope told me recently that he can't do his job in effectively managing a key reservoir without understanding the people and institutions involved. A senior Battalion Chief with Fort Collins' Poudre Fire Authority told me after the 2012 High Park Fire that in his view, the Fire Service needs more sociologists because of the increasing technical and institutional complexity shaping the challenges of fire in the American West today.

As a faculty member with an administrative role in a major land grant institution, I understand that universities face many pressures today, with financial challenges in an uncertain context at the forefront. At the same time, as a faculty member and a professional sociologist with a commitment to enhancing our discipline's contribution to our institution's land grant mission, I believe that Sociology makes a very important contribution.

The University of Wyoming has been very fortunate over the last decades to have had a very talented Sociology faculty with deep commitments to their students, community and state. With respect, I urge you to consider the positive contribution your Department of Sociology makes to your institution and our region and make every possible effort to help it to remain the strong and vibrant place it has long been for the generation of knowledge and solutions for a changing world.

Thank you,

Sincerely,

Peter Leigh Taylor, Ph.D.
Professor and Chair, Department of Sociology
Colorado State University
Editor-in-Chief, *Society & Natural Resources*

Subject: In Defense of the Sociology Masters Program

Date: Tuesday, November 15, 2016 at 7:40:26 PM Mountain Standard Time

From: Emily Schultheiss

To: Program Review - Academic Affairs Office

Hello Review Board,

My name is Emily Schultheiss. I'm a recent graduate from the University of Wyoming Sociology program. While at UW, I earned a 3.8 overall GPA, and a 4.0 GPA within the Sociology department. I also worked as a teaching assistant for two semesters of Dr. Painter's Sociology of the Family class and took one graduate level course, Social Inequality. My last two years after declaring Sociology as major I made the President's honor list every semester.

My experience at the University of Wyoming would not have been nearly as successful without the Sociology Master's program. I benefitted from the guidance of several skilled graduate assistants who were able to guide me through particularly challenging course work. My capstone course, Sociological Research Methods, was especially enhanced by the presence of Ms. Chloe Skaggs who was readily available to help with my research prospectus. Although I am not currently attending graduate school, the opportunity to take a graduate level course during my undergrad was extremely valuable in learning the expectations placed on graduate students. The challenges faced in that course taught me new study skills that improved my performance in other courses. If I do return to school, I am confident in my ability to succeed due to my enhanced knowledge of graduate school expectations.

The loss of the Sociology Master's program would be severe to the Sociology department. The program exposes undergrads to the possibility of graduate school and deepens their connection to the department. My time at the University would not have been the same without the graduate students to guide and inspire me. As you make tough decisions during this review process, please know that the Sociology graduate program was absolutely crucial for my success in the program and the particular graduate students constitute some of my fondest memories of my time at the University of Wyoming.

Sincerely,

Emily Schultheiss

Subject: Sociology Master's Committee

Date: Tuesday, November 15, 2016 at 9:12:51 AM Mountain Standard Time

From: Janis Johnston

To: Program Review - Academic Affairs Office

Dear Program Review Committee,

My name is Janis Johnston and I graduated from the sociology master's program at UW in 1998. The education and background I received through this program were absolutely integral to the successes I've had since, including earning my PhD in sociology from Colorado State University, earning a Science & Technology Policy Fellowship with the American Association for the Advancement of Science, and my current position as a Senior Technical Advisor for the Food Distribution Director, Food and Nutrition Service, USDA.

I am sure that you are aware of the high quality of UW's sociology faculty both in terms of teaching and research with multiple teaching awards and numerous academic publications. Not only would it be a waste of such talent, it would be an incredible shame if graduate students no longer got to benefit from working with these amazing people. I also strongly believe that cutting the graduate program would cause ripples that would affect more than just the graduate program, but could also harm UW's ability to recruit future faculty and students, hinder the ability to conduct quality, cross-cutting research, and hamper grant opportunities. As a reviewer for NSF and EPA grants, I have seen firsthand the importance that these organizations (and others like them) place on having a solid, social sciences component in virtually any scientific grant proposal.

I earned two undergraduate degrees at UW, one in mathematics and the other in natural science with an emphasis in mathematics. In addition to my master's degree, I earned a graduate minor in environment and natural resources. During classes that were "hard" science-focused, I would often have faculty ask why I was studying sociology when I seemed to be good at "science," given that these fields were always hoping to hire qualified women. And I always responded with a question: "What good is the 'science' if you have failed to include people in the equation? I can build the best bridge in the world and it will be absolutely meaningless unless I have been thoughtful about including the people who will use it." I ask you the same question. How can a university be thoughtful about science and not include the one variable that has more bearing on the science than virtually any other variable?

My master's degree in sociology opened the doors that allowed me to blend the rigors of both the natural and human behavioral sciences – and it opened every door I've walked through since. I cannot imagine my life without my sociology master's degree from UW. I cannot imagine my university without a sociology graduate program. And from a purely economic perspective, I cannot imagine how cutting a small, but mighty program will do anything but eliminate choice, encourage at least some students to look outside the state for their educations, and deny an absolutely central element to a liberal arts education.

I urge you to reconsider cutting this program and please, if you have any questions contact me directly.

Janis Johnston, Ph.D.
3001 Park Center Dr. #612
Alexandria, VA 22302
[970.218.3397](tel:970.218.3397)

Subject: concern about closing the U of Wyoming Sociology M.A. program
Date: Monday, November 14, 2016 at 1:02:56 PM Mountain Standard Time
From: Julia McQuillan
To: Program Review - Academic Affairs Office, Office of the President

Dear President Nichols,

I am writing because of the distressing news that you are planning on closing the M.A. program in the Sociology Department at the University of Wyoming. I had the great pleasure of being an external reviewer for the academic program review of the Sociology Department.

I was impressed by the very high quality and quantity of the research by the faculty in your department. In addition, the very small budget for the graduate program and the ability to maintain the M.A. program with that budget spoke to the commitment of the faculty. It may be too late – all of the assistant and associate professors in the Sociology Department have highly marketable C.V.s – but if there is still time to save this program I urge you to do so. The Department members had great ideas for maintaining an applied sociology program that is producing graduates who work in the State.

As I am sure you know, the American Association of Medical Colleges has added questions to the Medical College Admissions Test (MCAT) about Sociology, Psychology, and biological foundations of human behavior. In addition, emerging approaches to medicine that highlight careers in health education suggest even more need for sociology for undergraduates and M.A. students.

I can understand that from a budgets and numbers perspective that you would be tempted to eliminate the M.A. program in Sociology. Yet from the perspective of the quality of the faculty and success of alumni, the very small budget savings do not seem at all worth the cost of a program that should only increase in value to your university.

My own university is facing budget cuts – hiring freezes and spending only on what is mission critical. I am grateful that the work of the Sociology Department is seen as vital to supporting state efforts around health, crime, poverty, information/big data, data collection (e.g. surveys), and social inequality.

I am truly sorry about the very difficult budget crises you face and I hope that my insights will help you in your decisions.

Sincerely,

Julia McQuillan, PhD
Professor & Chair
Department of Sociology
University of Nebraska-Lincoln
Lincoln, NE 68588-0324
Ph. 402-472-3631 (w) 402-730-1935 (mobile)
Jmcquillan2@unl.edu
SOC.UNL.EDU

Subject: Wyoming's Sociology MA Program

Date: Friday, November 4, 2016 at 10:31:04 AM Mountain Daylight Time

From: Phil Heusser

To: Program Review - Academic Affairs Office, Office of the President

To Whom it May Concern,

My name is Phil Heusser. I graduated from UW's sociology MA program in the Spring of 2014 and am currently an academic advising facilitator at Union College in upstate New York. I am emailing to express my concern over the possible removal of the sociology graduate program from UW. I believe targeting this program would be a sad and unwise decision for the students of UW, the college at large, and the state of Wyoming.

As you know, Sociology is a keystone discipline in the social sciences. The field focuses on topics of increasing relevance today, especially given the high levels of social and political tension across the country. What's more, sociology is one of the few social sciences that pays close attention to local dynamics, culture, and societal trends. Studying sociology in Wyoming as a graduate student was an absolute treat. Put simply, Laramie is an inspiring place for a sociologist in training.

I hope you won't mind me providing a quick anecdote about my time in the program. While searching for graduate departments in my mid-twenties, I was surprised to learn that Wyoming didn't offer a Ph.D. At the time, I was on the hunt for doctoral programs only and hoped to find a department diverse enough to support my interests, which were fairly integrative within field. For instance, I was obsessed with the (biological) evolution of social behavior, and was also interested in topics ranging from social class, to media, to social movements. When I stumbled onto UW's department page, I immediately thought, "middle of nowhere, small department, no Ph.D. program, probably can't support my interests." But just to be thorough, I looked through the professors' areas of interest. After reading biographies and a fair amount of Googling, I was intrigued but not yet convinced. Finally, I emailed Professor Richard Machalek and we spoke on the phone. After discussing his research and my emerging interests, we talked about the diversity of research areas across the department.

Fast forward to my graduation—I was, and still am, deeply thankful that I took a chance on Wyoming, and that Wyoming sociology took a chance on me. I won't take up more of your time with specifics, but I will say that my professors were uncommonly fair-minded (in a field that can sometimes be ideologically constrained), were diverse in their interests, and were, most importantly from my standpoint, very talented graduate level instructors. In my current position, I use the research methods and techniques I learned during my graduate work every single semester for purposes of assessment. Additionally, in my personal video animation business, my company is making some animations directly inspired by material I learned in my graduate Sociology classes.

I've had many professors in many subjects across the years, and I work intimately with faculty members every day in my current position. I feel the sociology department at UW is dedicated, diverse, and challenging for a graduate student. For these reasons, I hope you will consider my vote in favor the program's survival.

Best Wishes,

Phil Heusser

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Phil Heusser

www.motifmotion.com

phil@motifmotion.com

Subject: Sociology Master's Degree Program Elimination
Date: Sunday, October 30, 2016 at 9:22:11 AM Mountain Daylight Time
From: Adrienne B Freng
To: Program Review - Academic Affairs Office

I am writing as Chair of the Criminal Justice Department in response to the proposal to eliminate the Department of Sociology's Master's Degree program. Over the course of my time at the University of Wyoming, the Department of Criminal Justice has developed strong relationships with the Department of Sociology's Master's Degree program in a number of ways that would be adversely impacted by the elimination of this program. First, up until recently, our department has not been able to provide any graduate education for our substantial undergraduate degree population. We have had numerous students that have graduated from our undergraduate program and have then gone on to get their Master's Degree through the Sociology program as our fields are somewhat related. These students have then gone on to other graduate programs, have worked within state agencies, or have acquired research positions with a number of organizations. Additionally, due to the quality of education in that program, we have asked a number of those students to teach for us upon completion of their degree programs. Although we have developed a Criminal Justice Concentration within the Masters of Public Administration program, we are still unable to offer a graduate degree program and the elimination of the Sociology program would remove this opportunity for some of our students.

Second, due to the fact that we have large undergraduate numbers, but no graduate program, we partner with other graduate degree programs including the Sociology Masters to acquire quality students to serve as our graduate assistants each year. Due to their background in Criminology, the students that we receive from Sociology are invaluable in terms of assisting with our courses. Furthermore, research partnerships are also often developed between our faculty and those students, improving the educational experience for students, while contributing to the research mission of our department. I know, like other programs, the Sociology department's numbers within their graduate program have been negatively influenced by the decreasing number of graduate assistantships. Without the ability to offer financial incentives such as graduate assistantships, programs' ability to recruit good quality students has been impacted. While we can serve as a small resource for this program, continued investment in graduate assistantships is going to be necessary to continue to support these various types of programs. Continual resource allocation is an important issue for this program and while I understand that we do need to make some funding priorities, the external review that was completed indicated potential of this program if adequate resources were made available and also commented on the low level of GA funding.

These represent just a couple of ways that our program and students would be negatively impacted by the elimination of the Master's Degree Program in Sociology. If you have any questions or if I can provide further assistance, please let me know.

Adrienne Freng

Department Chair
Department of Criminal Justice
University of Wyoming
Dept. 3197
1000 E. University
Laramie, WY 82071
307-766-2307

Subject: My perspective on importance of MA in Sociology
Date: Tuesday, October 25, 2016 at 3:00:14 PM Mountain Daylight Time
From: Randa Jabbour
To: Program Review - Academic Affairs Office

Dear Provost Miller, President Nichols, and others,

I am writing in response to the recommendation that the MA in Sociology be eliminated from the University of Wyoming. I myself am not in the College of Arts and Sciences but rather in the College of Agriculture. I study how we can design more sustainable agricultural systems, and a key tenet of my work in the past 6 years has been the importance of social dimensions of agriculture. Human beings make management decisions on farms and ranches, and we must fully incorporate this perspective as biologists, agronomists, weed scientists, economists, etc. The sociological perspective is a crucially important one. I currently collaborate with Shiri Noy, a member of the Sociology department, on a project regarding alfalfa pest management. We plan to seek funding together in the future around related project ideas, and the United States Department of Agriculture has many Requests for Proposals that strongly prioritize social science work in agriculture.

I recognize that you are not proposing elimination of the department, and that in Program Review documentation, it is stated that eliminating this MA degree will better allow faculty to focus on pursuing external research funds (the exact thing that I also would love to do with the Sociology department!). This logic does not make sense to me. Grad students are enthusiastic workers seeking to gain skills and engaging them with research makes it much more likely that the work will get done in a timely fashion. A Sociology MA student worked on my project as a notetaker and transcriber, and got valuable field experience. Did we need her to accomplish the fieldwork? No. Did it benefit her career and also ours? Yes. Also, offering grad sociology methods courses is of value across the University, not only to this department.

Frankly, I fear that eliminating the MA program in Sociology may cause flight of the Sociology faculty members that remain given the impacts this will have on their day-to-day life at the University. I strongly urge you to consider an alternative to elimination. It was a hard swallow for me to come to this University as a new hire without a rural sociology group, losing Sociology as well would be rough.

Thanks for your attention to this and for the opportunity to respond to the recommendations. I appreciate your hard work on this issue.

Sincerely,
Randa Jabbour

Dr. Randa Jabbour
Assistant Professor of Agroecology
Department of Plant Sciences
University of Wyoming
(307) 766-3439
rjabbour@uwyo.edu

Subject: Sociology Grad Program

Date: Saturday, October 22, 2016 at 5:47:32 PM Mountain Daylight Time

From: JEREMY WEAVER

To: Program Review - Academic Affairs Office

CC: Office of the President

Dear President Nichols, Provost Miller, and Dean Lutz,

Upon learning of the decision to vacate the Department of Sociology Master's Program, I could not help but wonder what the justification for this move would be and if this justification could outweigh the number of benefits the program has for the College of A&S as well as the university as a whole.

1) Sociology's consistent history as a research field and graduate program presence in all but 3 United States based land-grant universities, establishes a need at the University of Wyoming to remain competitive in maintaining a competitive graduate level program and affordable option for many Sociology Bachelor's students from around the country and internationally as well.

2) The elimination of the graduate program will inevitably result in the department having difficulty retaining its current highly productive faculty (70+ refereed articles since 2010 and highly respected faculty members in their emphases), let alone recruiting and hiring of more faculty members to bolster the roster. Referencing my first point, Ph.D.'s in Sociology are not enticed to be a part of a B.A.-only program if they have the opportunity to work for a school that has greater access to funding (grants), graduate students and university support.

