



## **Dean Response to Anthropology Program Review**

May 16, 2022

### **General Evaluation**

I have read the “General Evaluation Anthropology Program Review”, plus the “Faculty Response” to the evaluation and would first like to thank the review committee members (Dr. Michael T. Searcy, Department of Anthropology, Brigham Young University and Dr. Christopher Hoagstrom, Department of Zoology, Weber State University) and the self-study team members (Dr. Mark Stevenson, Dr. Joanna Gautney, Dr. Madeline Mackie, & Dr. David Yoder) and the Chair (Dr. Ronald L. Holt) for the time and effort in providing a thorough review of the program. I strongly concur with the “general evaluation” by committee members who stated that the strengths of the program are:

1. A robust department that provides academic rigor and breadth.
2. A program that presently provides a well-rounded education for students in three subdisciplines of anthropology, (1) archaeology; (2) sociocultural anthropology; (3) biological anthropology. (Note: With the newly hired “linguistic” anthropologist, the program will employ a faculty member from all four subdisciplines starting January 2023).
3. A nimble department that quickly adapted to online learning and other disruptions during the height of the pandemic.
4. Upgraded facilities in Lindquist Hall and new lab spaces that continue to enhance students' experiences and education.
5. Courses that have general education requirements (social science, life science, humanities, and diversity) and expose non-majors to the discipline of anthropology.
6. The number of courses with high impact educational experiences (HIEE) and the Archaeology internships for students with state and private entities.
7. A newly added capstone course that will solidify anthropological learning outcomes for the students.

### **Implementation of Recommendations from Previous Review**

The anthropology program director and faculty members are to be commended for implementing the recommendations from the previous review in 2017, specifically with the,

(1) hiring of a biological anthropologist (Dr. Gautney, who created four new biological courses), (2) undertaking ongoing assessment of the general-education courses, (3) developing a specific assessment cycle (2020-2027), and (4) the alignment of the mission statement with curriculum and program outcomes.

### **Program Level Recommendations**

I agree with the recommendations for improvement as outlined by the external review committee and note the faculty response. My comments are summarized as follows:

1. Faculty need to have a discussion regarding establishing a set curriculum for the new capstone course (ANTH 4900), taking care to align the class with program goals and mission. I would strongly suggest that this meeting with faculty be accomplished as soon as possible (Fall Semester 2022) so this course can be strengthened.
2. Ensure that the Course-specific Assessment Cycle (2020-2027) is reactivated since assessments were postponed due to the pandemic (begin discussion of cycle Fall Semester 2022).
3. Use of Starfish to monitor and track student progress. The CSBS academic advisor (Britnee Ramirez) can instruct any faculty member on how to effectively use Starfish to assist with helping students succeed, leading to better retention and thus higher graduation rates.
4. There needs to be fairer compensation for faculty who teach field programs - the anthropology director needs to explore PPM 4-6 regarding Faculty Workload (Teaching Load). By using Directed Readings, Special Problems, Individual Studies/Research Studies an instructor can accrue one-fourth credit hour of teaching load for each student credit hour supervised as a way to meet their teaching load. It should be noted that during any semester of the academic year, no more than three credit hours of teaching load may accrue in this area.
5. The department administrative assistant has a large amount of work and numerous responsibilities. As with many administrative assistants across campus this individual needs to be fairly compensated. Over my short tenure as Dean, I was able to give her a mid-year raise and will continue to improve the salaries of our hard-working CSBS admins every opportunity I get. In the meantime, the anthropology director and the chair of the sociology & anthropology department should explore the possibility of hiring a 50/50 work study to help with the different tasks that need to be completed for the program/department and thus helping to ease the workload of Belinda McElheny.
6. Internship opportunities with external entities beyond archaeology need to be expanded for students interested in biological, cultural, and linguistic anthropology. You may want to consider having a faculty member assigned to do outreach to initially set up the internships. We could explore a course release during a semester as the program was being set up.
7. It is imperative for the director and faculty of the program to determine which courses are rarely or no longer taught and then proceed to remove them from the website, literature and more importantly the catalog. The director and faculty also need to begin the discontinuance process for the Archaeological Technician Associate of Applied Science and the Archaeological Technician Institutional Certificate. I am including the Academic Year Curriculum Cycle timeline to help you plan. I would recommend beginning the process of curriculum changes during August/September of the upcoming academic year.

8. The program needs to develop various avenues of public outreach to highlight the wonderful accomplishments of faculty and students and to recruit potential students. Our newly hired marketing specialist (Emily Rupp) can help you explore ways to raise awareness of your program.

Finally, I would highly encourage the Program Director and Anthropology Faculty to meet and determine a timeline for the above listed program improvements. I would like to meet with the Anthropology faculty and director to discuss how they plan to intentionally move forward on these recommendations.

Thank you for your contribution of time and energy toward the review. This is a necessary process in order to strengthen and improve the course offerings and programs we offer our students.

Best regards,



**Julie Rich, D.Phil.**

Dean, College of Social and Behavioral Sciences  
Weber State University  
1299 Edvalson St Dept 1204  
Ogden UT 84408-1204  
801-626-6232

# Academic Year Curriculum Cycle

