

# COMMISSION FOR HIGHER EDUCATION

Thursday, June 13, 2013

**DECISION ITEM B-1: Bachelor of Science/Bachelor of Art in Anthropology To Be Offered by The University of Southern Indiana at Evansville**

**Staff Recommendation**

That the Commission for Higher Education approve the Bachelor of Science/Bachelor of Art in Anthropology to be offered by the University of Southern Indiana at Evansville, in accordance with the background discussion in this agenda item and the *Program Description*.

**Background**

The Academic Affairs and Quality Committee discussed this program on May 8, 2013 reacted favorably to the proposal. Committee members and staff felt it appropriate to bring the program to the Commission for action as an expedited item.

**Similar Programs in Indiana.** According to the Independent College of Indiana (ICI) web site, there are seven Anthropology programs at the baccalaureate level in the *independent* or private not-for-profit sector (Hanover College, University of Indianapolis, University of Notre Dame, Butler University, Earlham College, Goshen College, Manchester University).

The Board for Proprietary Education (BPE) data base indicates there are no baccalaureate-level Anthropology programs in the *proprietary* or private for-profit sector.

Within the *public* sector, there are seven Anthropology programs at the baccalaureate level, which graduated a total of 113 students in FY2012.

<u>Campus</u>	<u>FY2012 Bachelor's Graduates</u>
Ball State University	17
Indiana State University	6
IU Bloomington	53
IU Northwest	6
IUPUI	10
IU South Bend	3
IPFW	18
Total	113

**IWIS Analysis.** Wage data were extracted from IWIS on Indiana residents who graduated in FY2011 from public university Anthropology programs and who were employed in Indiana in industries included in IWIS. The average annual earnings one year after graduation for these graduates was \$21,358, whereas the average annual earnings one year after graduation for graduates in all baccalaureate programs was \$35,027.

**Standard Credit Hour Expectation.** This program requires students to complete a total of 120 semester credit hours, which meets the standard credit hour expectation for baccalaureate programs.

**Concluding Points.** Adding this program is consistent with the mission of USI.

**Supporting Document**

*Program Description – February 12, 2013*

**Program Proposal  
Bachelor of Science / Bachelor of Arts Degree in Anthropology  
University of Southern Indiana**

**Submitted Fall 2012**

**1. Characteristics of the Program**

**a. Campus(es) Offering Program**

University of Southern Indiana, Evansville

**b. Scope of Delivery (Specific Sites or Statewide)**

Specific Site, University of Southern Indiana, Evansville

**c. Mode of Delivery (Classroom, Blended, or Online)**

The degree will require classroom and laboratory instruction, with some courses available through hybrid and online delivery.

**d. Other Delivery Aspects (Co-ops, Internships, Clinicals, Practica, etc.)**

Students have the option to participate in Archaeology Field School (ANTH 397), field internships and placements administered by the department, and laboratory practicums in the forensics, physical anthropology, and laboratory methods courses. The field school has been offered nearly every summer since 2008, with excavations at nearby New Harmony, Indiana. Students who have taken this course gain hands-on experience in archaeological excavation techniques and field methods. The field school is coupled with the Anthropology Lab Methods course (ANTH 401), which is designed as a practical course in artifact identification and analysis. Students taking both of these courses will have all the basic skills for an entry-level position in archaeology.

In the past, anthropology students have participated in internships as part of their training. The department anticipates these opportunities will continue and expand. Internships provide valuable "real-world" job training and experience not otherwise available in the university setting. The presence of an internship on a job application also greatly increases the employability of our graduates. Students have participated in paid internships at Cultural Resource Analysts, Inc., a contract archaeology firm with offices in downtown Evansville. In the present day, most archaeologists work at for-profit firms such as this one, and students will continue to benefit greatly by observing and participating in the day-to-day activities of working archaeologists.

Internships have also been arranged with the Indiana State Museum in Indianapolis and Angel Mounds State Historic Site in Evansville. In summer 2011, for example, a student worked in the collections area of the state museum, learning the basics of artifact curation, conservation, and artifact restoration. This is another field in which archaeologically-trained students can find employment.

In summer, 2013, the department will be offering a three-week summer study abroad program in the Peruvian Amazon. This course will provide anthropology students with first-hand field experience while studying human adaptation to the Amazonian environment.

#### **e. Academic Unit Offering Program**

USI Department of Sociology, Anthropology, and Criminal Justice Studies, College of Liberal Arts.

## **2. Rationale for Program**

### **a. Institutional Rationale (e.g. Alignment with Institutional Mission and Strengths)**

The proposed program supports the University of Southern Indiana's mission by promoting civic and cultural awareness through courses designed to enhance student understanding of diversity. The following courses are representative of the offerings in the curriculum that promote these goals: Introduction to World Cultures, Introduction to Archaeology, Introduction to Physical Anthropology, Native Peoples of North America, Peoples of Asia, Peoples of Latin America, Peoples of Africa, Human Variation, and Archaeology of Greece. The holistic perspective and global approach embodied by anthropology correspond to the mission statement of the University and the focus on preparing students to live as members of a global community.

The proposed program also provides unique opportunities for community outreach and awareness on a local and international scale. New Harmony, a historic town only ½ hour from the University campus, was home to two 19<sup>th</sup> century experimental utopian communities. Since 1985, the University of Southern Indiana has been partnered with the Indiana State Museum and Historic Sites in encouraging cultural and educational programs in keeping with the town's utopian background. From 2008 – 2012, anthropology faculty and students have been actively working on archaeological excavations and research as an active part of USI's commitment to Historic New Harmony. Furthermore, in summer 2013, anthropology students will be participating in a summer study abroad program to the Peruvian Amazon.

