

Reflection Report
Degree Program in Anthropology
Prepared by Susan Kirkpatrick Smith
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1. Provide evidence of how the program objectives identified in the degree program proposal are being met.

Context and History of Program: The BS in Anthropology is one of the newest degree programs on campus and became effective in Fall 2006. Presently it is one of three degree programs offered in the Department of Geography and Anthropology. There are three full-time tenure track professors and seven part-time professors that support the program, offering a total of 24 different courses. In November 2007 there were forty-four declared anthropology majors. We are presently streamlining the curriculum (addressed in #4 below) to boost retention and graduation rates.

Mission and Objectives of the Program: The Department of Geography and Anthropology's mission is to prepare students for better global citizenship by educating students about the world and its peoples. We believe anthropological knowledge helps us understand various aspects of the world. Anthropology takes humans, at all times and all places, as its subject matter. The very nature of the discipline encourages students to look outside of themselves and their experiences to and to see the world through a new lens. The Department offers a Bachelor of Science (BS) degree in Anthropology at Kennesaw State University (KSU) that provides students the breadth and depth of knowledge of people in the past and present, both physically and culturally, that will create graduates who are well-educated and responsible global citizens.

Given KSU's central mission to offer a comprehensive and coherent general education program that promotes internationalized and connected learning of the liberal arts traditions, there is perhaps no more relevant major than a BS in Anthropology. Specifically, the program is helping to achieve the goals of the Quality Enhancement Plan for Global Learning. These goals of developing knowledge in global awareness and international perspectives; fostering skills in cross cultural communication and engagement; and instilling values through global ethics, social justice & sustainable development are integrated throughout the curriculum. Concurrently, the faculty are committed to effective teaching and learning by instituting new pedagogies and experiential learning. Students have the opportunity to learn about and engage in service learning projects and participate in research with faculty that ultimately strengthens learning opportunities and addresses public interests. To support our graduates post-baccalaureate, the program emphasizes preparation of our students for careers in anthropology and/or graduate study in anthropology or related fields.

How the program objectives are being met. The faculty in the program have been especially adept at meeting objectives of the Quality Enhancement Plan for Global

Learning. This is the track record of past successes in Study Abroad and Foreign Research and is an indicator of future performance:

Study Abroad:

- Our faculty initiated the KSU Study Abroad Program: Belize
- Our faculty have participated in the KSU Study Abroad Program: Greece

Research Abroad:

- Our faculty have conducted original research, with student assistants: Greece 2007
- Our faculty plan to conduct original research, with student assistants: Greece and Belize 2008

In addition, nearly half the geography courses in the program are predominately global learning in content.

Table 1
Global Learning Courses in Anthropology

Discipline	Total Courses Listed	Predominant Global Learning Courses
Anthropology	24	11

Examples of Anthropology Courses that Focus Predominately on Global Issues

- ANTH 2105 Social Issues in Anthropology
- ANTH 2201 Introduction to Anthropology
- ANTH 3300 Anthropological Theory
- ANTH 3301 Human Origins
- ANTH 3305 Principles of Archaeology
- ANTH 3350 Cultures and Societies of the World
- ANTH 4410 Cultural Anthropology
- ANTH 3321 Indians of North America
- ANTH 3380 Maya Archaeology
- ANTH 4405 Human Variation
- ANTH 3320 Lab in Physical Anthropology

Departmental Culture and the QEP: Two of the three tenured or tenure-track anthropology faculty conduct their primary research outside the US (Greece and Belize). One of the three faculty members hails from outside the US (Canada).

2. Provide evidence that the program is meeting the justification and needs outlined in the degree program proposal.

Addressing a Societal Need

According to *The American Anthropological Association*:

"Anthropological study provides training particularly well suited to the 21st century. The economy will be increasingly international; workforces and markets, increasingly diverse; participatory management and decision making, increasingly important; communication skills, increasingly in demand. Anthropology offers many lucrative applications of anthropological knowledge in a variety of occupational settings, in both the public and private sectors."

Students trained in this major are readily employable in businesses and professions that need employees with cultural knowledge and analysis skills to do work in culturally diverse workplaces or with diverse clientele. The combination of culturally-oriented anthropological education with focused concentrations of training in employable areas mentioned above creates a program that specifically helps KSU meet its strategic goals of educational, economic and social advancement to assist the citizens and the public and private institutions in its service area.

Needs the Program Would Meet: One of KSU's major aims is to prepare its students to be part of a dynamic workforce. The new major meets this need by focusing on the rapidly changing needs of an increasingly diverse society. It prepares students for the workplace by preparing them to professionally analyze and apply anthropological knowledge to cultural and ethnic diversity issues, multicultural issues, global culture, cultural, and moral and ethical issues inherent in cultural diversity within professional or business settings. It is an example of the "New Academy" vision of the institution.