3) The likelihood of my second point being great, the College of A&S will have to constantly fill faculty positions with adjunct faculty, temporary hires (individuals waiting to get back on the market for that better job opportunity), and frankly individuals who are not likely to be as invested in the education of our "homegrown" in-state students as well as those out-of-staters who come because of the location, the affordability of tuition, and the emphasis on education and research that UW has become famous for. To me this sounds undesirable, as it is significantly more expensive to continuously hire new faculty than it is to build a strong department with competitive faculty members that are dominant in their areas of research.

It seems like a cliché to argue that millions of dollars have been raised for the athletic programs, for new buildings on campus; yet educational programs are getting cut. If perception and visual representation are what makes a university relevant, then I have no inspiration as an alum of the university to donate annually; particularly where the department I grew up in has lost its only lifeblood. This decision to end the program is the department's death sentence. I urge you to reconsider.

Sincerely,

Jeremy Weaver

PhD Student, researcher, instructor
Department of Communication
University of Utah
jeremy.weaver@utah.edu

Subject: re: response to Proposal for Academic Program Elimination
Date: Tuesday, October 18, 2016 at 9:24:39 AM Mountain Daylight Time
From: Shiri Noy
To: Program Review - Academic Affairs Office, Kate Miller, Office of the President
CC: Donna Ann Barnes, Shiri Noy
Attachments: image001.png

October 16, 2016

Dear President Nichols, Provost Miller, and Program Review committee,

I am writing this letter to object to the elimination of the M.A. program in Sociology. As a faculty member of the Sociology department for the past 3.5 years I have experienced firsthand the many benefits and excellence of this program.

As indicated in our external review last year and in the elimination proposal our department generally and our M.A. program in particular offer an important opportunity for students to get specialized sociological training, our graduates "fare well in the job market and are pleased with their educational experience" (Proposal to Eliminate Academic Program: M.A. Sociology), and they are central to the excellent experience of our high-enrollment B.A. program, serving as teaching assistants, and research assistants, especially to us more junior faculty.

My argument against the elimination of this program are sixfold:

1 – Centrality to the university mission:

As a foundational social science, Sociology is vital to the liberal arts mission of the College of Arts and Sciences and to the University. The discipline is central to the university's stated mission to "expose students to ... the complexities of an interdependent world" and "to nurture an environment that values and manifests diversity... and mutual respect" (Academic Affairs, UW Mission Statement: <http://www.uwyo.edu/acadaffairs/mission/index.html>). It is also central to the mission of A&S, which exhorts students to "Prepare for Complete Living," a mantra borrowed from Sociologist Herbert Spencer. The College sees its mission as cultivating in students "broad perspectives, empathetic approaches to people throughout the world..." a mission in which the social sciences play a crucial role. Sociology is central to many social issues: it helps us make sense of political, social, and economic issues, conflicts, and challenges. It endows students with the ability to participate fully, both in the labor force, and as citizens and community members.

2 – Program demand, quality, and reputation:

The Sociology M.A. is not a low demand program. In A&S, low-demand M.A. programs were characterized as those with <15 graduates in the past 5 years; mid-demand programs had between 15 and 25 graduates. Thirteen M.A. programs were identified as low- demand, and five were identified as mid-demand. Sociology was one of five M.A. programs identified as mid-demand, with 19 graduates in the past 5 years. In fact, Sociology had from 50 – 89% more M.A. graduates in the last five years than programs in the low-demand category. Therefore the Dean mischaracterizes the program when, in her recommendation of the M.A. program's elimination, she refers to Sociology as a low-demand program. Also, Sociology is the only mid-level demand program that A&S recommended for elimination. It was targeted for elimination despite the fact that it had only one less M.A. graduate in the last 5 years than Botany and Statistics (19 v. 20), both of which were recommended for retention. It seems questionable that one less graduate in 5 years should get a program targeted for elimination.

With respect to faculty-graduate student mentoring, the external reviewers commended the Sociology faculty for integrating graduate students into research projects and publishing with them. They also noted that their discussions with our graduate students during the site visit confirmed that the graduate curriculum is challenging and "earning a high grade requires considerable effort," with students reporting that they appreciated the rigor of the curriculum. The external reviewers also commended the faculty for coming

together and finding innovative ways, such as “a creative M.A. thesis prospectus process, to maintain a quality education during a low resource time.” Finally, the reviewers noted the value of the M.A. program in Sociology to the broader goals of the College, the University, and the state of Wyoming.

3 – Centrality to faculty research

Graduate students are central to the ability of our very active research faculty to continue their research. I myself have hired several graduate students at hourly rates to assist with data collection (during focus groups with alfalfa farmers) and coding and organizing archival data (from the World Bank). Not having graduate students in Sociology disrupts our ability to do our research. Related to the point above, if Wyoming Sociology is to continue to attract high quality faculty having the ability to use graduate students as research assistants is crucial. It is also important in seeking grants, to be able to cite research assistance help, and indeed, this is a key feature of a grant I currently have under review with the NSF.

4 – Recruitment of faculty:

The last three hires (the most recent of which is myself, in 2013) in Sociology at the University of Wyoming earned their PhDs from top 20 Sociology departments. Eliminating the M.A. program will significantly hamper the department's ability to recruit top faculty. I can speak for myself in saying that the M.A. program provided great appeal, and I chose the University of Wyoming, among four other job offers at other great places, because of the opportunity to mentor graduate students, and teach graduate courses. As the external review notes and as the administration knows, we are a highly productive, collegial, and functional department, with a high-enrollment B.A. program, and a mid-level enrollment M.A. program. It does not make sense to eliminate this program as we are the only four year university in the state, and are the public AND land-grant university—we would be sending students out of state needlessly, and it would affect the quality of faculty and of the B.A. program.

5 – Diverse skills and economic growth:

Given the current financial situation of the state of Wyoming and the future economic outlook in the state, and indeed, globally, sociology offers an important educational opportunity. It is a STEM discipline (as defined by the NSF). In a state that is seeking to provide varied and diverse opportunities to its future workforce a graduate degree in Sociology is absolutely imperative. It provides students with an important and impressive set of research, analytic, statistical, critical thinking, and writing skills, among many others. This is evidenced by the many alumni letters and testimonials included in the original program review submitted by the department chair. In addition, as mentioned above, the elimination of our M.A. program would adversely affect the quality of our undergraduate, B.A. program. Our graduate students are instrumental as teaching assistants and provide important mentorship for our undergraduate students via office hours and teaching classes. Indeed, many of our B.A. students choose to go to graduate school after discussing graduate school and being mentored and assisted by our graduate students. Our graduate students serve as role models for our majors and students in our classes, who observe the transition from consuming knowledge to producing knowledge at the graduate level.

6 – The Sociology M.A. program is easily retained

Many of the programs in the review, both in A&S and across the university, were voted to be re-reviewed in 2018 and 2019. Indeed, the only reason given for the elimination is that we will be down to four faculty. This is a problem that was created by the fact that we have not received a position since 2013 when I was hired. We have been consistently been denied the ability to hire despite an important need. In addition, we have been managing to teach our courses and deliver our curriculum despite faculty shortages and adverse conditions. Not a single one of Sociology's classes in the last five years, undergraduate or graduate, has fallen below minimum enrollment. We were also advised that we were forwarded as part of this year's CPM and are optimistic that we will be allowed to hire. The other issue that would help the program tremendously is to return to us a GA-ship that was reallocated in 2013. We are currently the only department in A&S with fewer than 5 GA-ships. Again, it is a testament to the strength of our program that we have been able to maintain quality cohorts of students despite this.

In short, I think the rationale for eliminating the M.A. program is weak. The only factor cited is the low number of faculty. Given our forwarding for CPM and the fact that we have still manage to deliver our

curriculum (and are even today are in the process of streamlining it following external review recommendations) indicates that this issue can and has been addressed. It would be extremely premature to eliminate a high-quality M.A. program that is instrumental to the very success of our B.A. program and department as a whole, in haste. Indeed, the program review recommendation indicates "Two degrees cannot be supported at this time. The department's focus should be on their B.A" (Proposal to Eliminate Academic Program: M.A. Sociology). However, what this statement misses is the importance of the M.A. for the B.A.: both via mentorship to our undergraduate students but also in attracting quality research faculty that find the Sociology M.A. instrumental. This is in addition to the importance of the M.A. for the state, providing diversification of the labor force and providing critical 21st century skills. Indeed, we have proven time and time again, despite being at less than half our size compared to 10 years ago, we are a strong, collegial department, which demonstrates both teaching and research excellence.

Please do not hesitate to contact me if I can answer additional questions or provide additional information.

Best,

Shiri Noy

Assistant Professor of Sociology

snoy@uwyo.edu

From: Anne M. Alexander

Sent: Thursday, October 13, 2016 12:44 PM

To: Shiri Noy <snoy@uwyo.edu>

Subject: Proposal for Academic Program Elimination

Please see the below on behalf of Provost Kate Miller. Please reply to progrevw@uwyo.edu rather than



Academic Affairs
1000 E. University Avenue, Laramie, WY 82071
(307) 766-4286

Assistant Prof. Shiri Noy
Ross Hall 413
Campus

October 13, 2016

Dear Assistant Prof. Noy,

This letter is to inform you that, pursuant to an academic program review of low-demand academic majors, a proposal has been made to eliminate the M.A. program in Sociology. A full copy of the proposal is in the Sociology office, as well as at <http://www.uwyo.edu/acadaffairs/program-review/> (click on Programs Under Review on the left hand side of the page; then on the click on the link for Full List of Elimination Proposals, then on specific proposal you wish to read). A hard copy is also en route to you via campus email. The process for elimination of academic majors, governed by UW Regulation 6-43, gives you the opportunity to review this proposal and all associated documents, and to provide comments on the proposal. The comment period is open until December 16, 2016. The email address to provide your comments is progrevw@uwyo.edu. You are also welcome to send hard-copy of your feedback to Old Main 312, Academic Affairs, Dept. 3302, 1000 E. University Ave., 82071. Please take the opportunity to comment to us at one of these addresses. Comments may provide arguments, statements and facts in support of or in opposition to the proposal to eliminate the academic program, and may contain alternative proposals regarding the program or its elimination or modification.

For protections outlined in University Regulation 6-43 for faculty and academic professionals, please see University Regulation 6-43, Section VII, at http://www.uwyo.edu/generalcounsel/_files/docs/uw%20reg%20updates%202016/uw%20reg%206-43.pdf.

Sincerely,

Kate Miller

Provost, University of Wyoming

Subject: FW: Sociology programs
Date: Wednesday, October 12, 2016 at 5:37:52 PM Mountain Daylight Time
From: Office of the President
To: Program Review - Academic Affairs Office
CC: Office of the President

Please see the email submitted to the Office of the President account.

Best,
Laura

-----Original Message-----

From: Julie Home [<mailto:jltc8285@gmail.com>]
Sent: Wednesday, October 5, 2016 7:44 PM
To: Office of the President <uwpres@uwyo.edu>
Subject: Sociology programs

To Whom It May Concern:

I have been advised the Sociology Masters Program is being considered for termination at the University. As a UW alum with a BS and MA in Sociology, I want to express my concern this is not the best decision for the University.

I received my degrees in 1994 and 1996 and still think fondly of those years and of the professors who helped and guided me along the way. As a result of this education I have become very successful; having directed a division within state government and currently I am a Deputy Administrator in a different state agency. None of this would have been possible if not for the education I received at UW and specifically the Sociology Department.

This program challenged me to think about issues and topics in a new way, it forced me to challenge what I believed, to really understand the world and the affects of local and global action and how my life decisions could impact others. It helps me determine what path I should take to have a meaningful career while positively contributing to a community. It also provided me the opportunity to gain an educational I could apply in the world to support my family.

Simply, I do not believe I would be as successful as I have without having the opportunity to participate in this program. I hope the University sees and understands the value of this program and continues to offer and support it.

Thank you,

Julie Tennant-Caine

Sent from my iPad

Subject: P A Plea To Keep the MA Program in Sociology

Date: Tuesday, October 18, 2016 at 12:45:55 AM Mountain Daylight Time

From: Chikwendu Christian Ukaegbu

To: Program Review - Academic Affairs Office

It is conventional for leaders of organizations and institutions to try to find ways to keep their organizations afloat in times of tight budgets. Cutting projects and products, merging sections and departments, eliminating existing programs and declaring moratoriums on new ones, are some paths leaders chart to deal with this problem. But the actions taken by leaders are often influenced by the type and mission of an organization. A for-profit entity operating in the highly dynamic and competitive arena of information systems has a different bottom line from, say, an institution of higher education. The bottom line for the former is profit for handsome dividends for shareholders while the bottom line for the latter is to provide high quality knowledge and credentials to people with a wide variety of educational needs, aspirations, interests and competences. Permit me to say that the University of Wyoming (UW) currently falls in the latter category. Having read the various actions proposed to deal with the budgetary constraints at UW, I speak to the proposed elimination of the MA program at the Department of Sociology and ask that the program be retained for the reasons I adduce below.

MY Locus Standi: The Department of Sociology at UW is a place I know very well. I served there as a visiting instructor from Nigeria, earned my full professorship there, and headed the program for three years. I spent a total of 13 years in the department during which time I also served as Director of African-American Studies and Director of International Studies. I left UW for Northwestern University not for greener pastures but to join my family who lived in Chicago at the time. I retired from active academic service in 2014. I have, since then, been teaching Global Terrorism, Deviant Behavior, and Urban Sociology online for the Department of Sociology at UW. My most recent publication, 'Leadership and African Agency for Development in Post-Fifty Africa' has UW as one of my institutional affiliations. So will my subsequent works in progress. I am, therefore, still connected to the Department of Sociology in particular and the University of Wyoming in general.

My Plea: That the MA program in Sociology was listed for elimination was shocking to me. It made me recall a number of important parameters of a solid graduate program which will be lost if the program is eliminated. The Department of Sociology has high quality faculty both as teachers and researchers exemplified in many teaching awards and numerous publications in the last six years. A good number of graduates of the program secure places in PH.D programs. The only reason provided for eliminating the program is that it has too few faculty. The university administration authorizes faculty hires. Therefore, giving the department one of the 22 hires that will be authorized this year will solve this problem.

It is important to note that eliminating the MA program in Sociology has costs, to put it lightly. It will be difficult to recruit high quality faculty as a BA only program because the latter is not the norm for sociology departments in major universities. Getting research grants will be more difficult because of the well-known fact that grant-awarding agencies tend to be more sympathetic to faculty in graduate programs than their counterpart in BA only programs. UW is the only research university in the state. What about its mission of serving the state? By this I mean making it possible for residents to earn an MA degree in sociology without leaving the state. I recall an oft quoted statistics when I was a resident and tenure-track faculty at UW namely, '70% of Wyoming graduates leave the state for work in other states'. Forcing Wyoming residents to pursue masters degrees outside the state will increase the current rate of out migration and rob the state of home-grown manpower which would otherwise serve a state which culture, institutions and circumstances they are familiar with. In fact, all the

foundational social sciences including anthropology, economics, political science and sociology should have at least MA degree programs because UW is the only university in the state.