Students will be provided with a comprehensive undergraduate education in

anthropology through an academically rigorous program of study in the tradition of the Liberal Arts. The curriculum integrates anthropological methods and theory in the three major subfields (cultural anthropology, archaeology, and physical anthropology). The overall goal is to provide students with a variety of skills, whether they choose to seek employment immediately after graduation or pursue graduate studies in anthropology. Many of these skills will be of immediate use and are marketable in today's workplace. Anthropology students are adept, for example, at interacting with people from diverse cultural backgrounds and/or adapting marketing and public relations to different population groups.

In addition, from the perspective of archaeological education and research, the Ohio River valley is one of the most archaeologically-rich areas of Indiana, both in terms of Native American sites and later historic period occupations (e.g., New Harmony). Two of the largest archaeological sites in Indiana, Angel Mounds State Historic Site and the Mann site, are located within a few miles of the University of Southern Indiana. Over 1,200 documented prehistoric sites are located in Posey County alone, just two miles from the University (Indiana Department of Natural Resources, Division of Historic Preservation and Archaeology, 2012).

#### **b. State Rationale**

The University of Southern Indiana will be the only public institution in the southwest region to offer a Bachelor of Arts/Bachelor of Science in Anthropology degree. Indiana University (Bloomington) and Indiana University-Purdue University Indianapolis are the nearest public institutions to offer undergraduate anthropology degrees. However, the closest public institution, Indiana State University (Terre Haute), does not offer a bachelor's degree in anthropology. USI is the only public university that services the southwest region of Indiana.

#### **c. Evidence of Labor Market Need**

##### **i. National, State, or Regional Need**

The University of Southern Indiana serves the entire state of Indiana in general and the southwest portion of the state, in particular. The Indiana Department of Workforce Development defines this area as "Region 11," which includes Knox, Pike, Dubois, Perry, Spencer, Warrick, Gibson, Posey, and Vanderburgh counties. The University of Southern Indiana will be the only public institution in southern Indiana to offer a degree in anthropology.

The anthropology program is designed to prepare students for direct entry into social science, community service, military, for-profit and not-

for-profit business occupations as well as advanced graduate study. Nationwide, approximately thirty to forty percent of Bachelor of Arts/Bachelor of Science graduates in anthropology pursue post-graduate education in anthropology and related disciplines (National Association for the Practice of Anthropology, American Anthropological Association). In general, cultural and linguistic anthropologists work in federal, state and local government (including branches of the military), international agencies, healthcare centers, not-for-profit associations, research institutes and marketing firms. Physical anthropologists work in biomedical research, human engineering, private genetics laboratories, and pharmaceutical firms. Archaeologists work in environmental projects, human-impact assessment, and for-profit contract archaeology (i.e., “cultural resource management”). Table 2 lists anthropological occupations, as compiled by the American Anthropological Association, the leading professional organization in the United States.

## **ii. Preparation for Graduate Programs or Other Benefits**

According to the American Anthropological Association, thirty to forty percent of anthropology majors pursue graduate degrees in anthropology, archaeology, medicine, and related fields. The Association of American Medical Colleges reports that over fifty percent of anthropology majors are successful in their applications to attend medical school, a rate far higher than any other social science (Association of American Medical Colleges, 2011). With required courses in all anthropological subfields, and a curriculum emphasis on theory, research, and experiential learning, students will be well prepared for graduate study.

## **iii. Summary of Indiana DWD and/or U.S. Department of Labor Data**

According the Bureau of Labor Statistics’ Occupational Handbook 2010-11 edition, employment for social scientists is projected to grow much faster than average:

“Overall employment of anthropologists and archaeologists, geographers, and historians is expected to grow by 22 percent from 2008 to 2018, which is much faster than the average for all occupations. Anthropologists and archaeologists, the largest specialty, is expected to grow by 28 percent, driven by growth in the management, scientific, and technical consulting services industry. Anthropologists who work as consultants will be needed to apply their analytical skills and knowledge to problems ranging from economic development to forensics. A growing number of

anthropologists also will be needed in specific segments of the Federal Government, such as the U.S. Department of Defense, to assess the regional customs and values—or “cultural terrain”—of a particular society in specific parts of the world. Employment growth of archaeologists will be driven by higher levels of overall construction, including large-scale transportation projects and upgrades to the Nation’s infrastructure. As construction projects increase, more archaeologists will be needed to ensure that Federal laws related to the preservation of archaeological and historical sites and artifacts are met.” (Bureau of Labor Statistics, 2010)

Locally, the projected long-term job growth for social science and related occupations in Region 11 will outpace that of the state, with 23.8% and 20.3% projected growth, respectively (Indiana Department of Workforce Development, 2010). Table 1 reports the projected job growth for Region 11, the state, and U.S. for anthropology related careers.

#### **iv. National, State, or Regional Studies**

Survey data gathered from individuals holding an undergraduate degree in anthropology indicate that anthropology majors have entered into employment in a diverse number of fields. Graduates with an anthropology degree gain employment as sales representatives, business managers, operations clerks, nurse administrators, archivists, case examiners, intelligence analysts, sales managers, teachers, social workers, environmental analysts, quality control technicians, counselors, education coordinators, field archaeologists, publications associates, media services coordinators, grants managers, laboratory directors, marketing consultants, and numerous other careers (Ferraro, 2011; Camenson, 2005; Omohundro, 1998).

