

CALIFORNIA STATE UNIVERSITY, HAYWARD

DESIGNATION CODE: 02-03 CAPR 5

DATE SUBMITTED: March 3, 2003

TO: The Academic Senate

FROM: Committee On Academic Planning & Resources (CAPR)

SUBJECT: Philosophy Five-Year Review

ACTION

REQUESTED: Approval of the Five-Year Program Review of the Department of Philosophy and continuation of the program with modification

BACKGROUND:

Overview description of the program

The Department of Philosophy offers programs leading to a B.A. with a major in philosophy in two different areas: one in philosophy proper, and one in religious studies. The department offers three minors: in philosophy, religious studies, and an interdisciplinary minor in cognitive studies. The department also offers an option in philosophy for liberal studies majors. The department is also actively engaged in General Education in a wide variety of ways.

The department does not envision the relatively small number of philosophy majors as increasing substantially, so most of the attention of the department is focused on how to best meet the general education function of philosophy in the GE Cluster Program and related general education competency requirements, such as critical thinking, and on the development of new interdisciplinary programs with other departments in which philosophy may play a significant role.

Overview of the documents submitted to CAPR

The format required for the Five-Year Review specified in the *Policies and Procedures for Five Year Reviews and Plans* (00-01 CAPR 7) specifies four documents: 1) Self-Study, including seven specific areas (indicated below in bold and italics) with supporting data; 2) the Plan for the next five years, addressing issues related to curriculum, students, faculty, and resources; 3) the Outside Reviewer's Report, and 4) the Program's Response to the Outside Reviewer's Report.

Document #1 Self-Study

The Self-Study document is required to include the following elements:

- 1. Address a summary of last program review and plan developed at that time. Discuss the program's progress in implementing that plan, as well as what still remains to be completed.***

At the time of Philosophy's last five-year review, a plan was not required as part of the Review document.

2. ***Attach a copy of applications submitted for new tenure-track positions since the last review. Discuss progress toward achieving these positions.***

Included.

3. ***Attach a copy of the program's Outcomes Assessment document. Summarize what has been learned from this information, what steps the program has taken in response, and what further steps should be taken.***

At the time of Philosophy's last five-year review, an Outcomes Assessment document was not required. An Assessment Plan was included as part of a Draft Five-Year Plan.

4. ***Using the Academic Performance Review Statistics available from Institutional Research and Analysis, provide a table showing the relevant program data for the past five years including:***
 - a. *number of degrees awarded,*
 - b. *number of undergraduate and graduate majors,*
 - c. *number of courses and sections taught,*
 - d. *average section size,*
 - e. *FTEs, FTEF, and SFR for lower division, upper division, undergraduate and graduate courses, and*
 - f. *ethnicity of majors.*

Discuss the impact on program quality of trends in enrollment, student-faculty ratio, percentage of courses and students taught by regular faculty, number of majors, and other relevant information.

The required data were incorporated into the beginning section of the Self-Study, "1. MISSION STATEMENTS AND STATISTICAL ANALYSIS OF THE PROGRAM." Copies of data tables from the IR website were included in the Appendices, but were difficult to read as reproduced.

5. ***Conduct a review showing how the department's course offerings and requirements compare and contrast to those of corresponding programs in the UC and CSU systems and to nationally recognized programs in the field.***

This element was missing.

6. ***Describe achievements of the program since the last review.***

The element was missing as a distinct section of the document. The Philosophy department did include some achievements of the program as part of the discussion of the program's progress in implementing recommendations of the outside reviewer from the previous five-year review.

7. ***If applicable, justify the need for more than 180 units for the B.A.***

As of this Review, the Philosophy department is planning to reduce its requirement to 180 units, so no justification of the present requirement was included.

Document #2: Plan

A Draft Plan was included.

Document #3: Outside Reviewer's Report

Document #4: Program's Response

The Outside Reviewer's Report and Program Response were included as required.