I was Head of Sociology when Dean Oliver Walter announced the provision of a liberal arts education as one of the missions of UW in general and College of Arts and Sciences in particular. Sociology is intrinsically made for a liberal arts education. The intellectual backgrounds and influences of its founders positioned sociology as a discipline that strongly contributes to a liberal arts education. Drawing from published biographies, Auguste Comte was a mathematician, yet deep in the study of economics, philosophy and history. Karl Marx was a philosopher, economist, sociologist and journalist. Durkheim's most influential teachers included a mathematician, historian, a philosopher, and an empiricist. Max Weber was a lawyer, who branched out to economics and history. Herbert Spencer was a biologist, philosopher, anthropologist and sociologist. And W.E.B. Du Bois was grounded in philosophy, history and law. This panorama of intellectual influences continue to drive the sociological enterprise till today and positions sociology as a discipline at the center of a liberal arts education which objective is "to prepare individuals to deal with complexity, diversity, and change". The MA program in sociology at UW will remain a fertile ground for the intellectual versatility needed in a liberal arts education

There is also a substantive, conceptual, and indeed practical argument for keeping the MA program in sociology at UW. American society is going through some societal issues that are generally studied and interpreted within the scholastic purview of advanced degrees in sociology. The issues currently at the limelight include income inequality, immigration, racial divide, crime, police-community relations, political ideologies, political participation, political violence and terrorism, and more. And for the state of Wyoming, the impact of the oil meltdown on institutions, organizations, families and households. Sociology more than most disciplines is better equipped to navigate and interpret these subjects. Because sociology faculty cannot spread themselves to study and interpret all these issues and more, the MA program will keep these hot topics on the front burner through graduate research supervised by faculty. For instance, I am not an expert in American criminology. But I had the opportunity, in collaboration with other faculty, to supervise a graduate student on an aspect of crime and justice in Wyoming. What I learned from that student's research enhanced my teaching in global comparative criminal justice. That is one of the virtues of a graduate program

I therefore plead that you keep the MA program in sociology for the sake of present and subsequent students, for the sake of the mission of a land-grant institution, for the sake of access to graduate degree in sociology for Wyoming residents, for the sake of producing Wyoming graduates and retaining more manpower for the state of Wyoming, for maximum and optimal use of the high quality faculty presently in the department, for ease of recruiting additional high quality faculty in the future, for the sake of making possible the study of contemporary topics in Wyoming, U.S. and beyond, for the sake and pride of a balanced liberal arts education which the MA program in Sociology at UW has offered, and will continue to offer, for years if allowed to exist.

I look forward to hearing that the MA program in sociology is allowed to continue to perform the positive functions it has successfully performed over the years. I'd be glad to answer any questions you may have on my plea.

Sincerely,

Chikwendu Christian Ukaegbu (Adjunct Professor of Sociology, UW
Professor of Sociology & Global Development (Ret.)

chris@uwyo.edu

307-760-4915

Subject: FW: online retiree survey
Date: Monday, October 10, 2016 at 6:20:48 PM Mountain Daylight Time
From: Kate Miller
To: Tami B. Benham-Deal, Program Review - Academic Affairs Office
Attachments: Machalek_Letter in support of M.A. program.docx

From: "Richard S. Machalek" <Machalek@uwyo.edu>
Date: Monday, October 10, 2016 at 4:47 PM
To: Kate Miller <kate.miller@uwyo.edu>
Cc: Office of the President <uwpres@uwyo.edu>
Subject: online retiree survey

Dear Provost Miller,

My name is Richard Machalek, and on May 10, 2016, I retired from my Professorship in the Department of Sociology at UW. This summer I received a letter from Tami Benham Deal, Interim Associate Vice President, expressing her thanks for my "many years of service" (28) to the University. In that letter, VP Deal invited me to complete an online survey regarding my work experiences at UW. I was provided two links to the survey, but unfortunately, neither link opened despite several attempts on my part.

In terms of VP Deal's inquiry about "factors that have influenced (my) decision to leave the university," the matter is fairly simple. I turned 70 last April and have been giving serious thought to retiring sooner rather than later. I have some projects and plans that I've been looking forward to pursuing during retirement, so I thought the time had come.

However, after having worked at UW for 28 years in various capacities including Professor of Sociology, Head of the Department of Sociology, Director of Religious Studies, and Interim Dean of the UW Libraries (2001-2002), I thought I would share some thoughts with you about a matter of great concern to me.

I have been dismayed by both what I consider to be a premature and ill-considered recommendation coming from the A&S Dean's Office this past summer to consider eliminating the Department of Sociology at UW and the more recent recommendation to eliminate the M.A. program in sociology at UW.

Accordingly, I'm attaching a file with my thoughts about the M.A. program elimination considerations. (I've tried to keep it short; it is a bit over one page.)

Finally, I appreciate your willingness to assume leadership of Academic Affairs at UW during a time in which the University is confronting daunting challenges.

Sincerely,

Richard Machalek
Professor Emeritus of Sociology

October 10, 2016

I am writing in support of retaining and strengthening the M.A. program in Sociology at the University of Wyoming. During her job interview for the Presidency of UW, Dr. Nichols discussed the process of program reviews and said that such reviews often helped identify strong but small departments that needed and deserved additional support. On the basis of a recent (Spring 2016) external departmental review commissioned by the Dean of the College of Arts and Sciences, and an even more recent (Summer 2016) review of the M.A. program in Sociology also commissioned by the Dean, compelling evidence has been adduced that supports the conclusion that the Sociology Department, including its M.A. program, merits additional support of the sort mentioned by President Nichols.

Two basic factors support this conclusion: (1) the centrality of the discipline of sociology to the mission of any reputable land-grant and flagship university, and (2) the exceptional quality of its faculty. Though incontestably important, the mission of any major land-grant university extends appreciably beyond its "outreach" role in supporting economic and labor force development. It also includes providing its students with a strong, well-rounded educational foundation that will serve them well in whatever occupation they pursue and life-course they decide to follow.

Even though it is shamefully understaffed (currently with only five full-time faculty, including the chair, and allocated only 4 Graduate Assistantships), the Sociology faculty offer instruction and conduct research on some of the most important phenomena and challenges of our times. This includes research on immigration (a specialty of Dr. Matthew Painter), police-minority relations (a specialty of Dr. Malcolm Holmes), national health care practices and policy (a specialty of Dr. Anna Zajacova), economic and political implications of globalization (a specialty of Dr. Shiri Noy), and civil rights and social movement formation (a specialty of Dr. Donna Barnes). It is bewildering that conducting research and offering instruction on such topics could be seen as anything but "central" to the University's mission. Only a provincial, narrow conception of mission "centrality" could permit one to conclude otherwise.

With only a relatively modest infusion of resources, the Sociology Department could retain and strengthen further its excellent graduate program, given the strength of its curriculum, the scholarly productivity of its faculty (e.g., 70 articles/chapters in the past five years alone, and two scholarly books, both of which received awards from professional associations), and the history of its accomplishments and teaching excellence that was documented in both of the reviews identified at the beginning of this letter.

I understand fully the fiscal challenges that now confront our university, and I sympathize with the difficult decisions that must be made. However, there is no sound pedagogical or financial justification for taking the extreme step of eliminating the M.A. program in sociology. If that were to occur, we would be one of only two states in the union in which a student would have to leave his/her state in order to pursue an M.A. degree in this field, one of the four basic social sciences (along with anthropology, economics, and political science).

Finally, as a graduate of one of the nation's premier land-grant institutions, Texas A&M University at College Station (Class of 1968), I have great appreciation and affection for land-

grant universities. When I was an undergraduate student at A&M, their sociology department was not much larger than is ours. Now, they have over 30 full-time faculty, a strong Ph.D. program, and ascending status in sociology. While it might be years before UW could rival the growth of sociology at A&M, it is a goal worthy of our aspirations.

Sincerely,

Richard Machalek, Professor Emeritus of Sociology

October 16, 2016

University of Wyoming Program Review Board,

I write to you today concerning the future of the UW Sociology Program and specifically to address your recommendation that the program be terminated. The MA Program at UW is the only reason that I remained in Wyoming for my graduate education which has directly contributed to my working and remaining in the state in total. There are already incredibly limiting options in Wyoming when considering higher education. Students who grew up in the state, such as myself, often feel torn between the education they need and the state they love. The truth of the matter is that when students and young people leave our state for education they are not going to be compelled to come back and work in a state that did not support their diverse interests.

This is why I implore you to reconsider your recommendation to terminate the Sociology MA program, a program which is the sole option for sociologically minded people in our state to seek an advanced degree. If UW had not had a program for me to follow my BA up with, I would be in a different state, working in a different state, and would have no interest in returning to and contributing back to the state I call home. The professors I was able to work with, the training I received, and the support the program offers students is abnormal in this cookie-cutter academic world. My thesis advisor, Dr. Malcolm Holmes, worked countless hours with me one-on-one to cultivate and hone my skills as a researcher while also encouraging my personal research interests, a larger university never would have been able to provide that kind of mentorship. However, it was not only Dr. Holmes but all the professors in the Sociology department who took time to help me thrive at UW.

There was never a door that was not open to my questions and never a professor too busy to take the time to work with me on any given problem. Through their dedication to the Sociology program and the MA students my peers and myself all were able to reach for our highest aspirations following graduation, knowing we had the skills necessary to succeed. Following graduation I applied for an Executive Director position for a Domestic Violence and Sexual Assault program, it was a lofty goal but my professors all supported me not only through words of encouragement but with letters of reference and recommendation. What was the end result of nearly 4 years of interacting with the Sociology BA and most significantly MA programs? I was hired over the phone after my first interview, an interview I was able to clinch when I discussed the fundamental causes and consequences of domestic violence through socioeconomic status, stratification and inequality, a discussion I was able to lead only because of the superb education I received at UW's Sociology MA program.

In conclusion, I am now living and working in Wyoming as the ED of the Fremont County Alliance Against Domestic Violence and Sexual Assault in Riverton WY. My work has lead me to build a database of clients from which I hope to gain insight into better serving our Northern Arapaho and Eastern Shoshone Tribal members, a group which suffers higher rates of all forms of violent crimes than the rest of the state including domestic violence and sexual assault. The skills I acquired while earning my MA degree have enables me to be a strong and effective agent of change here in our state, and it would be a tragedy to take an opportunity like the one I had away from future generations of people wishing to learn and work in WY by removing the only Sociology MA program available within the state. The loss of the program means the loss of future employers, researchers, educators, learners, and lovers of Wyoming to other states and their programs.

Sociology is the study of society, of social movements, of social change and social attitudes and beliefs. It is the “why” to the “what” and as a result Sociology has never been more important to a University than it is now. Our world is in turmoil and we are headed towards a threshold from which social unrest and upheaval will lead to change, sociology is happening all around us and it would be a terrible loss if UW’s Sociology program is eviscerated just as social momentum and change are occurring. Should we not be trying to recruit the best and brightest professors for UW? Professors who will add to the body of sociological knowledge and bring prestige to the university? I can again assure you that recruiting and keeping the caliber of professor that you currently have now in the Sociology department will become ever more difficult if value is not being placed on their work or programs, and like I said it would be a tragedy for UW to miss out on the incredible social world and social change we are witnessing and will continue to witness over coming years.

Placing value on the social sciences shows the citizens of WY that you place value on them, their lives and their circumstances. Without a fundamental interest in the academic future of our budding social scientists we will not be serving the people of this state or the world, in fact we will be getting left behind. Our state is often at the butt of jokes, people mock our rural region for being “backwoods” or “ignorant”, and the way to challenge that stereotype is through encouraging a full liberal arts education at our beacon of academic enlightenment, the University of Wyoming. When a cold shoulder is turned on the social sciences we are valuing energy and industry over humanity, and there is a lot more to our complex state than horses and oil rigs.

Wyoming needs social science to survive and maintain pace with the world. We need Sociology to understand the unique dynamics of historical trauma and substance abuse as they impact the lives of victims of domestic violence and sexual assault on the Reservation, but without an advanced degree available in Sociology who is going to do the work? Nobody loves Wyoming like those of us who grew up here, and I am speaking personally about that, but I know we stand to lose brilliant minds and change-makers to other states who maintain the programs for which Wyoming’s students crave. My life has been dramatically improved through my education at UW’s Sociology Program and I will be going back for my PhD in a couple short

years, I have already reached out to CSU and we are talking about my future there. The MA program has more value than I can explain, not only to the current students at UW but to students like myself who love their state and want to work to make it the best state possible. Please, again, reconsider the termination of the Sociology MA program.

In Solidarity,

Sydney Moller

Executive Director

Fremont County Alliance Against Domestic Violence and Sexual Assault

director@fcavvo.org

(307)856-0942

Subject: Sociology MA program

Date: Thursday, September 22, 2016 at 9:19:54 PM Mountain Daylight Time

From: Claire Moloney

To: Office of the President, Program Review - Academic Affairs Office

Hello,

I am writing you today on behalf of the sociology department. I graduated from the MA program in 2011. The value of the mentorship as well as education I received from those in the department is invaluable. Losing the Master's program component of the department would really change the dynamic. The undergraduates really benefit from being around graduate students and seeing them researching and working with the faculty. In addition, losing the graduate seminars would leave an empty space in the department as well.

The faculty in the sociology department are outstanding academics, it would really be a save to deprive these faculty members from mentoring the next generation of sociologists.

Sociology is thought of as a 'fluffy' science, a toss-away degree. However, Sociologists have done and continue to do profound work in the areas of race relations, Socio-biology, social inequality and gender inequality. These are the important issues of our times! Any forward thinking university, especially in a state where our university is the ONLY major university in the state.

It is a shame that the sociology department might be getting hit in the cut back.

Thank you for your time.

Claire Moloney

Subject: UW Sociology (MA program)

Date: Thursday, September 22, 2016 at 4:12:17 PM Mountain Daylight Time

From: Aaron Roussell

To: Program Review - Academic Affairs Office, Office of the President

UW President and Administration:

I almost titled this email "The Death of Public Education". The termination of the MA program in the UW Sociology department would be another turn of this screw. As you probably well know, the public university is under siege in the US and I urge you to join the fight against this rather than capitulate to it.

The ability of UW's long underfunded and understaffed Sociology department to produce high quality work and successful students has certainly been made by others (not to mention me, in a previous letter to you all). If such an impressive return on minimal investment is not convincing to you, reciting the many accomplishments of the department and its graduates probably will not help.

So let me be plain. This funding crisis is a bellwether for higher education in Wyoming.

Wyoming is a state. States have universities and the faculty within those universities study the state and educate the students. Such a mission is central to a land grant university of which UW used to be a fine example. Teaching graduate students is not only an obvious way to educate the state's labor force (I know several who use their degrees in Wyoming) but also a draw for quality faculty who wish to work with students at a higher level to produce quality research and knowledge to serve the state.

Higher education is more than just training for engineering and agriculture. It's also producing students who can understand, navigate, and explain the social and political world. Sociology is important and cutting the MA program is yet another threat to the entire liberal arts curriculum. Don't do it. Your best move, in fact, would be to invest in extra faculty lines and grow the program. Let it spread its wings!

You are the stewards of higher education in Wyoming. Please don't let Wyoming, and all of us who carry Wyoming with us, down.

