

Program Performance Review: Culmination Meeting Memo Anthropology, BA, MA

The 2017-2018 Program Performance Review (PPR) process for Anthropology, BA and MA programs concluded with a culmination meeting on November 2, 2018.

The following people attended the meeting: Kari Knutson Miller (Provost), Pamella Oliver (AVPAP), Sheryl Fontaine (Dean, HSS), Lynn Sargeant (Associate Dean, HSS), Barbra Erickson (Cultural Anthropology Coordinator); John Patton (Evolutionary Anthropology Coordinator); Steven James (Acting Archaeology Coordinator), Carl Wendt (Archaeology Coordinator, on sabbatical), and Su Swarat (Asst. VP for Institutional Effectiveness).

The Provost commended the significant progress the Division has made since the last PPR, particularly the High Impact Practices provided to the students, and the high-quality faculty research and scholarship. The AVPAP thanked the faculty for their contribution to the campus and the national/international community. In particular, she praised the stability and effectiveness resulted from the restructured organization of three programs within the division, which to a significant extent attributable to the hard work of the program coordinators.

Major recommendations and concerns raised through the PPR process were discussed as follows:

1. A “single academic community” for the faculty:
 - The Coordinators acknowledged the need to continue working on bringing the faculty together, and stated that progress has been made. For example, there are events focused on students that bring faculty from all three programs together, such as the “end of year” celebrations.
 - The Archeology Coordinator suggested that space plays an important role in faculty community. Faculty offices are scattered across floors, which makes it difficult for faculty to interact with each other. The current junior faculty, who are all in the Cultural Anthropology program, have their offices together and thus interact more.
2. Curriculum revision to ensure all undergraduate majors receive training in all three fields at both lower division and upper division:
 - The Cultural Anthropology Coordinators stated that students currently take one 100-level course in each of the 3 fields, and the division is considering making students take one 300- or 400-level course in each of the fields too. The concern is about the programs’ ability to offer enough courses.
 - The Evolutionary Anthropology Coordinator indicated that the current number of majors may not be able to sustain enough 300- or 400-level courses.
 - The Archeology Coordinator stated that Archaeology currently offers the least number of courses, and thus receives the least amount of resource. The program’s faculty desire a

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reconsideration of courses across the 3 programs, which will need help and guidance from the Dean's office.

- The Dean acknowledged the desire, appreciated how well the Coordinators are working together, and recommended the programs to find an appropriate time for this conversation. She suggested that the Division, as a whole, could consider having part of the programs' budget centralized and having the rest distributed based on enrollment targets.
- The Associate Dean also suggested that, with the new GE EO1100, course adjustment may need to be made, which offers the opportunity for the programs to reconsider their curricula and courses. The deep curricular knowledge of the 3 Coordinators provides advantage in diving deep into the curriculum adjustment possibilities.
- The external reviewers recommended creating at least one required course for the majors at the 300-level that addresses themes common to all of the Anthropological disciplines.
 - The Archeology Coordinator stated that Anthropology 105 already has the integration of 3 fields; The Cultural Anthropology Coordinator indicated that it would be more feasible to require one 300-level course from each of the 3 fields than developing 1 course for all fields.
 - The Dean and the Associate Dean asked the Coordinators to consider some innovative possibilities including a 1-unit seminar that brings in alumni (e.g. "pro seminar"), a required 300-level writing/professionalism course, or a methods course. This common experience could help give transfer students a sense of belonging/community, could help embed juniors further in the division, and could be used as an advising opportunity. The AVPAP added that this could also be used to recruit minors.
 - The Evolutionary Anthropology Coordinator concurred that it is important to have student community building mechanism at all levels.

3. More Anthropology majors:

- The external reviewers recommended the programs to increase the number of Anthropology undergraduate majors.
- The Evolutionary Anthropology Coordinator indicated that the division recognizes this need, and is working on a few recruitment strategies. For example, the faculty actively recruit from Anthropology 101; a letter is being developed to encourage students to take more Anthropology courses (i.e. the message of "2 more courses will give you an Anthropology Minor"); and the development of recruitment materials to describe and thus attract more Minors is underway.

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4. Undergraduate advising:

- The external reviewers recommended the division to consider a more formalized approach to undergraduate advising, so that the heavy-lifting of advising does not fall only on a few faculty members.
- The Evolutionary Anthropology Coordinator indicated that, because of the small number of majors, the Coordinators are not overwhelmed by advising. However, if enrollment increases or if advising becomes mandatory, it would become an issue.
- The Cultural Anthropology Coordinator stated that the Coordinators are working with the HSS Student Success Team (SST) to generate ideas. The SST has recently helped train faculty on the use of TDA and TitanNet. No formal plan, however, has been developed.

5. Faculty hiring plan:

- The external reviewers recommended the division to develop a 5-10 year faculty hiring plan, with the goal of recruiting more faculty at the assistant professor level in order to facilitate growth and obtain “generational” balance across professorial ranks.
- The Coordinators agreed that more hires would be beneficial, but they also acknowledged that more majors are needed first.
- The Dean commented that the growth of HSS was generated by its offering of GE courses. With the new GE EO 1100, the landscape of GE is changing. The Dean recommended that the programs balance faculty hiring with GE offerings, e.g. would the faculty hires be connected to GE course offerings?

6. Classroom space:

- The Coordinators voiced the strong need to update critical classroom space, which includes the computer lab (which doubles as a classroom space), the Bio lab (which has accessibility issues), and the Archeology lab (MH 420, which needs new chairs).
- The Evolutionary Anthropology Coordinator stated that the Anthropology rooms are not part of the campus refresh, but these rooms service campus-wide GE students and thus would appreciate campus resource to help with renovation.

The Coordinators and the Dean reflected on the impressive accomplishments since and during the “difficulty times” the Division went through. The Provost thanked Anthropology for its contribution as a major component of GE, and encouraged the Division to move toward having more Majors, Minors and Certificate recipients.