##### Cultural and Linguistic Anthropology:

The need for cultural anthropologists in both domestic and international business has been increasing since the 1980s (Ferraro, 2009; Dipak & Becker, 2003; Alberi, 1997; Chapman, 1997; Kane, 1996). There is particular growth in marketing and management consultation services:

“...More ethnographers are heading into boardrooms...bringing new insights to a less exotic, but just as complex, tribe: consumers. And why not? The U.S. consumer market is made up of thousands of individual little cliques, subcultures, really, that all have their

unique way of looking at life. An anthropologist...studies consumers for clients like Kodak, Campbell's Soup, and Guinness beer. Consumer groups have their own language, rituals, symbols, and values. Crack the code, and you can develop new brands, products, and services that more effectively serve your unique tribe of customers.” (Wellner, 2003)

Corporations employ anthropologists to study their customers and product production. Additionally, anthropologists are used to help companies understand cultures and market products in other countries, and help different corporate "cultures" or departments understand each other. Yahoo!, Microsoft, Zynga, Intel, Motorola, Xerox, General Motors, Media One, and Procter and Gamble are just a few of the notable large corporations that maintain a staff of cultural anthropologists (Ferraro, 2009). Anthropology graduates also find ready employment in advertising and marketing agencies throughout the region, state and country.

Locally, employment positions include local, state, national and international business as well as national/state parks, museums, historical sites, environmental conservation and agricultural firms, local/state government, and other social science and service occupations. Table 1 lists specific occupations along with projected job growth.

#### Archaeology:

For graduates interested in pursuing a career in archaeology, there are a number of international, national, state and local opportunities. Anthropologists have knowledge of cultural history and archaeology, and a skill set that includes aspects of artifact curation and historic preservation. Many archaeologists work at the federal level (e.g., the U.S. Forest Service, National Park Service, Bureau of Land Management, the U.S. Army Corps of Engineers, and the National Resource Conservation Service). Additionally, every state has a State Historic Preservation Office with one or more archaeologists on staff. Archaeologists are also employed with the State of Indiana in the Division of State Parks and Reservoirs and INDOT.

Region 11 is also home to two of the largest and most significant archaeological sites in Indiana, Angel Mounds State Historic Site and the Mann site. Both are located within a few miles of the University of Southern Indiana. Over 1,200 additional documented sites are located in Posey County alone, only two miles from the University (Indiana

Department of Natural Resources Division of Historic Preservation and Archaeology, 2012).

Today, the majority of professional archaeologists work for for-profit firms that conduct Cultural Resource Management (CRM) investigations as required by Federal historic preservation law. CRM firms hire additional field archaeologists as temporary staff to assist with field investigations. Additionally laboratories, engineering and environmental companies, companies specializing in archaeological investigations, and private consultants employ entry-level archaeologists.

Physical Anthropology:

Career paths in physical anthropology include the automotive and aerospace industries, private consulting firms, the U.S. military, museums of natural history/science, zoological management and/or breeding, medical examiners and coroners, police departments, and public health departments. Additionally, hospitals, regional primate centers, and private biomedical oriented research laboratories employ trained physical anthropologists. For most careers in physical anthropology, graduate training is required. The Association of American Medical Colleges reports that over fifty percent of anthropology majors are successful in their applications to attend medical school, a rate far higher than any other social science (Association of American Medical Colleges, 2011). Entry-level laboratory, exhibition assistant, technician, public education and outreach, and research assistant positions are available for Bachelor of Arts/Bachelor of Science graduates.

Occupations	Long-term Project Growth to 2018		
	Region 11	Indiana	U. S.
Advertising, Marketing, Promotions, Public Relations, and Sales Managers (total)	10.8%	10.3%	12.9%
Administrative Services Managers	9.9%	9.8%	12.5%
Human Resource Managers	3.8%	5.8%	9.6%
Life, Physical, and Social Science Occupations	8.8%	16.2%	19.0%
Conservation Scientists	n.d.	9.3%	11.9%
Social Scientists and Related Workers	23.8%	20.3%	21.3%
Market Research Analysts	n.d.	23.3%	28.1%
Survey Researchers	n.d.	28.2%	30.3%
Urban and Regional Planners	n.d.	18.1%	19.0%
Historians	n.d.	32.2%	11.6%
Social Scientists and Related Workers, All Other	n.d.	22.0%	22.5%
Life, Physical, and Social Science Technicians (total)	5.1%	9.9%	12.4%

Occupations	Long-term Project Growth to 2018		
	Region 11	Indiana	U. S.
Environmental Science and Protection Technicians	n.d.	26.9%	28.9%
Forensic Science Technicians	n.d.	21.8%	19.6%
Life, Physical, and Social Science Technicians, All Other	5.1%	13.5%	13.3%
Community and Social Services Occupations (total)	16.4%	18.9%	16.5%
Counselors, Social Workers, and Other Community and Social Service	17.0%	19.3%	18.0%
Social and Human Service Assistants	21.5%	24.3%	22.6%
Community & Social Service Specialists, All Other	13.2%	16.8%	15.7%
Librarians, Curators, and Archivists	7.3%	8.6%	9.4%
Archivists	n.d.	7.1%	6.5%
Curators	n.d.	23.6%	23.0%
Museum Technicians and Conservators	n.d.	26.4%	25.6%
Social and Community Service Managers	12.7%	11.9%	13.8%

#### **v. Surveys of Employers or Students and Analyses of Job Postings**

The USI Admissions Office does not currently code new student applications for anthropology, so no exact figures can be determined as to the number of new students who will choose anthropology as their major. However, a Liberal Arts survey conducted in 2007-2008 revealed that 13.1% of Liberal Arts students would have “Seriously Considered” an anthropology major if one had been available. The same survey also showed a significant majority (55%) of students believed the anthropology major program would be “Good for USI” (N=497 students). The department has documented five students who have left USI during 2009 to 2011 to pursue a degree in anthropology elsewhere. Those students, along with the others who do not inform us of their decision, will be retained if we had an anthropology major.