The Anthropology Major is the only program of its kind in KSU's service area. Unlike traditional anthropology programs at other regional/state universities KSU's program is the only program in the state with a specifically applied, employment-oriented focus to its curriculum. Integral to this is the required Co-op/Internship requirement for students in the program which provides them with on-the-job professional experience. Retention, progression, and graduation (RPG) is a state-wide initiative. Internship experiences are positively correlated with RPG. Therefore, KSU students of Anthropology are expected to have much higher rates of RPG than students in the traditional programs due to the ability of students to become professionally employed in their area of interest with this unique degree program.

The dramatic need for anthropologically trained employees is reflected in the results of a survey of business and industry leaders throughout the country conducted by the American Council on Higher Education in 2002. These business leaders evaluated the employee skills they viewed as most important. High on the list was the ability of an employee to work well with people from diverse cultural and ethnic backgrounds, a skill typical of anthropology graduates. Journalism, law, eco-tourism, teaching, social services, human resources, travel consulting, law enforcement, counseling, public service, and international business are all careers for which anthropology is considered an ideal background. Additionally, anthropology is one of the most desirable undergraduate

majors for those entering medical school.
(<http://anthropology.berkeley.edu/undergrad.careers.html>)

Further evidence of the employability of anthropology graduates is apparent in widespread media coverage of anthropology careers:

1. The 1999 edition of *Newsweek's* "Career and Graduate School" guide lists anthropology as a career that's "up," one of the "hot careers" of the future.
2. The February 19, 1999 edition of *USA Today* ran a cover story titled "Hot Asset in Corporate: Anthropology Degrees" in its "Money" section. They concluded that as companies go global and crave leaders for diverse workforce anthropology is emerging as a new hot degree for aspiring executives. The article listed Citicorp, Hallmark, Hanseatic Group, Hauser Design, Koss, and Motorola as examples of companies with anthropology majors among their executives.
3. The November 2001 issue of *Cincinnati Magazine* provides a similar analysis of anthropology careers and states, "Employers have been snatching up anthropologists as if they were nuggets at the Gold Rush." According to the magazine, among the companies who hire anthropologists are Sapient, Intel, Kodak, Whirlpool, AT&T, General Motors, and Hallmark.

We have already had students meeting our goals in this new major. A December 2007 graduate with a BS in Anthropology has received and accepted a job offer for a full time job with a Contract Archaeology business for which he worked as an intern during the fall semester of 2007. Other students have been participating in faculty sponsored research (Greece summer 2007) or field schools offered through other universities (Kenya/Uganda and Italy).

3. Identify any challenges that have arisen around program delivery, costs, or facilities (if any). If challenges are identified, indicate specific action plans and timetable to address them, including resources needed to accomplish these plans.

CRITICAL SHORTAGE OF FACULTY: We are facing a severe shortage of tenured and tenure-track faculty members. We are offering the BS in anthropology with only 3 full time faculty members. The reduction in the teaching load (from a 3-4 load to a 3-3 load) has resulted in a decrease in the number of upper division courses we are able to offer to our majors. We are in the process of restructuring the curriculum so that we won't be bound to offer each course every semester, but this will be of only partial relief. In addition, if we apply for grants that offer course releases, we will exacerbate this problem. The department is not in a position to address this issue, it must be addressed from the university and college levels.

4. Indicate whether enrollment in the program is on track (based on projected enrollment in degree program proposal). If enrollment is below original projections, specify the action plans and timetable to address productivity.

Projected Enrollment: The following enrollment projection was taken from the Anthropology BS proposal that was submitted to the Board of Regents– “Based on the number of students graduating from other anthropology programs in the university system it is estimated that fifteen students will graduate from this program annually. Because of the focused career orientation of the program the total number of annual graduates may well exceed this minimum estimate.”

As of December 2007 there are 44 officially declared anthropology majors. We are streamlining the curriculum to allow for greater simplicity and more choice for students to design their own programs. The students will no longer be required to select courses from specific concentrations. They will be free to explore more in the breadth of the discipline. Students may still elect to take most of their upper division courses from one of our 3 major areas (Cultural Anthropology, Physical Anthropology, Archaeology). Students may still select courses under the previous concentrations; in addition they will be allowed to select more courses from our array of geographic techniques courses. The Related Studies and Free Electives number of courses has been increased to appeal to transfer students and those wishing to change majors. The proposed curriculum meets the KSU requirements of a minimum of 24 semester hours of upper division courses and 39 semester hours of upper division work overall. This is designed to align with the strategic plans of the Georgia System, KSU, and CHSS to increase retention and graduation rates. With the new curriculum, we hope to meet the original targets mentioned in the proposal.