Best,

Aaron Roussell (UW MA, 2007)

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Aaron Roussell, Ph.D.
Assistant Professor
Department of Sociology
Portland State University
roussell@pdx.edu

Subject: Sociology MA

Date: Thursday, September 22, 2016 at 2:11:37 PM Mountain Daylight Time

From: David A. Messenger

To: Program Review - Academic Affairs Office

I wish to respond to the proposed elimination of the Sociology MA program at the University of Wyoming. As head of the Global & Area Studies program, I encourage our MA students to take classes not just with our faculty and in our INST course list, but across campus. Having graduate students take graduate only classes is particularly important to us. As an interdisciplinary Social Science degree program, we have sent many MA students to take Sociology classes, particularly with Dr. Shiri Noy, whose research and teaching interests are international, and with Dr. Donna Barnes in a seminar on social movements. Issues of development, political economy and social movements are of great interest to our students and while we have one faculty member- Dr. Marcus Watson- who teaches development, we have no one teaching social movement theory or global political economy, Therefore the Sociology Department has been vital to us. We tell our students that to make the most of their graduate experience, they base themselves with us but take advantage of all the University of Wyoming has to offer to better prepare them for future PhD work, work in the international arena, or wherever they may go from here. I believe the cancellation of a Sociology MA program that has helped develop the strong reputation of a small but active faculty would be detrimental to the University as a whole and to other graduate programs in particular.

David A. Messenger, Ph.D.

-Director and Professor, Global & Area Studies Program,
University of Wyoming, Dept. 4299, 1000 E. University Ave.
Laramie, WY 82071-2000

Ph: (307) 766-6276

Email: dmesseng@uwyo.edu

-General Editor, Bulletin for Spanish and Portuguese Historical Studies

<http://digitalcommons.asphs.net/bsphs/>



**SOUTH DAKOTA
STATE UNIVERSITY**

College of Arts and Sciences

Department of Sociology
and Rural Studies

Scobey Hall 226, Box, 504
South Dakota State University
Brookings, SD 57007-1296
Phone 605-688-4132
FAX 605-688-6354

DATE: September 22, 2016

TO: Dr. Paula M. Lutz
Dean, College of Arts & Sciences

Dr. Kate Miller
Provost/Vice President for Academic Affairs

FR: Candace K. May, Ph.D.
Assistant Professor of Sociology and Rural Studies

RE: Program Review: MA in Sociology, University of Wyoming

Dear Dr. Lutz and Dr. Miller,

It has come to my attention that the MA in Sociology program at the University of Wyoming has been recommended for elimination. The criteria for review and recommendation listed on the UW Academic Program Review website (<http://www.uwyo.edu/acadaffairs/program-review/>) are:

low demand/graduation numbers, the criteria for recommendations stemming from the reviews include mission centrality and quality of the program. Quality includes external demand for graduates, internal demand for courses, and the quality of inputs, such as faculty credentials and facilities, and quality of outputs, such as attainment of student learning outcomes, placement of graduates, and grants, publications, and scholarly and creative work of faculty.

I would like to share with you some of the successes and strengths of the Sociology Masters program. First, I am a 2006 graduate of the MA program. I, and four of my direct cohort, went on to doctoral programs and subsequent tenure track positions. As you are probably aware, acquiring a tenure track position in general, and in social scientific disciplines specifically, in the current job market is a feat in itself. Many other alumni of the MA program continue to serve the state of Wyoming in the non-profit sector within the state/region and in other UW units, such as WIND and WYSAC.

As part of my current employment status as an Assistant Professor, I am actively engaged in teaching, graduate and undergraduate student mentoring, research, and outreach efforts. I attribute my success to the quality of the sociology graduate program and faculty at UW. As a student in the program, I recieved excellent mentoring, instruction, and access to opportunities for professional development. Significant proof of this is the award I received from Alpha Kappa Delta, the International Sociology Honor Society for best paper graduate student paper, which derived from my Master's thesis and was subsequently

published in *Sociological Inquiry*. My experiences in the program served as the foundation for further successes. I've attached my CV as evidence.

What is exceptional about my experiences, and indicative of the success and need for the Sociology MA program, is my background. I am a first generation college student from a very low income, single parent household. I quit school at 16, attained my GED at 18, and started my college career at a community college in 2000 when I was 25. I was admitted into the MA program at UW in 2004 after receiving my BA in Sociology from a four-year university.

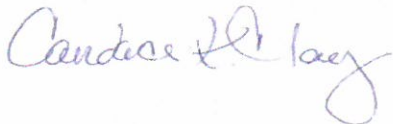
As a GTA at the University of Wyoming, I saw many undergraduate students from similar socio-economic backgrounds, many of whom lacked the skills necessary to be successful college students. These students were not solely sociology majors as I TAed for the W3 (writing intensive) courses which are general education requirements. However, the hard work I put into helping students develop their writing, research, and critical thinking skills, under the tutelage of sociology faculty, paid off in observable improvements for those students, measureable in GPAs and graduation rates. This is just one example of the service (development of critical and creative think) sociology provides the broader university.

On a general note, since I left UW, the sociology department has continued to draw and retain high quality faculty, both as teachers (multiple teaching awards) and researchers (over 70 high quality refereed articles and multiple awards and recognitions for books and articles since 2010). Losing the MA program would negatively affect the department and University. Without the promise of graduate student mentoring and collaboration, it will be hard to recruit and retain faculty and it will be harder to attain grant funding. I am a case in point; I just left a tenure track position at one University for another 9at great costs in time and financial resources) solely for the opportunity to work with graduate students.

If UW eliminates the Sociology MA program, it will be among a very small number (three) of land grant universities and even smaller number of states (two) that do not offer a sociology graduate degree. Eliminating the MA program would be counter to the mission of "serving the state." "Brain drain," a significant problem across rural areas, will increase for Wyoming as students leave the state in search of a graduate program in sociology. Counter to expectations, student will not just choose from among what is offered, especially when alternative, viable options across state lines are so close. The knowledge and skills sociology offers students is a strong attraction. Sociology provides knowledge of social structures and how they operate, illuminating navigable barriers and opportunities for participation in service to and governance of society. Of course, I would be pleased for my doctoral alma mater, Colorado State University, which would surely benefit from the talented students that will not be served by a sociology graduate program at UW. In general, as the only university in Wyoming, UW has a responsibility to recognize the importance of marinating graduate programs for all of the foundational social sciences (widely regarded as ANTH, ECON, POLS, & SOC).

I sincerely hope you reconsider your recommendation to eliminate the very valuable Masters of Arts program in Sociology.

Thank you for your consideration,



Candace K. May

CURRICULUM VITAE

CANDACE K. MAY

South Dakota State University
Department of Sociology & Rural Studies
226 Scobey Hall; Box 504
Brooking, SD 5700

Office: (605) 688-4132
Cell: (970) 219-6945
Fax: (970) 416-8340
email: candace.may@sdstate.edu

AREAS OF EXPERTISE

Natural Resources & Environment; Governance; Environmental Justice; Community Change & Development

PROFESSIONAL PREPARATION:

Colorado State University	Fort Collins, CO	Sociology	Ph.D.	2011
University of Wyoming	Laramie, WY	Sociology	MA	2006
Western Carolina University	Cullowhee, NC	Sociology	BA	2004

Fellowships, Certificates, & Further Training

2015 – 2016 Louisiana Sea Grant, Discovery, Integration, Application (LaDIA) Fellow
2011 Training in On-Line Course Development, Colorado State University
2008 Certificate in Political Economy, Colorado State University
2004 Certificate in Graduate Teaching, University of Wyoming

RESEARCH APPOINTMENTS & EXPERIENCE

2015 – 2016 Associate Research Faculty. Institute for Coastal and Water Research (ICaWR), University of Louisiana – Lafayette
2013 – 2015 Principal Investigator, University of Louisiana – Lafayette.
“Form Boat-to-Fork: Social, Cultural, & Economic Resilience & Adaptation in Southern Louisiana.”
2010 Researcher, International Food Policy Research Institute
CGIAR, CAPRI, and the Institute for Environmental Security. Natural Resources Conflict, Collective Action, and Livelihood Resilience. Project Coordinators: Blake D. Ratner and Ruth Meinzen-Dick. Washington, DC.
2009 – 2011 Research Assistant. CMMAP, Colorado State University.
Center for Multiscalar Modeling of Atmospheric Processes, NSF Science and Technology Grant – Education and Diversity. Project Evaluation of Little Shop of Physics K-12 Educational Enhancement. Project Coordinator: Dr. Mike Lacy, Colorado State University, Fort Collins, CO.
2008 – 2011 Principal Investigator. “Dissertation: Visibility, Legitimacy, and Power: A North Carolina fishing community and governance of the commons.” Colorado State University.
2008 Researcher, Warner College of Natural Resources, Colorado State University.
Case Studies of Natural Resource Collaboration on the Front Range. Principle Investigator: Dr. Maria Fernandez-Gimenez.
2007 Researcher, OMNI Institute

- Study of IEP Post-School Outcomes for the Colorado Department of Education. Project Coordinator: Staci Hansen. Denver, CO
 HARMONY Project. Project Coordinator: Julie Kremer. Denver, CO
 2005 Assistant Researcher, Wyoming Statistical Analysis Center.
 Statewide and Local Evaluation of Drug Courts in Wyoming. Project Coordinator: Steve Butler. Laramie, WY

TEACHING APPOINTMENTS & EXPERIENCE

- 2016 Assistant Professor. Department of Sociology & Rural Studies, South Dakota State University.
 Courses Taught: S100: Introduction to Sociology; S713: Sociological Theory II
 2013 – 2016 Assistant Professor. Department of Sociology, University of Louisiana – Lafayette
 Courses Taught:¹ S452: Stratification; S440: Environmental Sociology; S395: Political Sociology; S301: Sociology Synthesis; S241: Social Problems; S100: Introduction to Sociology
 2013 Instructor. Department of Sociology, University of Wyoming
 Courses Taught: S4650/5650: Urban Sociology;² S3950: Environmental Sociology
 2008 – 2013 Instructor. Department of Sociology, Colorado State University
 Courses Taught: S313: Computer Methods of Statistical Analysis (Traditional and On-Line); S311: Research Methods; S301: Development of Social Thought; S105: Social Problems; S100: Introduction to Sociology
 2006 – 2009 Graduate Teaching Assistant. Department of Sociology, Colorado State University
 Courses: S360: Political Sociology with Peter L. Taylor; S331: Community Development & Dynamics with Jennifer Cross; S311: Sociological Methods with Michael Lacy and Sammy Zahran; S210: Statistical Methods with Ken Berry; S105: Social Problems with Douglas L. Murray; S100: General Sociology with Jack Brouillette
 2004 – 2006 Graduate Teaching Assistant. Department of Sociology, University of Wyoming
 Courses: CJ4270/S4270: Discrimination & the Law with Eddie Munoz; S3500: Gender and Society with Catherine Jensen; CJ2400: Introduction to Criminology with Adrienne Freng; S2140: African Societies with Chikwendu Christian Ukaegbu

PUBLICATIONS

Peer Reviewed Articles

- 2016 with Ratner, B. D., R. Meinzen-Dick, J. Hellin, E. Mapedza, J. Unruh, W. Veening, E. Haglund. "Addressing conflict through collective action in natural resource management: A synthesis of experience." *Under Review*
 2016 "Visibility and Invisibility: Structural, Differential, and Embedded Power in the Collaborative Governance of Fisheries." *Society & Natural Resources* 29 (7): 759-74.
 2015 "Politics of Visibility: Competing for Legitimacy in North Carolina Fisheries Governance." *Environment & Planning C: Government & Policy* 33(6): 1484-1500.
 2013 "Power Across Scales and Levels of Fisheries Governance: Explaining Active Non-Participation in Two Rivers, North Carolina." *Journal of Rural Studies*. 32: 26-37.
 2013 with Ratner, B. D., R. Meinzen-Dick, and E. Haglund. "Resource Conflict, Collective Action, and Resilience: An Analytical Framework." *International Journal of the Commons*. 7(1): 183-208.
 2012 "Active Non-Participation Among Local Natural Resource-Dependent Communities: The Case of North Carolina Fisheries Governance." *Journal of Environmental Management*. 113: 407-16.

¹ S400 or above numbered courses are taken for graduate credit by non-sociology majors, with additional course requirements. S241 is primarily a University service course taken by non-sociology majors.

² S4650/5650 is an upper-division undergraduate/graduate cross listed course.

- 2008 "Achieving Sustainability in U.S. Fisheries: Community Engagement in Co-Management." *Sustainable Development*. 16(6): 390-400
- 2008 "Drug Courts: A Social Capital Perspective." *Sociological Inquiry*. 78(4): 513-35

Reports

- 2010 with M. Lacy, M. Aronson. "Evaluating the Effects of Informal Learning: The LSOP Observation Study." Little Shop of Physics, Center for Multiscalar Modeling of Atmospheric Processes. NSF Science and Technology Grant – Education and Diversity.
- 2010 A series of reports on "Scales and Levels of Analysis of Violent Conflict over Natural Resources from Social-Ecological Resilience and Sustainable Livelihoods Perspectives." B. D. Ratner and R. Meinzen-Dick. IFPRI: Washington, DC.
- 2009 "Visibility, Legitimacy, and Power: A North Carolina fishing community and governance of the commons." Environmental Governance Working Group: Mini-Grant Report. Colorado State University, School of Global Environmental Sustainability.
- 2008 with Draskovic, J. P. "Case Studies of Natural Resource Collaboration on the Front Range: The Front Range Watershed Wildfire Protection Working Group." Colorado State University, Warner College of Natural Resources with Dr. Maria Fernandez-Gimenez. Report to Front Range Watershed Wildfire Protection Group.
- 2005 with Butler, S., C. Heck, S. C. Powell, D. M. Binder. "Drug Courts in Wyoming, FY 2005 Statewide and Local Evaluation." Report to the Wyoming Department of Health, Substance Abuse Division. Technical Report [CJR-513]: Wyoming Survey & Analysis Center, University of Wyoming. 30 September.

FUNDING RECEIVED & GRANTS SUBMITTED

- 2015 Co-Principal Investigator, University of Louisiana – Lafayette. "CNH-L: Application of the Resilience, Adaptation, Transformation Model to Assess Coupled Natural and Human Systems in Coastal Settings Undergoing Continuous and Event-Driven Change." National Science Foundation, Coupled Natural Human Systems Program. Requested \$1,414,574. Not Awarded.
- 2015 Co-Principal Investigator, University of Louisiana – Lafayette. "Collaborative Research: An interdisciplinary approach to identify potential sources of conflict and opportunities for success in coastal restoration strategies." National Science Foundation, Coastal SEES Program. Requested \$1,203,421. Not Awarded.
- 2015 Co-Principal Investigator, with JoAnne DeRouen. "Social Impact Assessment: Accounting for Socio-Ecological Complexity in Restoration of Coastal Louisiana" CPRA Applied Research Program: Louisianan Coastal Protection and Restoration Authority and the Water Institute of the Gulf. Requested \$95,000.00. Not Awarded.
- 2014 Principal Investigator. "Sustaining Sportsman's' Paradise: Exploring the Potential of Absentee Landowners in Louisiana" Louisiana Board of Regents, Research Competitiveness Subprogram. Requested \$97,300. Not Awarded.
- 2014 Rural Sociological Society Early Career Research Award. "Form Boat-to-Fork: Lesson Learned from Market-Based Adaptation in Delcambre, LA." Awarded \$1,500.00
- 2013 Competitive Research/Travel Award. Department of Sociology and College of Liberal Arts, University of Louisiana-Lafayette. Awarded \$560.00.
- 2013 Principal Investigator, with Robert Gramling. "From Boat-to-Fork: Social, Cultural, & Economic Resilience & Adaptation in Southern Louisiana." CPRA Applied Research Program: Louisianan Coastal Protection and Restoration Authority and the Water Institute of the Gulf. Requested \$24,941.00. Not Awarded.