Agricultural Development	Information Technology – Human Factors Engineering
Archaeological Technician	Information Technology – Localization and Globalization
Architectural Historian	Information Technology – Network Design and Administration

Table 2.: List of Occupations that Employ Anthropologists [Source: The National Association for the Practice of Anthropology, 2011]	
Archivist	Land Use Specialist
Business - International Development, Inter-Regional & Global	Law Enforcement – Forensics
Business - International Trade	Legal Practices
Business – Product Design	Medical – Health Care
Business – Project Management	Medical – Public Health
Business – Program Management	Museum - Archeologist
Business – Research and Development	Museums – Curation
Census Analyst	Museums – Program Managers
City Planning/Regional Development	National Park Service Nonprofit – Grant Writing
Communication Specialist	Nonprofit – Management
Computer Science – Database Design and Development	Nonprofit – Policy Organizational Management
Computer Science – Software Design and Development	Preservation Planner
Computer Science – User Interface Design	Public Health Foundation
Community Development	Public Historian Research Associate
Community Health Program Manager	Public Health Monitoring and Evaluation
Community Health Interventionists/planner/researcher	Public Health Epidemiologist (Assistant/Technician)
Consultant, Planning & Management Training	Real Estate Appraisers, Researchers
Cultural Resource Management	Social Anthropologist, National Marine Fisheries Service
Education and Training	Social Services
Environmental Analyst	Social Systems Analysis Firms
Environment – Management	Socio-Epidemiology Researcher
Environment – Policy	Transportation Analyst - Airlines & Shipping
Forensic Anthropology Consultant	Travel Agencies/Promotion
Geographic Information System Analyst or Technician Government – Local/Regional/Federal	US Army Operations
Government – Military	US Army Corps of Engineers

Table 2.: List of Occupations that Employ Anthropologists [Source: The National Association for the Practice of Anthropology, 2011]	
Government – International Policy	US Dept of Health & Human Services
Health Data Manager/Researcher	US Dept of the Interior
Historic Structure Review Specialist	USAID - Nutrition Advisor
Human Resources Administration	USDA, Forest Service

**vi. Letters of support**

Letters of support from Andrew Martin (Cultural Resource Analysts, Inc.), Lori Reed (Habitat for Humanity, Evansville), and Susan Ellsperman (Lieutenant Governor, elect) are attached below.



May 8, 2012

Michael Strezewski, Ph.D  
Assistant Professor of Anthropology  
University of Southern Indiana  
8600 University Blvd.  
Evansville, IN 47712

**RE: USI Anthropology Program**

Dear Dr. Strezewski:

Cultural Resource Analysts, Inc. (CRA) is a leading, full-service, historic preservation company that has been in business for almost three decades. In this time, CRA has been conducting cultural resource management services for both public and private sector clients for a variety of development types across the country. Since we opened our Evansville, Indiana office in 2009, I am thankful for the collaboration the University of Southern Indiana (USI) has given in support of our goal to provide high quality archaeological and historical work in the tri-state region. And, I was excited to hear that USI would be introducing an Anthropology degree to their curriculum and wanted to congratulate you on this accomplishment and offer any assistance that I can provide.

We have previously collaborated through our internship program, where USI students have aided CRA with project fieldwork and reporting while gaining practical experience with professional archaeologists and historians. We also began collaborating with USI to store artifacts recovered from projects conducted in the region. As you know, in 2011 we delivered hundreds of stone artifacts recovered from university property to the USI archaeology laboratory, where they will be kept for future research. You've also served as a resource for information on late prehistoric cultures in the lower Ohio Valley and historic redware pottery research in the Midwest.

With the founding of an Anthropology program at USI, I look forward to more opportunities for us to work together through internships and collaborative projects. And, with more students receiving a formal education in anthropology and archaeology, I anticipate more USI graduates having employment opportunities with our firm in a wide variety of fieldwork and laboratory positions. In fact, considering the comprehensive training in archaeology that I know you will provide, I would regard graduates of this program highly employable as field archaeologists at cultural resource management firms throughout the Midwest. I also think the establishment of an Anthropology program at USI is important since there are no other universities in Evansville, or in the tri-state region, currently offering a comparable degree. Considering this, I foresee the USI Anthropology students and faculty furthering education and research on the rich cultural history of the region.

Overall, I am pleased with the plans to establish an Anthropology program at USI and am looking forward to additional opportunities to work with you, your students, and future graduates from USI's Anthropology program.

Sincerely,

Andrew Martin, MA, RPA  
Director of Operations - Indiana

Indiana Office  
201 NW 4<sup>th</sup> Street, Suite 204  
Evansville, IN 47708  
office 812.253.3009  
fax 812.253.3010  
www.crai-ky.com

Lexington, KY Hurricane, WV Albuquerque, NM Berlin Heights, OH Evansville, IN  
Knoxville, TN Mt. Vernon, IL Longmont, CO Richmond, VA Sheridan, WY Shreveport, LA



*Building  
houses,  
building  
hope*

June 13, 2012

Dear Indiana Commission on Higher Education Members,

I am writing to express support of adding the new Major in Anthropology at the University of Southern Indiana.

Habitat for Humanity has hired cultural anthropologists to conduct community research and neighborhood assessments. Habitat utilizes this research and assessments to better understand the neighborhoods or markets in which we are building. Employers like Habitat are looking for students with these types of research skills that can successfully interact, facilitate, and study diverse populations.

The skills needed for research and assessment are quite similar to those needed in the fundraising profession. A critical mass of professionals with the ability to help people understand and express their philanthropic aspirations is desperately needed in this region. Though it may not be the most obvious connection, the entire non-profit community would benefit from individuals trained to understand the giving culture and society with the goal of further engaging individuals in philanthropy.

