



To: Jane DeWitt, Interim Associate Dean of the Division of Undergraduate Education
and Academic Planning

From: Andrew Harris, Dean of the College of Liberal & Creative Arts

Date: February 6, 2018

Re: Anthropology Seventh Cycle Dean's Response

The external Seventh Cycle reviewers conclude that through a series of intentional responses to challenges over the past decade, Anthropology has emerged as a strong, well-managed department that aligns with the university's core values and reflects current trends in the discipline. In order to sustain its strength and to grow, they recommend the department turn its focus from its graduate to its undergraduate program:

1. Tenure-track hires: Cultural and visual anthropology, Sub-field of biological anthropology that expands offerings sustain and grow program's capacities in these areas.
2. Lecturers: Until TT hires are made; continue hiring excellent lecturers to sustain offerings in areas where there are not enough tenured/tenure track faculty
3. Increase teaching assistants in 100-level courses and incorporate more hands-on projects
4. Improve labs and equipment: Atlas T1 qualitative data analysis software and digital audio recorders, fume hood for wet lab and storage for dry lab equipment, 3D printing; develop lab management certificate program
5. Reinstate Swap shop
6. Continue to develop and refine new classes in new topics in the field

Dean's Recommendation:

I commend the Anthropology Department on a well-written self-study that grew from the faculty's cohesive, shared response to multiple challenges and changes to the department over the previous decade. The restructured undergraduate curriculum, with realistic learning goals and a focus on skills essential to the discipline now and in the future, also provides students life skills that will serve them well beyond the undergraduate experience. The reviewers' suggestions affirmed the ways the program has been strengthened, and offered suggestions about continuing to develop in several areas. The department response contains a clear timeline for each of them.

I applaud the program's continuing efforts with respect to curriculum development, alumni outreach, and work with other departments on campus, in the measured fashion its response outlines. It is unclear how the new divisional budget process will affect allocation of tenure lines in the coming years, but the new budget process combined with new internal college processes and guidelines will guide funding for lecturers and student instructional employment. Due to its strong enrollment and careful scheduling, Anthropology is poised to benefit from these developments, though this year's decline in the graduate student cohort may limit the

department's capacity to deploy graduate students in instructional support capacities. I recommend the department consider course enrollments, rather than upcoming retirements, to justify new tenure lines in order to meet student demand. The annual Instructional Equipment Request is the best means to improve labs and equipment to support curriculum, best practices and safety. With its continued thoughtful planning and implementation strategies, the Anthropology Department appears to be well positioned to meet the needs of its students, the campus and reflect current trends in the discipline in the field.