- 2013 Principal Investigator, 2014 Competitive Research Award. "Form Boat-to-Fork: Lesson Learned from Market-Based Adaptation in Delcambre, LA." College of Liberal Arts, University of Louisiana-Lafayette. Not Awarded.
- 2009 – 2011 Graduate Research Assistant, CMMAP, Center for Multiscalar Modeling of Atmospheric Processes, NSF Science and Technology Grant. Colorado State University, full tuition benefit plus stipend.
- 2009 Principal Investigator. "Visibility, Legitimacy, and Power: A North Carolina fishing community and governance of the commons." Environmental Governance Working Group and School of Global Environmental Sustainability, Colorado State University. Awarded \$1,500.
- 2006 – 2009 Teaching Assistantship, Department of Sociology, Colorado State University, full tuition benefit plus stipend.
- 2006 Travel and Competition Award. Alpha Kappa Delta, International Sociology Honor Society. Awarded \$1,200.00.
- 2004 – 2006 Teaching Assistantship, Department of Sociology, University of Wyoming, full tuition benefit plus stipend.
- 2004 Research Assistantship, Department of Sociology, University of Wyoming, full tuition benefit plus stipend.

CONFERENCE PRESENTATIONS

- 2014 "From Boat-to-Fork: Lessons Learned from Market-Based Adaptation in Delcambre, La." Rural Sociological Society. New Orleans, LA. March 18-20
- 2014 "Lessons Learned from Market-Based Adaptation in Delcambre, La.: A Comparative Analysis to Two Rivers, NC." State of the Coast 2014, Coalition to Restore Coastal Louisiana. New Orleans, LA. March 18-20.
- 2013 "The Politics of Visibility: Competing for Legitimacy in Governing North Carolina Fisheries." International Symposium on Society and Resource Management. Estes Park, CO. June 4 - 8.
- 2012 "Visibility, Legitimacy, and Power: A North Carolina Fishing Community and Governance of the Commons." 14 September. Sociology in Progress Seminar Series. Colorado State University.
- 2012 "Habit, Legitimacy, or Rationality: Explaining Active Non-Participation in North Carolina Fisheries Governance." Annual Meeting of the American Sociological Society. 17-20 August. Denver, CO.
- 2012 "Power as Structure and Agency Across Scales and Levels of Analysis: Explaining the Active Non-Participation of Two Rivers Fishers in N.C. Fisheries Governance." 75th Annual Meeting of the Rural Sociological Society. 26-29 July. Chicago, IL.
- 2011 "Visibility, Legitimacy, and Power: A North Carolina Fishing Community and Governance of the Commons." Colorado Conference on Earth System Governance: Crossing Boundaries and Building Bridges, Colorado State University.
- 2008 "Community Engagement in Co-Management: Achieving Sustainability in U.S. Fisheries." Western Social Science Association; Denver, CO.
- 2006 "Drug Courts: A Social Capital Perspective." Graduate Student Symposium: University of Wyoming; AKD/ASA Annual Meeting: Montreal, Canada

Other Conference Participation

- 2016 Abstract Reviewer. International Symposium on Society and Resource Management. Houghton, Michigan, June 22-26.
- 2011 Panel Moderator. "Linking the Public and Private in Environmental Governance." Colorado Conference on Earth System Governance: Crossing Boundaries and Building Bridges, Colorado State University.

- 2010 Poster Presentation. "Visibility, Legitimacy, and Power: A North Carolina Fishing Community and Governance of the Commons." Environmental Governance Working Group Spring Workshop. Colorado State University.

SERVICE

Departmental

- 2014 – 2016 Departmental Campus Security Authority, University of Louisiana-Lafayette
 2013 – 2016 Faculty Advisor, Sociological Society, University of Louisiana-Lafayette
 2013 – 2016 Faculty Advisor, Alpha Kappa Delta, International Sociology Honor Society, University of Louisiana-Lafayette
 2013 – 2016 Faculty Representative, Preview Days, University of Louisiana-Lafayette
 2013 Faculty Representative, UNIV100, University of Louisiana-Lafayette
 2011 Graduate Student Adviser, Alpha Kappa Delta, Colorado State University
 2011 Graduate Student Adviser, Criminal Justice Organization, Colorado State University
 2006 – 2008 Graduate Student Counsel, Department of Sociology, Colorado State University
 2004 – 2006 Graduate Student Counsel, Department of Sociology, University of Wyoming

University

- 2015 – 2016 Faculty Senate Committee on Governmental Concerns, University of Louisiana-Lafayette
 2015 – 2016 Faculty Senate, University of Louisiana-Lafayette
 2014 – 2016 Equity & Access Working Group, University of Louisiana-Lafayette
 2014 – 2016 Graduate Faculty Member, University of Louisiana-Lafayette
 2014 – 2016 President's Faculty Development Council, University of Louisiana-Lafayette
 2014 Volunteer Judge for the Region VI Social Studies Fair for grades K-12, hosted by the College of Liberal Arts, University of Louisiana-Lafayette
 2012 Advisor, Student Survey for Resources for Disable Students, Colorado State University
 2012 Advisor, Student Government Representative, Student Fee Review Board & Survey, Colorado State University
 2012 Volunteer Judge, Celebrate Undergraduate Research & Creativity Poster Session, Colorado State University
 2011 Graduate Student Volunteer, Earth System Governance Conference, Colorado State University

Master's Thesis Supervision

- 2015 Outside Member: Michael Perry, Master's Thesis – Toward Eco-Modernity, School of Architecture & Design, UL-Lafayette. Passed

Journal Referee

<i>International Journal of the Commons</i>	<i>Organization & Environment</i>
<i>Journal of Environmental Management</i>	<i>Sociological Inquiry</i>
<i>Journal of Environmental Policy & Planning</i>	<i>Society & Natural Resources</i>
<i>Journal of Rural Studies</i>	<i>Symbolic Interaction</i>
<i>Natural Resources Forum</i>	

Professional Associations & Groups

American Sociological Association, Environment & Technology Section

International Association for Society & Natural Resources
 2016 Abstract Reviewer. ISSRM Conference. Houghton, Michigan, June 22-26.
 International Association for the Study of the Commons
 Rural Sociological Society, Natural Resources Research Interest Group
 2016 – 2019 Publications Committee, Rural Sociological Society
 2015 – 2016 Appointment Nomination, Rural Sociological Society Nominations Committee
 Society for the Study of Social Problems, Environment & Technology Division

HONORS & ACCOMPLISHMENTS

- 2014 Judge: Shrimp Cook-Off, Delcambre Shrimp Festival, August 16, Delcambre, La
- 2014 Rural Sociological Society Early Career Research Award
- 2006 Phillip Hoke Award, Justice Research and Statistics Association (JRSA). Excellence in Research: Policy and Analysis, *Drug Courts in Wyoming, FY2005 Statewide and Local Evaluation*
- 2006 1st Place: Alpha Kappa Delta Graduate Student Paper Competition
- 2006 2nd Place: Best Use of WYSAC Data. Wyoming Statistical Analysis Center (WYSAC), University of Wyoming, Laramie, WY.
- 2005 Alpha Kappa Delta, International Sociology Honor Society
- 2004 Cum Laude, Western Carolina University
- 2004 Outstanding Sociology Student Award, Western Carolina University
- 2003 Pi Gamma Mu, International Social Sciences Honor Society

REFERENCES

- | | |
|--|--|
| <p>Peter L. Taylor, Ph.D.
 Department of Sociology
 Colorado State University
 970-491-6043
 Pete.Taylor@ColoState.Edu</p> | <p>Mark A. Rees, Ph.D., RPA
 Louisiana Public Archaeology Lab
 Department of Sociology &
 Anthropology
 University of Louisiana at Lafayette
 337-482-6045
 rees@louisiana.edu</p> |
| <p>Michael Carolan, Ph.D.
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 Colorado State University
 970-491-5797
 Michael.Carolan@ColoState.Edu</p> | <p>Jacques Henry, Ph.D.
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| <p>Michael G. Lacy, Ph.D.
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 Anthropology
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 derouen@louisiana.edu</p> |
| <p>Dimitris Stevis, Ph.D.
 Department of Political Science
 Colorado State University
 970-491-6082
 Dimitris.Stevis@ColoState.edu</p> | <p>Kari Smith, LEED AP
 School of Architecture and Design
 University of Louisiana – Lafayette
 337-482-5315
 kjs9673@louisiana.edu</p> |

Subject: Comment on the proposed closing of SOC MA Program

Date: Wednesday, September 21, 2016 at 7:00:13 PM Mountain Daylight Time

From: Gunderson, Ryan

To: Program Review - Academic Affairs Office

To the Program Review Committee:

As a former University of Wyoming MA Student of Sociology, I am writing to ask that you continue the Department of Sociology's MA Program. I will briefly provide three reasons why.

First, it would become one of the only land-grant universities without a graduate program in sociology. The University of Wyoming's primary mission is to serve the residents of Wyoming. I benefited greatly by being able to attend the MA Program in my home state and it is unlikely I would have pursued graduate training at all without it.

Second, the MA Program is of very high quality. The professors are from top sociology programs (Princeton, Ohio State, Texas at Austin, etc.) and publish in top tier scholarly journals in the field (not to mention a high quantity of articles). Further, their teaching has been awarded. They are few in number yet their interests cover most major subfields in sociology. Without a graduate program it will be very difficult for the Department to recruit from universities of this quality in the future. It will also likely be difficult to retain the current excellent faculty members.

Third, the MA Program places students extremely well. From my cohort, two are working solid state research jobs, one is finishing his PhD at UC Davis, and I am a tenure-track assistant professor of sociology at Miami University. I sincerely mean this: There is no way I would be where I am without working with the excellent Sociology faculty at Wyoming.

It is my hope that you maintain the MA Sociology Program. Future Wyoming students deserve it.

Sincerely,

Ryan Gunderson

--

Ryan Gunderson, Ph.D.

Assistant Professor
Department of Sociology & Gerontology
Miami University
rgsoc.blogspot.com

To whom it may concern:

I am gladly writing in support of the value of the Master of Arts Program in Sociology at the University of Wyoming as an alumnus of the MA Program. I had the pleasure of profiting from the excellence of the MA Program during the 2009-2010 and 2010-2011 academic years. The MA Program's high quality in research and teaching and its individualized attention to master's students made for an ideal environment for my academic, personal, and career development and will continue to be for future master's students.

The value of the MA Program for master's students is clearly seen in the high quality of research among faculty. Master's students have access to leading experts in a wide range of sociological subfields and topics, including police brutality, social movements, sociobiology, demography, health and aging, and development, who publish in top-ranked journals in their respective areas of expertise as well as generalist sociology journals, including *American Sociological Review* and *Social Forces*. Further, while the MA Program has clear specialties and tracks for master's students, I found the breadth of faculty interests and backgrounds especially helpful. My academic career benefited significantly from interacting with professors of this caliber and I learned the skillsets needed to do research and publish results. Due to mentoring and support from faculty, I was able to develop my thesis into three peer-reviewed articles along with a research note. These early publications provided the technical foundation and confidence for my later research at Michigan State University as a PhD student and in my current work as an Assistant Professor at Miami University.

Every seminar I took as a master's student was excellent. I remember much of the content from each course largely due to the quality of teaching. The seminars were set up in a way in which application for research was possible, a feature advantageous for those going into academic or non-academic career paths. For example, even Advanced Sociological Theory with Dr. Richard Machalek encouraged master's students to write a theory-based research proposal as a term paper. Most importantly, all of the professors who taught seminars I was part of—Drs. David Ashley, Malcolm Holmes, Machalek, Anna Zajacova, and Margie Zamudio (deceased)—clearly *cared* about graduate student learning, evident in the liberal amount of time faculty devoted to students' questions outside of class.

In addition to the high quality of research and teaching in the MA Program, perhaps the most exceptional aspect of the MA Program is its individualized attention to master's students. Doors were almost always open and students were free to enter, even outside office hours without appointments. After later joining a larger program and talking to graduate students from other programs, I am confident that the warm and personal atmosphere of Wyoming Sociology is

unique. To only provide a few examples of the consideration professors showed to me during my time as a master's student: After the late Dr. Margie Zamudio tragically passed, I asked Dr. Machalek if he would be willing to join my thesis committee last minute. He promptly agreed and became a knowledgeable and supportive member. Another example of the warm and personal culture of the MA Program is Dr. Matthew Painter's openness to reading several drafts of my application letter to PhD programs, despite the fact that he was not my mentor, I never made formal appointments, and he was a new (and extremely busy) Assistant Professor. Finally, the countless hours Dr. David Ashley offered for academic conversation proved to be the most important period of my intellectual development.

For the reasons above, one can understand why I was honored when asked to write a letter of support for the MA Program in Sociology. My two years in the MA Program were central to, and provided the foundation for, a career in academia. As a master's student, I learned what it means to be committed to students and the field, or, what it means to be a good professor. I deeply hope that the MA Program remains intact for many years to come so future students can profit from it as much as I did.

Please feel free to contact me if have any questions or need further information.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ryan Gunderson".

Ryan Gunderson, PhD

Assistant Professor
Department of Sociology and Gerontology
Miami University
366 Upham Hall
Oxford, OH 45056

Tel: (307) 670-1671
Email: gunderrm@miamioh.edu

December 19, 2016

University of Wyoming
Program Review Process

Letter of Support

I am writing this email to support and endorse the Sociology Master's degree program at the University of Wyoming. I attended this program from 2011-2013, and am now in a Ph.D. program in Sociology at the University of Colorado Boulder. I plan to graduate with my Ph.D. in the next two years.

I cannot say enough about the quality of the faculty in the Sociology Department at the University of Wyoming. The classes I took there are equivalent to those I have taken at the University of Colorado Boulder in both content and rigor. I know members of the faculty at the University of Wyoming have won several teaching awards, and it was apparent in the quality of their classes. The faculty in the Sociology Department pushed me to excel, encouraged me to present my research at conferences, and also gave me the confidence to gain entry into a Ph.D. program. I have since published my master's thesis in one of the leading Sociology journals (Sasnett 2014 – Journal of Contemporary Ethnography).

One thing I noticed while attending UWYO was the emphasis on engineering and agriculture. While I acknowledge the importance of these disciplines, I believe it is important for all students to take foundational social science courses in order to have a well-rounded understanding of the world and to be good citizens. I see Sociology as an integral part in the process of creating that foundation for students graduating in other disciplines. I also believe that having a sociology master's program shows students outside the discipline of sociology that the University places value on this discipline. As the flagship university for the state of Wyoming, it is important for you to have this option for students within the state. I know that a few of my friends who finished the program stayed in Wyoming to use their skills in the mental health profession and as research analysts for such organizations as the Wyoming Statistical Analysis Center, Veterans Affairs, and the Cheyenne Regional Medical Center. Still-others have gone on to Ph.D. programs and good jobs in other states. Sociology is an important social science, and should be valued at the only university in the state.

Sincerely,

Sherri Sasnett-Martichuski
Department of Sociology
University of Colorado Boulder
sherri.sasnett@colorado.edu

Subject: Philosophy and Sociology MA Programs

Date: Saturday, October 1, 2016 at 9:11:18 PM Mountain Daylight Time

From: Collin Michael Kosiba

To: Program Review - Academic Affairs Office

Hello,

I'm emailing with regards to both the Philosophy and Sociology MA programs, since both are under review.