Habitat engages in extensive work to bring people together from all walks of life to build entire communities. Individuals with the skills and ability to listen and gain an understanding of how best to do this are a rare find. Beyond specific research and assessments, Habitat needs employees that can do this. Students with a social science degree in Anthropology would bring a unique skill set to the community development marketplace and the non-profit world.

Respectfully,

A handwritten signature in black ink, appearing to read "Lori Reed", written over a horizontal line.

Lori Reed  
Executive Director

1401 N. Fares Avenue  
Evansville, IN 47711  
(812) 423-5623  
Fax: (812) 423-3362  
[www.evansvillehabitat.org](http://www.evansvillehabitat.org)



**STATE OF INDIANA**  
**HOUSE OF REPRESENTATIVES**  
THIRD FLOOR STATE HOUSE  
INDIANAPOLIS, INDIANA 46204

Sue Ellspermann  
Indiana State House  
200 W. Washington St.  
Indianapolis, IN 46204  
website: [www.in.gov/h74](http://www.in.gov/h74)

---

COMMITTEES:  
Employment, Labor & Pensions, Vice Chair  
Commerce, Small Business & Economic Development  
Elections and Apportionment

May 28, 2012

Dear Indiana Commission on Higher Education Members,

The University of Southern Indiana has worked diligently to provide higher education programs focused on meeting the needs of the southwest Indiana region and our state. At this time, USI is pursuing the creation of a major in anthropology.

The anthropologist is an applied social science professional who does meet a marketplace need. In particular, anthropologists are skilled in performing social measurement, community assessment and how to train diverse populations. I have had the pleasure over the past several years to work on projects in which USI supported community development initiatives such as the Glenwood Initiative and Engage Henderson. USI faculty, along with students, has provided the assessment tools and social measurement needed to understand and craft meaningful strategies for helping these communities move forward. Further, the leaders of these efforts understand the ongoing need to assess and measure progress over time.

This community level work is also needed for our smaller communities. Indiana's Office of Community and Rural Affairs hosts a program called Indiana HomeTown Competitiveness in which nearly 20 communities have needed these community assessment tools and have, again, partnered with USI, Ball State and Purdue to gain assistance. Service providers and communities are looking for students with skill sets that allow them to interact, facilitate and study diverse populations.

I recognize beginning new majors must be considered carefully. It is my understanding that USI already has the faculty expertise, headcount, and resources to launch this major. I wish to encourage you to support their efforts in ensuring we have a trained workforce with the skills needed to assist in community development across Indiana.

Sincerely,

A handwritten signature in black ink, appearing to read "Sue Ellspermann".

Sue Ellspermann  
State Representative, District 74

SE:tf

### **3. Cost of and Support for the Program**

#### **a. Costs**

Given the anthropology faculty currently employed at USI, established laboratories and other physical resources, the anthropology program is sufficiently equipped with regard to learning resources.

##### **i. Faculty and Staff**

The major in anthropology will require three full-time faculty and one part-time faculty.

The current administrative and faculty structure will support the new program. No additional support is necessary at the present time.

##### **ii. Facilities**

The major in anthropology will require sufficient library holdings, dedicated general laboratory space, a dedicated classroom, and a computer laboratory.

The current physical facilities are sufficient to support a major program in anthropology.

##### **iii. Other Capital Costs (e.g. Equipment)**

The program will require teaching artifacts, archaeological, physical, and curating equipment, specialized analysis software and student workstation computers.

Given the anthropology faculty currently employed at USI, established laboratories, current library holdings and other physical resources, the anthropology program is sufficiently equipped with regard to learning resources.

**b. Support**

**i. Nature of Support (New, Existing, or Reallocated)**

**Faculty and Administration:** The following table lists the name, rank, areas of specialization as related to the anthropology program, types of appointment, and highest academic degree for the administrators and faculty directly involved in the anthropology program.

<b>Name</b>	<b>Rank</b>	<b>Areas of Specialization in Anthropology</b>	<b>Appointment</b>	<b>Degree</b>
Mr. Michael Aakhus	Full Professor and Dean, Liberal Arts	Administrator	Full-Time Tenured	MFA
Dr. Ronda Priest	Associate Professor, Department Chair	Administrator, Social Science Research Methods	Full-Time Tenured	Ph.D. Sociology
Dr. Michael Strezewski	Associate Professor	Prehistoric and Historic Archaeology, Midwestern U.S.	Full-Time, Tenured	Ph.D. Anthropology
Dr. Daniel Bauer	Assistant Professor	Cultural Anthropology, Latin America	Full-Time, Tenure-Track	Ph.D. Anthropology
Dr. Niharika Banerjea	Assistant Professor	Globalization, Ethnography, India/Asia	Full-Time Tenure-Track	Ph.D. Socio-Anthropology
Dr. Susan Spencer	Contract Assistant Professor	Physical Anthropology	Full-Time Contract	Ph.D. Anthropology
Dr. Anna Stroulia	Instructor	Archaeology, Prehistory, Europe, Greece	Part-Time	Ph.D. Anthropology
Dr. Chad Ryan Thomas	Instructor	Culture, Archaeology, Physical (generalist)	Part-Time	Ph.D. Anthropology
Dr. Amanuel Beyin	Instructor	Physical Anthropology	Part-Time	Ph.D. Anthropology

Of the full-time faculty, three will teach full time in the anthropology major (eight courses per year each) and one will teach half time in the program (four courses per year). Additional courses will be provided by the faculty in the classical and modern languages programs, contributing one to four courses per year. Archaeology Field School, taught each summer term, is not counted in the totals above and is an additional offering of six credit hours.

Three part-time faculty have taught regularly at the University for the past six years and hold Ph.D.'s in anthropology. Given the university's prime location near several historic sites, doctoral students in

anthropology regularly inquire about part-time anthropology teaching positions in the Department.