Five-Year Program Review/Self-Study (1997-2001)

Summary of specific areas of the Self-Study

The Self-Study document presented by the Department of Philosophy was organized somewhat differently than the format stipulated in CAPR 7. This area was addressed in sections numbered "2. SUMMARY OF THE LAST EXTERNAL REVIEWER'S REPORT," "3. IMPLEMENTATION OF GOALS AND SUGGESTIONS CONTAINED IN THE LAST FIVE-YEAR REVIEW AND OUTSIDER (sic) REVIEWER'S REPORT," and "4. GOALS AND SUGGESTIONS YET TO BE ACCOMPLISHED."

The Self-Study summarized two general comments and listed eight specific proposals made by the 1996 external reviewer. The two general comments concerned "the shrinkage of the department from 15 regular faculty in 1972 to 4 projected for fall, 1997," and how to perform the "essential and constructive role [of philosophy] in the educational life of the Hayward campus" given "it is unlikely that there will ever be" a large enough number of undergraduate majors in philosophy to justify the department's existence.

The Self-Study detailed several ways in which the department has implemented goals and suggestions contained in the 1996 external reviewer's report. The majority of actions reported address the suggested need to "focus primarily on the general education function of philosophy," and detailed efforts related to participation in the GE Cluster program, providing instruction meeting the CSU General Education requirements related to critical thinking, and identifying and planning for general interest interdisciplinary programs around the topics of 1) Cognitive Studies, 2) Science, Technology, and Values, 3) Philosophy, Law and Economics, and 4) Human Rights and Social Justice.

The Self-Study described the department's approach and specific efforts to add new tenure-track faculty in line with its evolving plans developing the interdisciplinary program areas identified above.

Goals and suggestions reported as remaining to be completed include 1) approval of a tenure-track position in Asian Philosophy and Religious Studies, 2) completing a comprehensive, integrated review of the curriculum, major and minor programs, staffing needs, and assessment practices, and 3) increasing the number of philosophy majors.

Copies of applications for all tenure-track positions since the last review were attached as required. Two full-time tenure-track requests by the department were approved and filled. A joint request by the department (originally with Political Science) was approved and filled (with Public Administration). A repeated request for a tenure-track position in Asian Philosophy and Religious

Studies has yet to receive approval. The rationale for, and role of, the new positions were discussed in the sections noted above.

Summary of supporting data

The number of majors over the past five years has ranged from a low of 13 to a high of 20. Degrees awarded have dropped from a high of 12 in 1998 to 2 in the last two years. The number of courses offered has been 16 for three of the five years, and the number of sections taught in at or about 27. Average section size has been about 26 students.

The Philosophy Department is the sixth largest in ALSS in terms of FTES, standing at 190.4 in 2001. FTEF has been consistently about 8.5. SFR has ranged from 26.5 to 22.3 over the five-year period. Data from Fall, 2001, show six of 17 majors identified as white, 3 identified as Asian/Pacific Islander/Filipino, and 1 each identified as Latino and African American. Ethnicity was unknown for 6 of the 17 majors reported.

A major concern of the department is the fact that 60% or more of philosophy courses have been taught by lecturers over the past five years. While the department feels the overall quality of its lecturers is high, they believe that this proportion of lecturers creates serious problems for the major.

Outside Reviewer's Comments & The Department's Response

The Outside Reviewer's Report recommends: 1) changing the structure of the major to increase the number of majors and minors, 2) improving the coherence of the program by adding only one additional area, and 3) minimizing the burdens of assessment on already overburdened faculty. The program's response was in general agreement with the reviewer's suggestions, and articulated the ways in which the program would attempt to comply. However, these suggested changes were not reflected in the Plan document as mentioned earlier.