Straightforwardly, it would be a mistake if either program were to be cut. Sociology is the foundational social science discipline, and Philosophy is also a foundational, analytical discipline--both create better thinkers and better citizens, which fall in line with UW's [mission statement](#). It doesn't seem like cutting these two programs would get the university to where it needs to go financially, and cutting these programs definitely wouldn't help the university with its goals and mission, especially since it's not clear savings would be generated by termination; UW would have the "distinction" of being one of two states where no public university offers an advanced degree in Sociology. As our state's only university--and a great one at that--we can't let that happen. Please reconsider.

Thank you for your time and consideration!

V/R,

Collin Kosiba

Subject: Sociology MA program

Date: Friday, September 30, 2016 at 4:14:45 PM Mountain Daylight Time

From: Katherine Inman

To: Program Review - Academic Affairs Office

CC: Donna Ann Barnes

Greetings,

I would like to comment on the proposed discontinuation of the MA program in the Department of Sociology at UW. As the only university in Wyoming, I see having a sociology program with an MA program as a bare necessity. Sociology is one of the foundational social sciences, all of which need at least a Master's program to be viable and to fulfill the central role they play in a liberal arts education. As the only university in the state, UW should provide a graduate program in sociology so that Wyoming residents do not have to go out of state to earn a graduate degree. In-state students should expect to be able to earn a graduate degree in sociology from their home state university. Almost all states have this. Having a BA-only sociology department is not the norm for universities, especially land grant universities.

The only rationale given for cutting the MA program is "too few faculty" which could be rectified in part by simply giving the department at least one of the 22 hires that will be authorized for this year. If the department had been allowed to hire replacements all along, it would not have too few faculty right now. Further, if the Master's program is eliminated, the department will have difficulty hiring new faculty into a BA-only program. Grants would be harder to obtain, as well, without an MA program, as they tend to go to departments with graduate programs. *more*

The Department had an External Review in Spring 2016 that showed high teaching quality with multiple teaching awards and diligent research productivity, including 70+ refereed articles since 2010. This, despite repeatedly being denied the opportunity to hire replacement faculty over the past several years, resulting in a very small department. As such it is a high-quality, highly productive, and cost-effective department.

As the world increases in population and development, its societies increase in complexity. Understanding this complexity is paramount to understanding how we can best organize ourselves and our communities to attain the most success for our country and do the least harm to the environment and those around us. Sociology plays a key role in teaching future generations how to approach, understand, and act in the social world around them. For this reason and the reasons listed above, I urge you to retain the sociology MA program and expand the number of faculty in the department.

Thank you for considering these comments.

Kate Inman

~~~~~  
*Kate Inman, PhD  
Online Instructor  
Department of Sociology  
University of Wyoming  
Laramie, WY 82071*  
~~~~~

Subject: For your consideration on the recommendation to eliminate the Sociology MA Program

Date: Friday, September 30, 2016 at 12:21:56 PM Mountain Daylight Time

From: Janelle Rottweiler Simpson

To: Office of the President, Program Review - Academic Affairs Office

To Whom It May Concern,

As a 2014 graduate of the Sociology MA Program, I was disappointed to see the recommendation to eliminate the Master's degree in Sociology. Although I understand the financial difficulty placed upon the University, I ask you to consider some alternative options so the State of Wyoming's Land Grant University does not lose a graduate program in a foundational social science. I also ask that you consider the actual financial benefits of cutting the program before you do so. I don't believe that cutting the program would provide cost savings to justify the poor consequences.

During my time in the Sociology Department, I found the faculty to be very high quality in research, mentoring, and teaching. Without a MA program, I fear the consequences for the department. Bachelor only programs are not the norm in Sociology Departments. I believe that if you cut the MA program, the University will have a difficult time keeping the quality professors you currently have. It will also make recruiting new faculty to the department difficult, as many professors want to mentor and work with grad students and find it is more difficult to get grants in departments without grad programs.

I currently do evaluation research for the State of Wyoming at the Wyoming Survey & Analysis Center. Quite a few of our employees are graduates from the Sociology Department. Removing a foundational social science graduate program would take away graduates and future employees to better the State of Wyoming in my organization as well as others. I have also been contacted by three Wyoming Community Colleges to teach Sociology classes. They are already struggling to find qualified Sociology instructors for their courses, and I fear that cutting the MA program would eliminate opportunities for future UW graduates to teach in Wyoming and therefore hurt community colleges.

If the reasoning to cut the program is too few students because of too few faculty, I ask you to consider reorganization or other alternatives to allow the success of the MA program to continue. Please consider the consequences to the University of Wyoming, the Sociology Department, and the citizens of Wyoming before you cut a foundational social sciences program.

If I can be of any assistance, please don't hesitate to contact me.

Janelle Rottweiler Simpson, M.A.

Wyoming Survey & Analysis Center

University of Wyoming

☎ 307.840.0651

janelle.simpson@uwyo.edu

Subject: Proposed elimination of the Sociology master's program
Date: Wednesday, September 28, 2016 at 10:10:51 AM Mountain Daylight Time
From: Kristen K. Rigoni
To: Program Review - Academic Affairs Office

To Whom It May Concern:

My name is Kristen Rigoni and I am an alumnus of the Sociology master's program at UW. I was surprised to read that it is on the list for elimination, as I gained so much from my participation in the program. The UW Sociology master's program was extremely rigorous and taught me how to read complex, scholarly articles, research important societal issues, think critically about how best to address them, and write a quality paper. I think the master's in sociology is essential to advancing liberal arts education and creating students who become civic-minded and leaders in our state.

When I went through the program, there were thirteen faculty members with knowledge and expertise in all areas of sociology, allowing students to choose from a large number of stimulating classes. It offered over four full-time graduate assistantships annually. Unfortunately, over the years, the Sociology department has diminished due to lack of funding, which I think is a travesty. If you eliminate the master's program, many students will miss out on an opportunity to learn about issues that are central to the functioning of society, such as race, gender, socio-economic status, age, family and religion. It seems as though the department is being reviewed, not because of a lack of quality, but because of a deficit of investment by the University. If you can't provide students with a variety of thought-provoking classes, then the number of graduates shrinks and the department is no longer seen as central to the University's mission.

I strongly advocate that UW keeps the Sociology master's program and increases the number of faculty and courses available to students. Sociology provides the transferable skills that most employers seek from their employees, including problem solving; communication skills, both written and verbal; and an understanding of other cultures in the global world.

Kristen Rigoni
Advisor and Career Counselor
Center for Advising and Career Services
307-766-2398

Subject: FW: Elimination of the Sociology master's program
Date: Thursday, September 29, 2016 at 4:08:22 PM Mountain Daylight Time
From: Office of the President
To: Program Review - Academic Affairs Office
CC: Office of the President

Good afternoon.

Please see the email submitted to the Office of the President account.

Best,
Laura

From: Kristen K. Rigoni
Sent: Wednesday, September 28, 2016 10:13 AM
To: Office of the President <uwpres@uwyo.edu>
Subject: Elimination of the Sociology master's program

Dear President Nichols,

My name is Kristen Rigoni and I am an alumnus of the Sociology master's program at UW. I was surprised to read that it is on the list for elimination, as I gained so much from my participation in the program. The UW Sociology master's program was extremely rigorous and taught me how to read complex, scholarly articles, research important societal issues, think critically about how best to address them, and write a quality paper. I think the master's in sociology is essential to advancing liberal arts education and creating students who become civic-minded and leaders in our state.

When I went through the program, there were thirteen faculty members with knowledge and expertise in all areas of sociology, allowing students to choose from a large number of stimulating classes. It offered over four full-time graduate assistantships annually. Unfortunately, over the years, the Sociology department has diminished due to lack of funding, which I think is a travesty. If you eliminate the master's program, many students will miss out on an opportunity to learn about issues that are central to the functioning of society, such as race, gender, socio-economic status, age, family and religion. It seems as though the department is being reviewed, not because of a lack of quality, but because of a deficit of investment by the University. If you can't provide students with a variety of thought-provoking classes, then the number of graduates shrinks and the department is no longer seen as central to the University's mission.

I strongly advocate that UW keeps the Sociology master's program and increases the number of faculty and courses available to students. Sociology provides the transferable skills that most employers seek from their employees, including problem solving; communication skills, both written and verbal; and an understanding of other cultures in the global world.

Kristen Rigoni
Advisor and Career Counselor
Center for Advising and Career Services
307-766-2398

Subject: Sociology MA Program

Date: Thursday, September 29, 2016 at 10:36:38 AM Mountain Daylight Time

From: Anna Marie Garner

To: Program Review - Academic Affairs Office

Hello,

I understand that with regards to the budget cuts, it has been recommended that the Master's program in the sociology department be terminated. While this is a program with lower enrollment, sociology is a foundational social science. Without the graduate program, the department will be left without teaching assistants, which will be a negative change for both professors and undergraduates in the department. The faculty lose the opportunity to train graduates, as well as opportunities for collaboration, which is important for careers in academia. Undergraduates lose the resource of having someone with more expertise to help with papers and assignments.

Additionally, while the undergraduate program will continue, the cutting of the MA program will affect faculty who want to work here, including those who already work here. All of the sociology faculty earned their degrees at top programs and are distinguished in their research and publications. They provide incredible instruction for students in all disciplines, not just sociology. They are very proactive about getting to know their students and encouraging talent when they see it. With this sociology program being one of the only ones in the country without an MA program, they may want to seek employment elsewhere, and this would do a great deal of damage to the department, affecting the education of students in all disciplines at UW.

Anna Garner

University of Wyoming

Psychology and Sociology, Undergraduate

Psi Chi & Psychology Club Historian 2016-17

agarner2@uwyo.edu

Subject: UW Sociology Master's Degree Program

Date: Wednesday, September 28, 2016 at 11:46:39 AM Mountain Daylight Time

From: disaster

To: Program Review - Academic Affairs Office, Office of the President

Dear Dr. Miller,

I am an associate professor in the department of sociology at Colorado State University (CSU). I am writing today in support of the sociology masters program at the University of Wyoming (UW). In my time at CSU, I have had the pleasure of receiving incoming students graduating from UW. I can say, hands down, that these were some of the brightest, most prepared students to enter our doctoral program. They clearly received excellent mentorship and participated in a rigorous sociology curriculum developed by faculty at UW. I was honored to be able to see these students through their PhD's and have now watched many of them go on to lead successful careers as sociology professors. Sociology graduate programs are central to most state universities, especially those with land grant missions. I strongly urge you to consider how many careers were built on the foundation of a UW sociology masters degree and how many more students could benefit from this program.

Sincerely,
Lori Peek

[Center for Disaster and Risk Analysis](#)

Colorado State University
Fort Collins, CO 80523-1784
disaster@colostate.edu

December 16, 2016

Ms. Kate Miller
Provost, University of Wyoming
Old Main 312, Academic Affairs, Dept. 3302
1000 E. University Ave.
Laramie, WY 82071

Dear Ms. Miller:

I write to you today to voice my concern and displeasure with the potential elimination of the Sociology M.A. program. I came to the University of Wyoming, from Virginia, in August of 2016 to pursue a Master's degree in Sociology and a dual degree in the Environment and Natural Resources program through the Haub school. Before I begin, I would like to thank the University and the people of Laramie for welcoming me with open, supportive arms. My time here so far has been challenging, but I have enjoyed it greatly.

Now, to address the elephant in the room. By the University's own metrics, the Sociology M.A. program does not meet the criteria necessary for elimination. As can be seen in the Proposal to Eliminate Academic Program report, the Sociology M.A. program is a mid-level demand program and has graduated 19 students in the past five years. The program has maintained this mid-level demand despite having its G.A. allotment reduced in 2013 and despite faculty positions not being made available to program. Furthermore, program assessments at the University, A&S college, and departmental levels have found that the Sociology program has high potential for growth and that the University would benefit from strategic investments in the program. These metrics clearly show that the M.A. program should not have been considered for elimination from the outset.

As expressed in University publications on the matter, Sociology is an integral aspect of the University's drive to prepare students for "complete living". Sociology, in general, is a breeding ground for complete learning; countless disciplines have grown out of Sociology and

have been empowered by the "complete living" mindset inherent in its study. If the University chooses to eliminate the Master's program, it will hobble its ability to engender this "complete living" and deprive the student body of a seminal purveyor of critical thought.

In conclusion, to eliminate the Sociology M.A. program would be unwise. Eliminating the program would undermine the University's core goals, would destroy an investment opportunity, and do a disservice to the students of Wyoming. I chose to come to the University of Wyoming because I saw this greatness and potential in the Sociology professors and graduate students. I hope this letter may help the University to see this greatness with renewed sight. Thank you very much for your time. I optimistically await your decision.

Sincerely,

A handwritten signature in blue ink, appearing to read 'J. McWhinney', with a stylized flourish at the end.

Joseph Andrew McWhinney

Subject: For your consideration on the recommendation to eliminate the Master's Degree in Sociology
Date: Friday, September 23, 2016 at 3:23:41 PM Mountain Daylight Time
From: Rottweiler, J.D.
To: Program Review - Academic Affairs Office, Office of the President

To Whom It May Concern,

As a graduate of the Sociology Department (BA, '90; MA, '92) I was disappointed to see the recommendation to eliminate the Master's degree in Sociology. Although I understand the financial difficulty placed upon the University, I ask you to please consider some alternatives based on past University decisions and the actual direct costs of the Master's program in Sociology.

I have seen over the course of the last 25 years the slow dismantling of the Sociology Department and that has brought the department to its current dilemma. A simple reversal of past dismantling, or a reorganizing of college departments could provide the needed faculty lines and, thus, increase the number of graduates needed to avoid elimination. This change could occur with limited or no additional funding to the university. Some examples:

- The Criminal Justice Department has its origins in the Sociology Department at UW. When I was an undergraduate, the CJ Department was housed in Sociology and faculty were shared between sub-disciplines. In fact, I participated in the hiring of the Director of the Criminal Justice Program who held a tenured line in the Sociology Department. That faculty line has been removed from the department. A quick review of the current CJ faculty at UW shows over half of the faculty with Master's and Ph.D.'s in Sociology and Sociology related fields.
- The Women's Studies Department began in the Sociology Department. In the early 90's the Women's Studies Program was led by a tenured Sociology Faculty (Patricia Taylor). She, like the faculty in the criminal justice sub-fields, held a tenured faculty line in Sociology and taught in core sociology courses and directed thesis committees in sociology and women's studies. Currently, one tenured Faculty Member in Women's Studies (Catherine Connolly) had her initial faculty line in Sociology. I personally, as a graduate student, served on that hiring committee.
- The International Studies Department was also under the direction of the Sociology Department in the 1990's. My mentor and major professor, (Garth Massey) was the director of the program for many years. His faculty line was likewise transitioned away from sociology.

Sociology is regarded as one of the foundational social sciences (ANTH, ECON, POLS, & SOC) and many of these sub-discipline/interdisciplinary programs could not succeed without a robust Sociology Department and graduate offering. With UW being the only university in the state, to not provide a Master's Degree option in Sociology is short sighted and will undermine the liberal arts responsibilities of the university. Likewise, I believe this would place UW in a very unfavorable category of Land-Grant Universities without a graduate option in Sociology.