No new faculty positions will be required in the short term (five years).

**Physical and Learning Resources:** The current holdings within the David L. Rice Library are sufficient to serve the needs of the proposed anthropology program. Top peer-reviewed journals within the fields of anthropology such as *American Anthropologist*, *Current Anthropology*, and *American Antiquity* are available electronically through the Rice Library. Overall, access is available to a total of 51 anthropology journals and 44 archaeology journals. At least 200 other journals are available from related fields such as African, Asian, Middle Eastern, American Indian, and Latin American studies. In the past five years, considerable efforts have been made to increase the library's holdings of volumes that will be of use to anthropology students.

Additional established learning resources include:

a) The Sociology, Anthropology, and Criminal Justice Studies Department maintains and manages the Anthropology/Archaeology lab. The lab is located in the security building, adjacent to the Liberal Arts Center. The Department maintains archaeological collections from over 350 archaeological sites in the tri-state area housed in this space. The laboratory contains curation, equipment storage, artifact washing, and analysis space for the use of USI faculty and students. The greater part of these collections originates from well-documented excavations, with significant and largely untapped research potential. Over the past four years, twelve students have undertaken research projects involving these collections, and at least two of these projects have resulted in publishable research. The archaeology laboratory also houses all the necessary field equipment to undertake a full-scale archaeological investigation. This equipment has been utilized for the instruction of ANTH 397 (Field School in Archaeology) in summers 2008, 2009, 2010, and 2012. The lab also houses an extensive collection of anthropology journal back issues (e.g., *American Antiquity*, *Current Anthropology*, *American Anthropologist*), photographic equipment, and a digital microscope for use by students engaged in research projects.

b) The anthropology classroom in Rice Library (RL0009) is home to a collection of teaching artifacts and skeletal casts. Our collection of casts encompasses all of the major hominid and primate species necessary for the instruction of human evolution and variation. This valuable teaching collection is an integral part of instruction in ANTH 131 (Introduction to Physical Anthropology), ANTH 211 (Forensic

Anthropology), and ANTH 353 (Human Evolution).

c) The Sociology, Anthropology, and Criminal Justice Studies Department owns NVivo, a software program for qualitative data analysis. In addition, the Department has a transcription machine, two digital recorders, and a digital video camera, all of which are useful for conducting different kinds of qualitative research including ethnography. The research room (LA 3013) provides an excellent venue to conduct interviews and focus group analyses, if required.

d) The department maintains license for ArcView Geographic Information Systems (GIS) Software for faculty and the department laboratories. GIS is a spatial analysis database program used extensively in anthropological/archaeological research and community engagement. GIS systems expedite analyzing and managing large amounts of spatial data, and can improve mapping and analysis of site- or artifact-based datasets. It is also used extensively in community-based research. Students have ready access to this software through the department's computer lab and research space.

e) The Department manages its own computer lab on the first floor of the Liberal Arts Center (LA room 1010) which houses 24 student workstations, one teaching station with a tablet PC, and a printer. Each computer is equipped with ArcView Geographic Information Systems (GIS), Microsoft Office, SPSS (a statistical database package), and high-speed internet access. The space is used as both a teaching facility and a student laboratory. The department has funding to hire one student lab worker each semester for fifteen hours per week to provide open access and assistance for students. Moreover, there are currently 50 additional computer labs on campus encompassing 1,165 computers, of which 306 computers are located in eleven open-access labs. These labs offer the latest computers with access to Microsoft Office products, other software programs, and high-speed internet access. Most of these labs have printers available. The departmental lab (LA1010) is also equipped with a LCD projector, a document projector, and a DVD and VCR player to facilitate teaching. Additionally, the department maintains two bookcases full of donated social science texts and journals that are freely available for student use.

## **ii. Special Fees above Baseline Tuition**

The program will not require any additional fees.

#### **4. Similar and Related Programs**

##### **a. List of Programs and Degrees Conferred**

###### Similar Programs at Other Institutions:

The University of Southern Indiana will be the only public institution in the southwest region of the state to offer a Bachelor of Arts/Bachelor of Science degree in anthropology. Indiana University (Bloomington) and Indiana University-Purdue University Indianapolis are the nearest public institutions to offer undergraduate anthropology degrees. Both are over 2 ½ hours from Evansville. The closest public institution, Indiana State University, in Terre Haute, does not offer a bachelor's degree in anthropology. USI is the only public university that services the southwest region of Indiana.

The nearest private institutions to offer an anthropology major are Hanover College and DePauw University. Both are more than 2 ½ hours from Evansville. The anthropology course offerings at Hanover and DePauw are limited almost exclusively to only one of the four anthropological subfields, cultural anthropology.

###### Related Programs at the Proposing Institution:

The proposed program presents little overlap with currently offered major programs at USI. The University currently offers a major in International Studies. While courses in cultural anthropology (one of the three subfields) are a minor part of the International Studies curriculum, the majority of required courses and electives in the major lie in the fields of economics, history, and political science.

A minor program in anthropology is offered at USI. A major would retain those students wishing to pursue their degree in anthropology.

##### **b. List of Similar Programs Outside Indiana**

There are no nearby out-of-state institutions, public or private, that currently offer an anthropology major. The nearest institutions to offer such a major are Western Kentucky University, Southern Illinois University, Carbondale, and the University of Louisville. All are at least 2 hours from Evansville, Indiana.

##### **c. Articulation of Associate/Baccalaureate Programs**

Articulation and/or "Two-Plus-Two" agreements with Ivy Tech Community Colleges and Vincennes University are in place for Associate of Science and

the Associate of Arts in Liberal Arts. Students can complete a two year Associate Degree at such institutions and complete the Bachelor of Arts/Bachelor of Science degree in anthropology at USI with two more years of course work.