Program's Five-Year Strategic Plan (2002-2006)

The draft plan did not conform precisely to the suggested organization of the CAPR 7, but did speak to envisaged curriculum changes, and concomitant faculty and resource issues. It did not address the requested area of projections and plans concerning students, although this question was addressed in the Self-Study to some extent. The draft plan document did include a detailed Assessment Plan. The draft plan addresses recommendations and concerns identified in the Self-Study document, but had not been amended to comply with the recommendations of the Outside Reviewer. This is particularly significant with respect to proposed plans for new program areas and for the assessment plan.

CAPR Analysis Of The Program's Five-Year Review

Program

Based on the Review document submitted and the Department's oral presentation, CAPR noticed positively that the Department of Philosophy recognizes its role to play in the important areas of critical thinking and human rights in General Education. CAPR noted that the Department has prepared a solid assessment plan and has a clear vision of its curriculum reconstruction and the future development of the Department. CAPR commends the Department's active efforts in

creating innovative topic areas and courses to attract students, exploring new possibilities in designing major, minor, or option requirements, reaching out to establish interdisciplinary programs, and applying for new tenure track positions to reduce the imbalanced tenure-track/lecturer ratio.

The Five-Year Review document presented by the Department of Philosophy was built around a discussion of the program's response to the outside review conducted five years ago. At that time, requirements for the Five-Year Review document did not include either a Plan document or an Outcome Assessment document. This Review did include a Plan document, and the Plan document did include an Assessment Plan, and the Philosophy Department is aware that it will be expected to include in its next five-year review a summary of this plan and how the program has progressed in implementing it. The response to this year's external reviewer suggested significant modifications to the Assessment Plan included in the Draft Plan, and CAPR asked that these modifications and other parts of the Response be incorporated into a Revised Plan and submitted to CAPR as an additional component of this Five-Year Review.

CAPR noted that the required comparative review with corresponding programs in the UC and CSU was missing, but chose not to require that such a review be conducted as part of this Five-Year Review, but made it clear to Philosophy that this review will be expected and required as part of its next Five-Year Review.

CAPR noted that a separate and distinct section of the Self-Study describing achievements of the program since the last review was not included. Since achievements were incorporated into the first section of the Self-Study, CAPR chose not to require a change in the presentation, but pointed out to Philosophy that this was a format requirement, and more importantly, that a separate section on achievements would be in the best interests of the program in making its case for future tenure-track requests and other resource allocations.

Based on the Review document submitted, and the Department's oral presentation, CAPR is fully aware that the Department is in the throes of redefining and restructuring its major, and is still struggling to define and staff "core areas of philosophical interest around which we will organize our course offerings, design our major and minor requirements, develop new interdisciplinary programs, and build our future faculty."

CAPR's analysis focused on the discrepancies which appeared to exist between statements in the Draft Plan, and statements in the Response to the External Reviewer, specifically concerning the number of areas of specialization and the implications of this for new hires, and the nature and scope of the assessment plan.

As noted earlier, CAPR has asked Philosophy to present a Revised Plan as an additional component of this Five-Year Review that addresses these discrepancies.

Resources

The program's main concern with respect to resources is the fact that over 60% of philosophy course sections offered are taught by lecturers. The Department believes that at least 60% of offerings should be taught by tenure-stream faculty. While there is clearly a belief that a higher percentage of courses taught by tenure-stream faculty would better maintain program quality, the Department offered no evidence in terms of assessment of student learning outcomes. The argument for program quality is based on the impact the increasing reliance on lecturers has by way

of obligations to “serve on committees, develop programs, and advise students.” The Department did argue, based upon financial considerations, that “lecturers in philosophy are increasingly not even cost effective.”

CAPR Recommendation for Continuation Of The Program

CAPR recommends continuation with modification: specifically, submission to CAPR of a Revised Five-Year Plan. It furthermore recommends that Philosophy take the necessary steps to reduce the number of units required for graduation to 180. The Academic Senate should note that no specific justification was offered for the current requirement of 186 units to graduate, and Philosophy voluntarily declared its intention to implement the necessary program changes.

Date of the Program’s Next Five-Year Review

2006-07