



Instructionally Related Activities Funds Request Fall 2015

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IRA Funds Request for Race Segregation at Work and State Equal Employment Law

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Instructionally Related Activities Funds Request Summary

Project Sponsor	Lindsey O'Connor
Activity Title	Race Segregation at Work and State Equal Employment Law
Activity/Event Date	September 2015
Date Funding Needed By	September 2015
Previously Funded?	No
Semester/Year	—
Proposal #	—
Report submitted for previously Funded Activity?	—
Report submitted for previously Funded Activity	—
Additional Report #1	—
Additional Report #2	—
Additional Report #3	—
Additional Proposers	None
Academic Program(s) / Center Name(s)	Sociology
Estimated total Course Fee revenue	None
Amount Requested from IRA	1,640
Estimated Number of Students Participating	80
Conditions and Considerations	Artist/Performer/Speaker Fees & Honoraria, Large Event, IT Requirements, Space/Facilities Services Requirements
Brief Activity Description	<p>The Sociology Program will sponsor a visit from Dr. Julie Kmec, Edward R. Meyer Distinguished Professor in the Liberal Arts from the Department of Sociology at Washington State University (WSU). Dr. Kmec will speak about her research at a campus-wide event titled, "Race Segregation at Work and State Equal Employment Law." As a National Science Foundation (NSF) grant recipient, the author of nearly 30 articles, and an award-winning scholar (see attached curriculum vitae), Dr. Kmec is an expert on state and workplace practices and policies that generate and exacerbate race and gender-based inequalities at work. Dr. Kmec is an engaging speaker and has received mentorship and teaching awards, in part, for her clear and dynamic presentation style. At the intersection of law, employment, and inequality/social justice, this event is likely to draw students and faculty from the Sociology, Political Science, Chicano Studies, and Economics Programs, to name a few.</p> <p>Dr. Kmec will also give one classroom presentation in a Sociology of Gender & Sexuality course (~35 students). For the classroom presentation, Dr. Kmec and I will work together to create an experiential learning activity in which students will learn about one common sociological research method used to study employment discrimination: audit research. Not only will this classroom visit help students understand the importance of rigorous scientific methods for generating sociological knowledge, but it will prepare students for completing their own individual audit research project later in the semester.</p> <p>Finally, Dr. Kmec will host a graduate school information workshop, open to all Sociology students interested in attending graduate school (~20 students). Dr. Kmec will draw on her three years of experience as Director of Graduate Studies for the Department of Sociology at WSU to provide students with tips and tricks for making their graduate applications stand out. These tips include, but are not limited to, writing a compelling statement of purpose, approaching faculty for letters of recommendations, researching graduate schools and entrance requirements, etc.</p> <p>Dr. Kmec's visit will help Sociology students achieve our Program's learning outcomes. For example, Dr. Kmec's graduate school workshop will help Sociology students' preparedness for professional or graduate study beyond the B.A. degree (http://sociology.csuci.edu/learningobjectives.htm). Her research talk will provide students with an example of the role and process of scientific inquiry in the creation of social knowledge. Moreover, the study of social inequality is at the heart of Sociology and her research will illustrate the ways in which race/ethnicity affects life chances, and the role</p>

	of the state in mitigating this important type of social inequality.
Learning Outcomes and Relation to IRA to Course Offerings	<p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Students will gain an awareness of the ways in which state law exacerbates/ameliorates occupational race segregation (research talk). • Students will be able to explain the procedures of one sociological research method—audit research—in detail and articulate the value of this research method for uncovering subtle forms of labor market discrimination (classroom visit to Sociology of Gender & Sexuality). • Students will learn "best practices" for securing letters of recommendations and preparing personal statements (graduate school workshop). • Students will develop a "to-do" list and timeline to help them work towards: 1) researching graduate school entrance requirements, 2) researching particular graduate programs, or 3) preparing/revising graduate school admission materials (graduate school workshop). <p>1. Sociology of Gender & Sexuality (~35 students)</p> <p>2. Dr. Kmec and I will prepare an experiential learning activity for Sociology of Gender & Sexuality students in which the students will learn about one common sociological research method: audit research. This activity will not only help students better understand the role of scientific methods and processes in the creation of sociological knowledge, but also help students prepare to conduct their own individual audit research project later in the semester.</p>
Description of Assessment Process	<p>Students who attend each of the events—the research presentation, classroom presentation, and graduate school workshop—will be asked to fill out short surveys to gauge their knowledge of the topic and impression of the event.</p> <p>I will ask students in the Sociology of Gender & Sexuality course to write a brief reflection paper on Dr. Kmec's classroom visit and the audit study activity.</p>
Activity Budget	IRABudgetSheetOConor.xlsx
CIA Budget	—
CIA Proposal	—
Course Syllabus	—
CIA Certification	—
Other Sources of Funding	There are no other sources of support for this activity.
Target Audience/Student Marketing	<p>The research presentation is a campus-wide event and so the intended audience members are students and faculty from across the campus. I will market this event by creating campus fliers/posters, and by using relevant online media outlets (e.g., the Sociology Club Facebook and Instagram pages). I will circulate information about the event to all Sociology faculty and select faculty from related programs (e.g., Political Science, Economics, etc.), asking that they encourage their students to attend in addition to attending themselves.</p> <p>The Sociology Graduate School Workshop is intended for Sociology students interested in graduate school, although we will be more than happy to include students from other social sciences if they are interested in attending. I will market this event through Alpha Kappa Delta (the sociology honor society) and the Sociology Club (which has nearly 70 registered members), and ask that all Sociology faculty advertise the workshop to their students.</p>
Bring Benefit to Campus	—
Sustainability	N/A
Program Chair/Director	dennis.downey
Academic Affairs AVP	karen.carey
Acknowledgement	I acknowledge that I have reviewed and accepted the Conditions and Considerations herein. Please check off boxes as appropriate.

Program Chair/Director Approval

Approval	I approve the IRA Funds Request described on this page
Name	Dennis Downey
Date/Time	3/2/2015 8:05:07 AM
Validation	myCI-signin-XW-5286

Academic Affairs AVP Approval

Approval	I approve the IRA Funds Request described on this page
Name	Karen Carey
Date/Time	3/2/2015 8:20:08 AM
Validation	myCI-signin-CQ-9720