**d. Collaboration with Similar or Related Programs on Other Campuses**

None are planned at the present time.

**5. Quality and Other Aspects of the Program**

**a. Credit Hours Required/Time To Completion**

The proposed anthropology major includes 33 hours of anthropology-related coursework with a total of 120 hours necessary for graduation (see Appendices 2 and 3). Students are required to take courses in all of the major subfields, with the ability to concentrate in specific areas of interest. Full-time students can reasonably be expected to graduate within a four-year period.

**b. Exceeding the Standard Expectation of Credit Hours**

The proposed program does not exceed the standard expectation of 120 credit hours.

**c. Program Competencies or Learning Outcomes**

The specific anthropology program objectives are intended to ensure a rigorous and academically substantial program that focuses on conceptual learning and the scientific method. The specific program goals are listed below:

1. Critical Analysis: Students will be able to critically analyze social situations using anthropological theory.
2. Anthropological Knowledge: Students will have a broad-based knowledge of principles and practices in all subfields of anthropology -- cultural-linguistic, physical, and archaeological.
3. Effective Communication: Students will be able to communicate effectively in both written and oral formats.
4. Anthropology Practice: Students will possess the skills necessary to practice anthropology in all the major subfields.

5. Independence and Creativity: Students will develop and display the ability to work independently and creatively.

**d. Assessment**

The anthropology program will be evaluated according to established University standards and procedures. The program will undergo internal review every fifth year, beginning the sixth year after implementation. The program will also be evaluated annually by the Sociology, Anthropology, and Criminal Justice Studies Department Assessment Committee according to procedures and practices outlined in the Department's last program review (2010). The Department utilizes an assessment matrix which list the five program goals, specific objectives for each goal, relevant courses to those objectives, and assessment methods for each objective. Data are gathered and analyzed by the Department Assessment Committee which consists of one member from each program who then make formal recommendations to the Department for changes. The table below details the assessment timeline during the five-year review process.

There is no standardized external test such as the Major Field Test to assess anthropological content learning outcomes. In its place, the anthropology faculty have created a content-based exit exam that will be administered in the required senior-level capstone course, History of Anthropological Thought (ANTH 475). Additionally, a senior survey will be designed to measure students' self-evaluations of advanced knowledge and of the program's success in this area. Further assessment data will be collected through surveys and interviews with program graduates and regional employers.

An assessment matrix of program goals is located in Appendix Three.

PROGRAM KEY LEARNING GOALS	INDICATORS	ASSESSMENT EVIDENCE	TIME LINE
Critical Analysis: Students will be able to critically analyze social situations using anthropological theory.	<p>The skills to construct sound arguments regarding global human diversity and commonality.</p> <p>The ability to recognize social forces and patterns.</p> <p>The disposition to question the taken-for-granted assumptions in the social world.</p>	<p>ANTH475/ANTH402: Students write critical, cross-cultural analyses synthesizing anthropological perspectives and methods.</p> <p>ANTH397/401/402: Students complete evidence-based methods projects that are generalizable via anthropology theory and perspectives.</p> <p>ANTH111/121/131: Students must take exams which embed questions that test common-sense misconceptions.</p>	<p>YEAR 1,4</p> <p>YEAR 2,5</p> <p>YEAR 1-5</p>
Anthropological Knowledge: Students will have a broad-based knowledge of principles and practices in all subfields of anthropology: cultural-linguistic, physical, and archaeological.	<p>The comprehension of fundamental concepts central to the anthropological discipline.</p> <p>The ability to identify major fields of thought and perspectives in the field.</p> <p>The identification of major figures in the history of anthropology and links to modern trends.</p>	<p>Senior students will complete a senior exit exam in anthropology their senior year (attached).</p> <p>Students will be subject to continued examination in required (and elective) courses.</p>	<p>YEAR 1-5</p> <p>YEAR 1-5</p>
Effective Communication: Students will be able to communicate effectively in both written and oral formats.	<p>The ability to change and adapt writing and presentation style to different audiences.</p> <p>The skill to present an argument based on logic and evidence.</p> <p>The capacity to know how and when to reference others' work.</p> <p>The ability to express comprehensive issues both orally and in writing.</p> <p>The disposition to engage in debate with respect and civility.</p>	<p>ANTH475: Students must lead discussion on assigned class topics and are evaluated on their performance.</p> <p>ANTH397/401/402: Students must complete a professional presentation of their findings and are evaluated on their class presentation.</p> <p>ANTH475: Students must complete a written referenced synthesis project and present their work to the class.</p> <p>ANTH111/121/131: Students complete in class written/oral assignments that reflect controversial anthropological findings and perspectives.</p>	<p>YEAR 2</p> <p>YEAR 3</p> <p>YEAR 4</p> <p>YEAR 1,5</p>
Anthropology Practice: Students will possess the skills necessary to practice anthropology in all the major subfields.	<p>The ability to understand and apply the standards of ethical research and conduct espoused by the academic community.</p> <p>The capacity to recognize appropriate evidence and properly apply it to support an argument.</p> <p>The skills to conduct research, gather and analyze social and/or physical data using appropriate methodology.</p> <p>The ability to relate empirical findings to the wider anthropological knowledge base.</p>	<p>Senior students must successfully complete Human Subjects Research Training.</p> <p>ANTH111/121/131: Students must take examinations which test their knowledge of research ethics and appropriate methodology.</p> <p>ANTH397/401/402: Students must complete field/lab notes to document evidence which are graded.</p> <p>ANTH475: Students must complete a written referenced synthesis project and present their work to the class.</p>	<p>YEAR 1-5</p> <p>YEAR 1-5</p> <p>YEAR 2,4</p> <p>YEAR 3,5</p>
Independence and Creativity: Students will develop and display the ability to work independently and creatively.	<p>The skill to select, design and plan feasible research.</p> <p>The capacity to build on existing anthropological knowledge rather than restating it.</p> <p>The ability to work on projects which entail ambiguity.</p>	<p>ANTH475: Students must devise and complete a written referenced synthesis project and present their work to the class.</p> <p>ANTH475/ANTH402: Students write critical, cross-cultural analyses synthesizing anthropological perspectives and methods.</p> <p>ANTH397/401/402: Students must work in the field/lab outside of class to complete graded assignments.</p>	<p>YEAR 1,3</p> <p>YEAR 2,4</p> <p>YEAR 5</p>