One of the significant impacts on the State of Wyoming is the work done by the Wyoming Survey and Analysis Center. This center is currently providing amazing research opportunities to Wyoming and neighboring states. Currently working, as Research Scientists, are a number of Sociology Department graduates. Their

training, provided in a Master's Degree in Sociology at UW, is foundational to that work continuing. During my time at UW, that Center provided research on the Wind River Indian Reservation, gambling in South Dakota, health related studies, and ran the funding formula for the Wyoming Community Colleges. Each of these endeavors was lead by faculty from Sociology. The loss of a graduate option in Sociology will not further the Center's possibilities and services, and thus, hinder the possibilities of the State.

Although the number of Master's graduates in Sociology at UW is small, their impact on the state has been significant. Likewise, the Faculty in Sociology, although limited in number, have consistently been recognized as outstanding teachers and scholars by the university. The ability to replace these dedicated individuals will be dependent upon the university's ability to attract and retain quality professors. I see great difficulty in attracting and retaining faculty if the department is unable to provide opportunities for faculty to mentor and grow graduate students, who are the next generation of scholars and practicing sociologists.

The current recommendation appears to be based solely on numbers; too few faculty and too few graduates. I suggest, as outlined above, a revisit of the past decisions on university organization. By simply recombining departments and recognizing foundational disciplines, some resolution could be found that would be in the best interest of the university, its students, and the State of Wyoming.

I am proud to be a UW graduate. The training I received in Sociology at UW prepared me for a faculty career, graduate school, and my current position as College President. As a college president, I understand the dilemma you are facing. I ask you to consider, not only the current dilemma, but the future of the university, the department, and the citizens of Wyoming.

If I can be of any assistance, please don't hesitate to contact me.

Thank you for your consideration,

J.D.

J.D. Rottweiler, Ph.D.
College President



Phone: (520) 515-5401
Fax: (520) 515-5406
email: jdr@cochise.edu

901 North Colombo Avenue
Sierra Vista, Arizona 85635

4190 West Highway 80
Douglas, Arizona 85607

16 February 2017

From: Donna Barnes
Professor & Chair, Sociology

To: Steve Bieber and the Academic Planning Committee

Subject: Request for response to questions

- advanced undergraduates?
- critical mass - grad students
- load

The Sociology faculty convened to discuss your request for further information regarding the proposed elimination of the M.A. Program in Sociology. The responses to the four questions posed by the Academic Planning Committee are as follows:

6 FTE
1. What do you see as the minimum number of faculty necessary for the Department of Sociology to offer a viable BA? Since the department has lost a significant number of faculty members due to retirements, it streamlined its curriculum, filing numerous CARFs to delete specialized courses for which it no longer had the teaching capacity to offer. It also came up with new ways to deliver the curriculum, such as using adjuncts both on campus and online. Regarding the latter, the department now contracts with 4 Outreach instructors who regularly offer Sociology courses (usually 5 different courses per semester). The department also significantly increased enrollment caps on its courses. This academic year, the faculty redesigned the requirements of the major to be more flexible. Given the pro-active stances that it has taken, the department can offer a BA major with its current size of 4 FTE of tenure-track/tenured faculty and 4 Outreach instructors. While we can offer a BA at this minimum staffing level, we hope in the near future to begin rebuilding the department. 2 FTE

6 FTE
2. What resources do you need as a minimum to offer a viable MA degree, including the minimum number of faculty? As the department's faculty size declined, it made changes to its graduate curriculum. It chose to dual-listed several courses that had once been offered as stand-alone graduate seminars. Faculty also agreed to take on more independent studies/conference courses for graduate students. Finally, we have encouraged students to pursue dual tracks available to graduate students, such as pursuing a concurrent SOC-ENR MA degree or pursuing a graduate minor in Statistics. Four tenure-track/tenured faculty is the minimum needed to continue to offer our MA curriculum. Since the department is now contracting with four different Outreach instructors to help deliver the BA curriculum, tenure-track/tenured faculty have been able to continue their past commitments to the MA curriculum. I should add that in my capacity as Chair, I have talked with our current grad students to assess their perspective on the graduate program. All of them indicated that they believe that they are receiving an excellent education. While they recognize the department ideally should have additional faculty members, they understand the current fiscal situation, expressed no concerns for program quality and have no regrets about enrolling in our program at its current size. The external reviewers who participated in our formal External Review last spring came to the same conclusion. pay from outreach? load for faculty?

3. If your MA was retained, what would be your plan for increasing the number of MA students?

First, we would again like to stress that our graduate program is NOT underperforming based on the metrics provided in the Academic Program Review Guidelines: 19 students have graduated from our MA program in the last 5 years, putting us in the mid-level demand category. Our number of graduates is significantly higher than in some programs that were spared from an elimination recommendation. Second, we have developed a Plan B option for our MA program at the recommendation of the external reviewers who participated in our External Review process in Spring 2016. We are ready to implement this option as soon as we receive the approval of the upper administration and believe that it could help

outreach money

our graduate recruitment efforts. Finally, we plan to begin supplementing partial GA awards with scholarship monies drawn from our Chet Meeks Memorial Fund, which is endowed at >\$100,000 and has a donor agreement earmarking these monies exclusively for the benefit of our MA program. By splitting our allotted four GAs into partial GA awards and then supplementing those awards with department funds, we hope to provide a sufficient financial incentive to bring in more MA students.

4. Have you considered any plan in which Sociology might be merged with another unit at UW?

Yes, the department has considered a number of different merger options. By far, however, our strongest preference is to merge with Criminal Justice for a number of reasons. First, it is a highly normative merger commonly found at land-grant universities (at the 35 land-grant universities with both Sociology and Criminal Justice/Criminology available as majors, 25 of those universities have a merged SOC-CJ department). Second, such a merger would open up new opportunities for a robust Criminology track within our MA program. Since Criminology is a "hot" specialty area within Sociology, there is considerable growth potential in having such a track within our MA program.

will this merger happen?

Stephen L. Bieber

From: Paula M. Lutz
Sent: Monday, February 13, 2017 1:50 PM
To: Stephen L. Bieber
Cc: Audrey C. Shalinsky; Robert A. Schuhmann; Gregory K. Brown
Subject: Your Q's re the SOC MA

Steve:

Here are my answers to the questions you handed me in person the other day! Let me know if you have others.

Paula

Soc MA

1. There were 5 faculty in the Department of Sociology at the beginning of this year and now one person has left, leaving the Department with only 4 faculty. What is the likelihood that you will support the replacement of this faculty member, returning the faculty size to 5?

They will be considered along with many, many other requests. Our A&S 'desperate needs' are many—20-25 faculty lines would stem the hemorrhage. That will be a very long time in coming.

2. What do you see as the minimum number of faculty necessary for the Department of Sociology to offer a viable BA degree?

For a viable BA degree, it could be done with 4.

3. Is sociology currently being told that it will need to merge with another department in A&S?

Yes, they are.

2 with whom

Paula M. Lutz, Dean
University of Wyoming
College of Arts and Sciences
Dept. 3254
1000 East University Avenue
Room 113, A&S Building
Laramie, WY 82071
plutz@uwyo.edu
307-766-4106
307-766-2697 (fax)

Stephen L. Bieber

③
Area 2

From: Stephen L. Bieber
Sent: Wednesday, February 01, 2017 4:52 PM
To: Lori J. Terrill; Molly E. Marcusse
Subject: RE: Area 2 - Sociology

Great.

See you both at 11 on Monday.

Steve

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Lori J. Terrill" <Lori@uwyo.edu>
Date: 2/1/17 4:34 PM (GMT-07:00)
To: "Stephen L. Bieber" <Bieber@uwyo.edu>, "Molly E. Marcusse" <mmarcuss@uwyo.edu>
Subject: RE: Area 2 - Sociology

I've reserved Coe 504 for us.

Lori

From: Stephen L. Bieber
Sent: Wednesday, February 01, 2017 4:28 PM
To: Lori J. Terrill <Lori@uwyo.edu>; Molly E. Marcusse <mmarcuss@uwyo.edu>
Subject: RE: Area 2 - Sociology

How about Monday at 11:00.

Lori - Do you have a good room over in the Library?

Steve

From: Lori J. Terrill
Sent: Wednesday, February 01, 2017 4:13 PM
To: Molly E. Marcusse <mmarcuss@uwyo.edu>; Stephen L. Bieber <Bieber@uwyo.edu>
Subject: RE: Area 2 - Sociology

I still need to go through your previous e-mails more carefully, but here's when I can meet.

Thursday (2/2): between 7:30 a.m. and 11 a.m.

Friday (2/3): between 7:30 a.m. and 3 p.m.

Monday

11:00

Coe 504

Does 6-43
apply? if MA
is not how?

if a current MA
didn't exist,
would we
accept a
proposal for
one?

not grad- undergrad
best grad-grad
→

Small co-host
graduate education

undergraduates
used in discussion
sections. loss of MA
translates into?

philosophy as well

Monday (2/6): I'm free all day

It looks like the magic window is Monday between 10:30 and 2:45.

Lori

From: Molly E. Marcusse
Sent: Wednesday, February 01, 2017 4:06 PM
To: Stephen L. Bieber <Bieber@uwyo.edu>; Lori J. Terrill <Lori@uwyo.edu>
Subject: RE: Area 2 - Sociology

And here are times that I can meet:

Thursday (2/2): anytime between 10 and 3
Friday (2/3): I am out of town
Monday (2/6): between 10:30 and 5

If we need to look at these days as well:
Tuesday (2/7): anytime before 2:30 or after 3:30
Wednesday (2/8): anytime after 12:30

Molly

From: Stephen L. Bieber
Sent: Wednesday, February 01, 2017 3:55 PM
To: Molly E. Marcusse <mmarcuss@uwyo.edu>
Cc: Lori J. Terrill <Lori@uwyo.edu>
Subject: RE: Area 2 - Sociology

Here are the times that I can meet.

Thursday (2/2) – 11:00 to 2:00, 2:45 to 5:00
Friday (2/3) – Anytime but 10:45 to 11:15
Monday (2/6) – 8:45 to 2:45

Steve

From: Molly E. Marcusse
Sent: Wednesday, February 01, 2017 3:50 PM
To: Stephen L. Bieber <Bieber@uwyo.edu>
Subject: RE: Area 2 - Sociology

I suspected as much. Does a doodle poll seem like the best way to find a time with 3 of us? I'd be happy to send that out if it does, or I could simply send an email to all 3 of us with my available/unavailable times to meet

From: Stephen L. Bieber
Sent: Wednesday, February 01, 2017 3:48 PM
To: Molly E. Marcusse <mmarcuss@uwyo.edu>; Lori J. Terrill <Lori@uwyo.edu>
Subject: RE: Area 2 - Sociology

Molly –

a. What are the gains if eliminated

- 4 GA positions that could be allocated to other departments
- Eventually faculty will be cheaper when UW can no longer recruit people from top programs in the field
- Can tell the legislature that we offer one less degree

b. What are the losses if eliminated

- Sociology and the MA program specifically seem to fit with many areas of the UW mission: "economic and community development", "responsible stewardship of our cultural, historical, and natural resources", "expose students to the complexities of an interdependent world". From UW mission statement: "The primary vehicles for identifying the specific actions and resource allocations needed to accomplish this complex mission are the university's strategic plans, revised periodically." In lieu of a strategic plan, we are left with draft University Plan 4 (from 2013). The proposal outlines how the MA in Sociology fits into goals of UP4:
 - i. Looking at titles of recent MA theses, it is clear that this program encourages students to develop an appreciation for the value of domestic and international diversity and apply it to the concerns of Wyoming. Note current student who commented about how sociology led to her efforts that led to Laramie's adoption of the non-discrimination statement; another alumni is the Executive Director of the Fremont County Alliance Against Domestic Violence and Sexual Assault. Many graduates of this program are applying their knowledge to benefit Wyoming.
 - ii. The MA program has increased international aspects of their program
 - iii. Attain statewide engagement that enhances the well-being of WY citizens. The MA program has a record of doing this and a plan to increase their capability in this
 - iv. Develop environment, agriculture, and natural resources as areas of distinction. Dual graduate degree with ENR. Department's strategic plan outlines path to increase number of students pursuing this. This seems like a program that UW administration would look upon favorably
- Many of the alumni have either gone on to complete PhDs in Sociology or have stayed in Wyoming and are serving important services to the state that rely heavily on their sociology backgrounds. This is noted in the elimination proposal as well, but no similar statement for BA graduates of the program. Overall, alumni of the MA program fare well in the job market and are happy with their experiences and the careers they have gone into

combine with criminal justice

sub undergrads

- Often have students from graduate programs in Global and Area Studies, Criminal Justice, and from the Colleges of Business, Health Sciences, and Education enrolled in their graduate-level courses. For students interested in medical school, sociology is needed for the MCAT. Eliminating the MA would negatively impact many other programs
- Lose TAs for large undergraduate courses in Sociology and force a change in how those are taught
- Impact on ability to hire faculty of current caliber

- Grants brought in by faculty will be impacted
- Donors committed to this program
- Undergraduates taking graduate courses in Sociology
- Potential loss of the BA program in subsequent program reviews. I'm thinking that faculty will likely leave if the MA is eliminated, if lack of faculty is the justification for eliminating the MA, what will keep that criteria from being used to eliminate the BA in the near future?
- "losing Wyoming students to other universities in other states, thereby, diminishing the chances they'll return to Wyoming and contribute." From an alumni of the MA
- Interactions between undergraduate and graduate students will be diminished for undergraduate Sociology majors
- Likely to lose faculty in sociology, may lose faculty in other departments impacted
- Lessened capacity for research production by faculty due to their current incorporation of graduate students in research projects
- Diminished capacity for the University to provide a diverse work force to the state. "In a state that is seeking to provide varied and diverse opportunities to its future workforce a graduate degree in Sociology is absolutely imperative." (from one of the letters)
- Source of instructors for Sociology at the state's community colleges
- A graduate program that is clearly central to the land-grant mission and is considered a foundational social science and STEM field

c. Benefit of eliminating

- Avoid need to hire additional faculty to support both degree programs
- Issues with small number of GA positions goes away and that money can be reallocated to other departments
- We can tell the legislature that we offer one less degree

d. Cost of retaining

- Retaining without hiring another faculty member has had and will continue to have a high cost in the toll it takes on the employees maintaining the department in its current capacity. Really the cost of retaining is 1 or 2 additional faculty lines to the department
- Morale has been squashed in this department. Retention of current faculty will be difficult regardless of what decision is made; hiring quality faculty will be more difficult, at least for a period. Related to this, the department's reputation has already been damaged by the Dean's decisions

e. Preliminary thoughts on whether program should be eliminated, retained, or offered an alternative course of action prior to a decision being made

- My top choice at the moment is to retain the program and add at least 1, if not 2 faculty lines. The proposal offers no valid reasoning for eliminating the program

Need to have sociology or combine with criminal justice

BA -

lower on the food chain than others in need
more of an internal problem historically

prob = 0.0

- If something needs to change with Sociology, the proposal makes a better argument for eliminating the BA than it does for eliminating the MA. I think eliminating either is a grave disservice in light of the University's mission and will have long-term negative impacts on the state of Wyoming, but I would rather see the BA eliminated over the MA] ?

- I feel strongly that alternative options need to be explored here.

