**TRINITY WASHINGTON UNIVERSITY**

**Washington, DC.**

**Human Relations Program Interim Report**

**Spring 2015**

**Faculty**

Christopher Bishop, Associate Professor, Psychology-Program Chair

Stacey-Ann Baugh, Associate Professor, Psychology

Roberta Goldberg, Professor, Sociology

Deborah Harris-Obrien, Associate Professor, Psychology

Konia Kollehon, Associate Professor, Sociology

Nikeea Linder, Assistant Professor, Psychology

Roxana Moayedi, Professor, Sociology

Debbie Van Camp, Assistant Professor, Psychology

**Interim Report**

**Human Relations Department**

The Human Relations Department has experienced a period of great growth since the last assessment cycle and report in 2011. It is now one of the largest majors in CAS with at least 75 currently declared majors from the 2014-2015 academic year and many more undeclared intended majors.

In response to the growing popularity of the major, and a desire to create a cohesive major with its own identity, the curriculum was recently overhauled and a number of significant changes to the major were implemented beginning Fall 2013:

* All students must take HUMR 201: Introduction to Human Relations, a course that is designed to be taken in student’s sophomore year in order to expose them to the Human Relations field and begin to understand how Psychology and Sociology concepts can be integrated and applied.
* All students must take HUMR 211: Introduction to Social Work or HUMR 212: Introduction to Counseling.
* All students must take PSYC 490: Practicum or SOCY 491: Internship. This requirement reflects the conceptualization of Human Relations as an applied and workplace focused major.
* In addition, students are now required to follow one of four tracks – general, counseling, child and family, adult health, and social justice

In light of these changes, as well as feedback on the 2011 assessment report, which specifically and repeatedly requested that the department link its goals to the college and university goals, the mission, goals, and student outcomes of the department have been revisited and updated to reflect the emerging identity of the major and to be more cohesively connected with the mission and goals of the college and university. Curriculum mapping has identified a number of courses that the department believes helps students reach the identified outcomes. Data collection to assess a number of these outcomes will commence in 2014.

**Human Relations Program (CAS) Mission Statement and Goals**

The Human Relations major offers students the opportunity to develop a scholarly perspective in the two major social science areas of psychology and sociology, as complementary ways of understanding human behavior and the social world. This interdisciplinary approach fosters greater intellectual sophistication by demonstrating how these disciplines, both separately and combined, interpret the world and endeavor to answer a wide range of questions concerning human behavior and group life. An additional focus of the major is to highlight the applied aspect of these disciplines which is apparent in the offering of tracks within the major, and a range of HUMR courses introducing students to social work, Counseling, and so forth.

The Human Relations major embodies many of the primary goals of the Trinity curriculum by focusing on issues of gender, diversity, social justice, ethics, public policy, and technology. The Human Relations program is committed to experiential and service learning outside the classroom by promoting internships and practica in students’ areas of interest. The program also offers interdisciplinary connections to other academic programs designed for the wider Trinity community. Students of Human Relations encounter numerous opportunities to develop leadership skills and core competencies in order to prepare to continue in graduate school or careers in areas of education, social work, counseling, public policy, the non-profit sector, psychology, sociology, management, and other fields which require social interaction and analysis.

Program Goals derived from the program mission statement and university/college goals:

**Program Goal: Demonstrate an understanding of human relations as interdisciplinary (Macro/Micro perspective).**

*Objectives:*

Faculty will be able to:

* 1. Develop goals and objectives for HUMR 201 & HUMR 499 to assess competency in these area.
  2. Provide curricula that expose students to the fields of psychology and sociology with an emphasis on their integration and application.
  3. Provide opportunities for students to apply knowledge gained in the classroom to work, family life, and continued learning.
  4. Infuse the curriculum with courses that address gender, race, and class.
  5. Emphasize core competencies and skills needed to prepare students for their future endeavors

*Student learning outcomes:*

Students graduating from the Human Relations department will:

1. Understand the foundational concepts of sociology and psychology.
2. Compare and contrast sociological and psychological concepts as they are applied to issues central to both disciplines from an entry to level (HUMR 201) to a mastery level (HUMR 499).
3. Through discussion and written work, show the application of interdisciplinary ideas to topics examined.
4. Demonstrate understanding of human relations as an interdisciplinary major by appreciating the conceptual integration of both disciplines and the application of their principles.
5. Explore the dynamics of individual and group behavior in order to contribute to improving access to social justice and equality for diverse communities
6. Demonstrate critical reading and reasoning skills.
7. Be able to demonstrate the ability to research and write substantive papers
8. Demonstrate literacy in quantitative and qualitative methodology.
9. Demonstrate strong oral communication skills through in class presentations, both formal and informal.

