

Dean's Response to the Anthropology Program Review

May 12, 2017

I appreciate the work of the program review team (Drs. Richard Clemmer-Smith and Sue Harley), and of the Anthropology Program faculty in compiling their self-study and responding to the review team's report.

The report finds the Anthropology program to be overall a strong one, with highly-qualified, dedicated faculty who provide excellent hands-on learning experiences for their students, including archaeological field and lab work and study abroad opportunities. They praise the program's administrative support, success in gaining external funding, and strong relationships with external communities. I agree with their assessment. The report does have a number of recommendations; I will respond to them (and the program's responses), grouped by topic.

Additional tenure-track line and new upper-level courses in biological anthropology (Recommendations #1 and 5)

The program received a new tenure-track line (its fifth) effective in Fall, 2015. (The individual who was hired left after one year, and after a one-year hiatus, is being replaced by a new tenure-track faculty member, in Fall, 2017.) The program's enrollments have held reasonably well, but I do not think they would justify another new position, especially at a time of declining enrollments and potential budgetary stress.

The report recommends strengthening instruction in biological anthropology with two or more upper level courses in that subfield. I agree with the program faculty that this would be a desirable enhancement, but given current faculty specializations, it would require an additional faculty line.

Adjunct compensation (Recommendation #2)

Adjunct pay has increased in 2017 very slightly (by \$20 per credit hour), but is clearly not where we would like it to be. However, significant increases in adjunct pay across the University, or across the College, would require new budgetary resources.

Study Abroad compensation (Recommendation #3)

The program and I have agreed that faculty leading the study abroad trip will do this teaching in-load. If a faculty member were to do this teaching above and beyond the normal teaching load, he/she has the option of including compensation in the budget of the study abroad course

Increased travel funding (Recommendation #4)

Several years ago I added \$200 per faculty member in new travel money to each department budget on a year-to-year basis, and have done so every year since. Budgetary conditions allowing, I will continue this practice – if possible, at a level above \$200. Large increases in travel funding, however, will require an enhanced College budget. I encourage faculty members to seek additional travel support from the RSPG Committee, as well as grants and contracts.

Enhance the program's linguistics component (Recommendation #6)

I endorse the program's response that they will explore incorporating courses that satisfy the Linguistics minor into the General Anthropology track electives section for students interested in anthropological linguistics.

Assessment procedures and measures (Recommendations #7 and 8)

The program will investigate using measures of student learning above and beyond grades (such as pre- and post-testing) in most of their courses. They will also discuss establishment of a program-wide learning threshold. I believe these are reasonable responses.

Revisiting the mission statement (Recommendation #9)

The program faculty agree to review the mission statement to make changes reflecting new emphases in a number of their courses.

I agree with the review team on the Anthropology program's many strengths, and stand ready to assist its faculty in their work of further quality enhancement.