- Preferably a proposal to keep the MA intact with a plan to make necessary changes and re-evaluate in a set period of a few years for retention, elimination, or alternative courses. I'm assuming the Provost and Dean will not accept this as an alternative option] !
- If something needs to be changed, the department should be merged. Criminal justice, political science, global and area studies, or the Haub school all have elements of being a logical fit, but the sociology MA covers aspects of all of these and there doesn't seem to be a good place to put Sociology that really embraces the discipline. I am having a hard time seeing Sociology being absorbed as a sub-set of another department. If anything, it would make sense for Sociology to absorb some other departments on campus, like criminal justice, but I'm guessing that this is also not an acceptable option to the Provost or Dean.] But

f. What other questions do I have

- Easy questions (I hope!)

- Could we see the external review?
- Just to confirm, Anna Zajacova has left?
- What is the mission of the College of Arts & Sciences? I couldn't find it on their website but it is quoted in the proposal
- If the program is eliminated, does UW keep the money for the GA positions currently allocated to Sociology?
- Does retention of program with clear parameters for review and potential elimination later if parameters are not met qualify as an alternative recommendations?

- Plan moving forward if MA is eliminated:

- The recommendation is to concentrate on the B.A. program and in the short term, fill in shortages of faculty by partnering with other units. What units are they envisioning partnering with in writing this statement? (I have thoughts on possibilities but I want to know what the author of this statement was thinking)
- In losing graduate students as TAs for the large lower-level courses how would these courses be taught in the future? Would there be an increase in hiring of adjuncts for these courses? Will courses need to be smaller? Will this impact ability to offer courses that fulfill requirements?
- If the justification to eliminate the MA is that it is unfeasible to hire another faculty member, what is the long-term plan to sustain the BA when another faculty member (or more than one) inevitably leaves?

prob 20.0 -

GA? Yes → will be reallocated perhaps -

Sociology has not been proactive

No -

good point.

couple w/ c5?

? -

- iv. What is the department's (or Dean's) plan to "greatly increase" the number of students pursuing the BA?
- v. State that current MA students may continue to write their thesis beyond the given 2 year period for completion. I am concerned about this. How will this be accommodated into faculty members' workflows, given likely changes to job descriptions when the department only has a BA?

- Difficult questions, that we may not be able to answer
 - i. In section on effects upon students currently enrolled, it just states that the current students will be encouraged to finish in a timely manner. What actual effect would this have on current students? Are any of them completing the program part-time? Would this impact their ability to get jobs after graduation?
 - ii. What would be impact on MA program if BA were eliminated and MA retained?
 - iii. The reasoning seems to be that the department will not be allowed to have more than 4 faculty members and that this is not enough to sustain both the BA and MA degrees. The proposal classifies the BA as a low-demand program and the MA as mid-level demand. How is investing in the allegedly unpopular BA a better option than eliminating the BA and investing in the popular MA?

elimination of the department

mid level will not be enough during the next cycle →

I can answer your questions about the BA versus MA, but not in an email.

Once again, I would suggest that we meet.

Steve

From: Molly E. Marcusse

Sent: Wednesday, February 01, 2017 3:45 PM

To: Stephen L. Bieber <Bieber@uwyo.edu>; Lori J. Terrill <Lori@uwyo.edu>

Subject: RE: Area 2 - Sociology

Steve,

Sorry that it took me so long to get my thoughts sent out, but as you'll see I agree that no actual justification for eliminating the MA has been given and I think that the program should be given another chance. I think that the proposal itself and all of the comments submitted made fairly strong arguments for the value of the program.

I think that list of questions is pertinent. As I noted in my email, I would be interested to hear arguments for eliminating the BA and maintaining the MA, given how the two are characterized (albeit falsely) in the proposal.

I think that this is a big enough problem that meeting in person would be beneficial

Molly

From: Stephen L. Bieber

Sent: Wednesday, February 01, 2017 3:37 PM

To: Lori J. Terrill <Lori@uwyo.edu>; Molly E. Marcusse <mmarcuss@uwyo.edu>

Subject: Area 2 - Sociology

Lori and Molly –

I spoke with the Dean (and all of the associate deans) in the College of Arts and Sciences late yesterday.

I indicated that I wanted to give Sociology the maximum opportunity to provide a justification for the continuance to its Master's program. I noted that there was not really much actual evidence provided for the elimination of the program or for the retention of the program. However, I felt that it was the responsibility of the Sociology Department to provide evidence for the continuance of its program, in light that it has twice been reviewed by the College and by Academic Affairs who have both continued to support its elimination. In my opinion, the program should be eliminated unless Sociology can make a case for its retention. In my opinion, they have not done so yet. [This is probably the view of the President, Provost, Trustees, and Dean.] If we agree that the program should be eliminated, then we really don't need to do anything. It will be gone. However, if we would like to help Sociology and provide them with another chance, then we need to help them make a defense. In this effort, I would like to have Sociology provide the information requested below to us. [Actually the request below is only a first draft of possible ideas. Please add or delete from this list as you deem appropriate. Perhaps we could meet to discuss this. But if we wish to have Sociology provide us with information we will have to act very soon. I believe that I have convinced both the Provost and the Dean that this program should be given a second chance if they are willing to put in the effort to write a CONVINCING defense.]

Thanks, Steve

1. Teaching loads of the current faculty. This would include what classes have been offered in the past 3 semesters and in this semester along with the enrollments in all of these courses.

2. If the MA is deleted,
then which courses, if any, in the Sociology curriculum will no longer need to be offered,
how will this specifically affect the activities (teaching, research, load, ...) of the faculty in Sociology,
how will this specifically affect students in the BA program,
can faculty establish interdisciplinary connections with other units at UW to maintain their involvement in
master's level work
3. Can the department offer the BA and MA given its current faculty size,
I would like a detailed account of how all of the courses in the next two years for the BA and MA will be offered,
Is the retention of the MA program a temporary fix, which will require additional resources in the near future to
maintain,
Plan to increase recruitment of master's students,
Plan to increase support to graduate students beyond state sponsored GAs,

Stephen L. Bieber

From: Lori J. Terrill
Sent: Friday, February 03, 2017 2:20 PM
To: Molly E. Marcusse; Stephen L. Bieber
Subject: RE: Area 2 - Sociology

Molly and Steve,

Here's a link to my summarization of pros and cons—I tried to keep it concise: <https://drive.google.com/open?id=0B8QNDu9TlxUHWZ0WnRYMEZVZnM>

*Good point.
There isn't much
logic in force
yet*

I think we are all thinking along the same lines with the questions. We can talk about this more in the meeting, but the BA in Sociology was not listed in either the Round One or Round Two Program review charts, so it must not have been reviewed yet? If only one or the other can be retained, I wouldn't feel comfortable making a recommendation if the BA program hasn't had the advantage of going through the full program review process.

I am pretty sure that Anna Zajacova is gone. I was looking into that for an entirely different reason last week. She's not in the Sociology directory and I found a CV online indicating she's now at the U. of Western Ontario.

We could access the history of courses, teaching load, and enrollment by course ourselves, although we would have to put a bit of effort into compiling the numbers.

<https://wyosb.uwyo.edu/StudentRegistrationSsb/ssb/term/termSelection?mode=search> Data goes back to Fall 2006.

I'd be willing to help with this if I had a list of what exactly we want to collect. However, if the department already has it compiled that would be much easier.

Have a good weekend!

Lori

From: Molly E. Marcusse
Sent: Wednesday, February 01, 2017 3:45 PM
To: Stephen L. Bieber <Bieber@uwyo.edu>; Lori J. Terrill <Lori@uwyo.edu>
Subject: RE: Area 2 - Sociology

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Plan to increase recruitment of master's students,
Plan to increase support to graduate students beyond state sponsored GAs,

Sociology MA

4 faculty, mid-demand program

Elimination – Pros

- Avoid replacing recently vacated faculty lines

Elimination – Cons

- Sociology is a foundational social science and would be the only one at UW not offering a graduate degree. Sociology is considered a STEM field by the NSF and STEM is an area of emphasis for UW.
- Could impact faculty ability to receive grants
- Faculty will not have grad students to support their research and teaching, putting more strain on them *↑ did they indicate this?*
- Loss of SOC-ENR dual degree
- Loss of grad-level electives for students in other depts to take *4000/5000?*
- Lesser ability to participate in cross-departmental projects
- Current faculty may leave to teach in programs offering grad degrees at other institutions; stress of under-staffing may also encourage seeking positions elsewhere. Loss of faculty could jeopardize future of BA program.
- More difficult to recruit top faculty into a BA-only program; may end up with lower caliber faculty who bring in fewer grants
- Alienation of donors and potential donors, esp among dept alumni
- Top students will leave the state to get an MA and may never come back—"brain drain" problem
- Not clear how much money would be saved since cost cannot be disaggregated from BA costs *we were not*

Retention – Pros

- Crucial to meeting goals in UP4 related to diversity & internationalization
- Dual degree program with ENR could be continued. A planned new focus on community development could be implemented. Both are highly relevant areas of study to benefit the state.
- Dept could move forward with plans to make an MA option with an applied focus that would appeal to students not wanting to get a PhD. This would benefit students who want to stay and work in Wyoming after graduation and could also be a student recruitment selling point.
- Graduate assistants enhance undergraduate learning as do cross-listed courses where undergrads and grads learn together.
- MA graduates are prepared to fill jobs in the state of Wyoming (examples in job list). Previous UW strategic plans have focused on preparation for professions critical to the state and region.
- A recent external review notes "tremendous potential" of the program; with proper investment the dept could be an important growth area for UW *prob = 0.0*
- This program has done quite well despite a lack of support from administration. *like action w.*
- The field of sociology makes important contributions to interdisciplinary work. A review of their course catalog shows overlap the work of a great number of other departments. *not a good thing*

Retention – Cons

- Department cites need to increase GAs by 1 or 2 (added cost, but also recruitment tool)
- Need to increase faculty numbers by 1 or 2 (added costs) *dept. is reliant on state*

Potential Jobs for Graduates

- Research scientists supporting private or public sectors (e.g., public policy research)
- Data analysts
- Jobs in state government (e.g., AG's office, corrections) or federal government (e.g., USDA)
- Work for non-profits (e.g., services for minority or vulnerable populations)
- Instructors at Wyoming community colleges

Questions

- What is dept's plan if no more faculty members are added? Do they feel they can maintain an MA program with 4 faculty? Have they pursued adjunct faculty, more courses cross-listed with other departments? (There are at least 3 Sociology PhDs in A&S (2 in CRMJ and 1 in WMST), possibly more.)
- If many courses are offered at either 4XXX or 5XXX level, would fewer courses actually be taught if MA was dropped? Aside from thesis support and a bit less grading to do, would the faculty workload change much?
- Copy of external review?
- Are Wyoming high school teachers still encouraged to get subject area master's degrees? If yes, the degree supports yet another critical profession for the state.
- Why no support letters from ENR? Could we get a statement from them on how they view the dual degree?
- Will the Dean of A&S or Provost commit to not letting faculty numbers drop below 4?

Recommendation

This is dependent upon the dept being committed to supporting an MA with only 4 faculty for the foreseeable future. (Added faculty would be preferable.)

- Retain, with review in 4 years. Give dept time to add applied MA option and increase enrollment. They may also benefit if responsibility centered budgeting is implemented. Since the program does not meet the current guidelines for elimination, but was proposed for elimination anyway, the A&S Dean needs to set clear benchmarks in writing for what they would have to do by the next review to retain the MA.
- Consider restructuring:
 - Possible partners could include Gender & Women's Studies, Criminal Justice, African American & Diaspora Studies, American Indian Studies, Latina/o Studies, American Studies, Anthropology, Global & Area Studies, Political Science, or proposed new Interdisciplinary Studies
 - More radically, A&S could do away with individual departments for the social sciences, creating an institute/school/division of social sciences that shares administrative services and more readily allows faculty to support a variety of disciplines. Disciplinary degrees could be maintained, as well as disciplinary course numbering.

Many plans for many of these programs on the horizon.

Sociology needs one more line (Painter, comment)

Elimination of the graduate programs - 2nd class status (Oliver Walter), loss of research, teaching, ...

Not necessarily the time to eliminate, see what develops at UW over the next 2 years, and place these programs on "probation" - no increase cost proposal

Languages - if as much support in reality as expressed, there would be no problem. Most of the support is accomplished through at most 2 language courses!

P-20 STEM

Is SMTC self-sustaining? Linda Hutchinson - ~~yes~~ says yes.

- problem: 2 new deans w/ little history/understanding
- what happens to the Science Fair -

Reasons for eliminating SMTC under 6-43?

Stephen L. Bieber

From: Lori J. Terrill
Sent: Monday, February 06, 2017 2:17 PM
To: Stephen L. Bieber; Lori J. Terrill; Molly E. Marcusse
Subject: RE: Sociology

I think the dean questions look good. For #2, is the dean committed to maintaining the minimum number needed to support the BA?

For the Head, the second part of #1 seems to be part of the answer to #2. I think we could strike it and change #2 as follows:

What resources do you need as a minimum to offer a viable MA degree, including the minimum number of faculty?

I am also curious if they would want to attempt to support an MA with 4 people.

Do we still want to ask if fewer classes would be taught if the MA were eliminated? Or something similar to get at how faculty workload would be affected?

Do we want to ask if they have any plans for increasing outside funding to pay for additional GA positions?

Lori

From: Stephen L. Bieber
Sent: Monday, February 06, 2017 1:41 PM
To: Lori J. Terrill <Lori@uwyo.edu>; Molly E. Marcusse <mmarcuss@uwyo.edu>
Subject: Sociology

Lori and Molly –

From our conversation earlier, I think that these questions might be the only ones that we need. What are your thoughts?

Thanks, Steve

Dean

1. There were 5 faculty in the Department of Sociology at the beginning of this year and now one person has left leaving the Department with only 4 faculty. What is the likelihood that you will support the replacement of this faculty member, returning the faculty size to 5?
2. What do you see as the minimum number of faculty necessary for the Department of Sociology to offer a viable BA degree?
3. Is Sociology currently being told that it will need to merge with another department in Arts and Sciences?

Head

1. What do you see as the minimum number of faculty necessary for the Department of Sociology to offer a viable BA?
How many additional faculty are needed to offer a viable MA degree in addition to the BA degree?
2. What resources do you need as a minimum to offer a viable MA degree?
3. If your MA was retained, what would be your plan for increasing the number of MA students?
4. Have you considered any plan in which Sociology might be merged with another unit at UW?

Stephen L. Bieber

From: Paula M. Lutz
Sent: Monday, February 13, 2017 1:50 PM
To: Stephen L. Bieber
Cc: Audrey C. Shalinsky; Robert A. Schuhmann; Gregory K. Brown
Subject: Your Q's re the SOC MA

Steve:

Here are my answers to the questions you handed me in person the other day! Let me know if you have others.

Paula

Soc MA

1. There were 5 faculty in the Department of Sociology at the beginning of this year and now one person has left, leaving the Department with only 4 faculty. What is the likelihood that you will support the replacement of this faculty member, returning the faculty size to 5?

They will be considered along with many, many other requests. Our A&S 'desperate needs' are many—20-25 faculty lines would stem the hemorrhage. That will be a very long time in coming.

2. What do you see as the minimum number of faculty necessary for the Department of Sociology to offer a viable BA degree?

For a viable BA degree, it could be done with 4.

3. Is sociology currently being told that it will need to merge with another department in A&S?

Yes, they are.

Paula M. Lutz, Dean

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