*Assessment:*

Previously, Senior Comprehensive Portfolios was used to assess how well the students were able to apply sociological and psychological constructs to a research question, but it was determined by the faculty that this assessment tool was ineffective.

The creation of HUMR 201 was created to assess students’ learning. The faculty will assess students’ learning through written works to determine how well the students are able to apply sociological and psychological constructs to social problems.

*Data:*

Data will be collected from HUMR 201 via pre-post test to measure the student’s ability to identify key concepts from the entry Sociology and Psychology courses.

Data will be collected from HUMR 499 through papers, poster presentations, and/or service learning projects. The faculty will assess a mastery and implementation of the student’s ability to use critical thinking and analyses to identify and respond to social problems.

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| **University Goal** | **CAS Goals** | **Program Goals** | **Student Outcome** |
| 1. Liberal learning | 1. Read/understand texts  2. Communicate effectively  3. Quantitative reasoning  4. Synthesize information  5. Connect knowledge  6. Diverse modes of inquiry | 1. Provide a curricula that exposes students to the fields of psychology and sociology with an emphasis on their integration and application. | 1. Understand the foundational concepts of sociology and psychology.   * PSYC 101 (Intro to Psych), SOCY 100 (Intro to Socy)   2. Demonstrate understanding of human relations as an interdisciplinary major by appreciating the conceptual integration of both disciplines and the application of their principles.   * HUMR 201 (Intro to Human Relations), HUMR211 (Intro to Social Work), HUMR212 (Intro to Counseling ), HUMR 420 (Group Counseling ), HUMR499 (Senior Seminar) |
| 2. Equity, justice and honor | 6. Diverse modes of inquiry  7. Moral reasoning  8. Responsible citizenship | 3. Infuse the curriculum with courses that address gender, race, and class. | 4. Connect knowledge to responsible citizenship by addressing public policy, civic responsibilities, and careers.   * SOCY105 (Social Problems), SOCY201 (Education), SOCY 241 (Work & Occupations), PSYC201 (Current Events), PSYC341 (Health), PSYC385 (Ethic & Cross Cultural)   5. Explore the dynamics of individual and group behavior in order to contribute to improving access to social justice and equality for diverse communities.     * SOCY321 (Inequality & Society), SOCY323 (Race & Racism), SOCY491 (Internship), PSYC262 (Women), PSYC385 (Ethnic & Cross Cultural), HUMR 420 (Group Counseling ), PSYC490 (Practicum) |
| 3. Professional preparation | 2. Communicate effectively  3. Quantitative reasoning  4. Synthesize information | 2. Provide opportunities for students to apply knowledge gained in the classroom to work, family life, and continued learning. | 3. Apply knowledge to real world settings through internships, career development and/or service learning.   * SOCY491 (Internship), PSYC231 (Child), PSYC490 (Practicum), HUMR499 (Senior Sem) |
| 4. Emphasize core competencies and skills needed to prepare students for their future endeavors. | 6. Demonstrate critical reading and reasoning skills.   * SOCY241 (Work & Occupations), SOCY333 (Women & Third World), PSYC212 (Self & Identity), PSYC325 (Behavior Disorders), HUMR 420 (Group Counseling )   7. Be able to demonstrate the ability to research and write substantive papers.   * SOCY201 (Education), PSYC201 (Current Events), PSYC317 (Aggression), PSYC365 (Human Sexuality), HUMR499 (Senior Sem), SSC207 (Writing in Social Science).   8. Demonstrate literacy in quantitative and qualitative methodology.   * PSYC310 (Research Methods), PSYC311 (Experimental Social), PSYC331 (Experimental Developmental), HUMR311 (Research Methods)   9. Demonstrate strong oral communication skills through in class presentations, both formal and informal.   * SOCY242 (Social Criticism in Film), SOCY333 (Women & Third World) SOCY381 (Understanding AIDS seminar), PSYC201 (Current Events), PSYC325 (Behavior Disorders), PSYC365 (Human Sexuality), PSYC499 (Senior Sem), HUMR499 (Senior Sem) |