**e. Licensure and Certification**

Not applicable. Licensure and certification programs are generally not present in the field of anthropology.

**f. Placement of Graduates**

The Office of Career Services and Placement at the university offers job seeking training, recruitment, employment fairs and career workshops for students wishing to immediately enter the workforce upon graduation. Furthermore, the department internship program offers unique opportunities for students to start their career before graduation and/or gain valuable work experience. The department also maintains up-to-date information and publications from professional anthropology associations regarding graduate programs and career placement. These materials are freely available to students and are used extensively in faculty-student advising sessions.

According to the American Anthropological Association, thirty to forty percent of anthropology majors pursue graduate degrees in anthropology, archaeology, medicine, and related fields. The Association of American Medical Colleges reports that over fifty percent of anthropology majors are successful in their applications to attend medical school, a rate far higher than any other social science (Association of American Medical Colleges, 2011). With required courses in all anthropological subfields, and a curriculum emphasis on theory, research, and experiential learning, students will be well prepared for graduate study.

**g. Accreditation**

Not applicable.

**6. Projected Headcount and FTE Enrollment and Degrees Conferred**

Enrollment in the anthropology program is expected to come from five distinct areas:

- students entering the University of Southern Indiana as first-time college students seeking an anthropology-related career and/or eventual graduate study;
- current University of Southern Indiana minor program students continuing coursework to fulfill the major;
- current University of Southern Indiana students majoring in a related discipline (e.g., sociology, international studies) since anthropology to date has not been an option;

- transfer students from community college social science programs completing a baccalaureate in anthropology; and
- current University of Southern Indiana students seeking to expand their career marketability by double majoring (e.g., business and marketing majors).

The minor program typically has between fifteen and twenty students. The number of transfer students is estimated to be small (roughly two to five students per year) based on transfer student inquiries to the department. Matching USI's growth rate in general, we expect to enroll one to two new students each year.

Based on the above figures and assumptions, we expect an initial enrollment of fifteen to twenty anthropology majors, with that number growing to 45 to 50 students in five years.

## New Academic Degree Program Proposal Summary

November 12, 2012

Institution/Location: University of Southern Indiana, Evansville

Program: B.A./B.S. in Anthropology

				Year 1	Year 2	Year 3	Year 4	Year 5
				FY2013	FY2014	FY2015	FY2016	FY2017
Enrollment Projections (Headcount)								
	Full-Time			15	23	32	40	48
	Part-Time			0	0	0	0	0
	Total			25	23	32	40	48
Enrollment Projections (FTE)								
	Full-Time			15	23	32	40	48
	Part-Time			0	0	0	0	0
	Total			15	23	32	40	48
Degree Completions Projection				2	5	8	14	15
CHE Code: 12-								
Campus Code: 1808								
County: Vanderburgh								
Degree Level: Bachelors								
CIP Code: Federal 45.0201 ; State 45.0201								

**Bachelor of Arts/Bachelor of Science in Anthropology Proposal**  
**Reference List**

- Association of American Medical Colleges. 2011. Data Book: Medical Schools and Teaching Hospitals by the Numbers. Washington D.C.: Association of American Medical Colleges.
- Becker, Gary. 2003. Social Economics: Market Behavior in a Social Environment. Cambridge, Massachusetts: University Press.
- Bureau of Labor Statistics. 2011. Occupational Handbook, 2010-1 edition. Washington D.C. Retrieved from <http://www.bls.gov/oco/>
- Camenson, Blythe, 2005. Great Jobs for Anthropology Majors. New York, New York: McGraw Hill.
- Career Development Committee of the American Association of Physical Anthropologists. n.d. "Non-Academic Careers in Physical Anthropology." Retrieved September 15, 2011 from <http://www.physanth.org/career/a-career-in-biological-anthropology>.
- Chapman, Malcolm. 1997. "Social Anthropology, Business Studies, and Cultural Issues." International Studies of Management and Organizations. vol.26 (4) pp 3-29.
- Dipak Raj Pant & Fernando Alberti, 1997. "Anthropology and business: reflections on the business applications of cultural anthropology," LIUC Papers in Economics 42, Cattaneo University, LIUC.
- Ferraro, Gary. 2009. The Cultural Dimension of International Business, 6th ed. Upper Saddle River, New Jersey: Prentice Hall.
- Ferraro, Gary. n.d. "Anthropology and Jobs :Applying Anthropology." Wadsworth Publishers. Retrieved September 15, 2011 from [http://www.wadsworth.com/anthropology\\_d/special\\_features/applied\\_anthro.html](http://www.wadsworth.com/anthropology_d/special_features/applied_anthro.html).
- Hafner, Katie. 1999, June 10. "Coming of Age in Palo Alto" New York Times. Retrieved from <http://www.nytimes.com/1999/06/10/technology/coming-of-age-in-palo-alto.html?pagewanted=all&src=pm>.
- Indiana Department of Natural Resources Division of Historic Preservation and Archaeology. 1998. Indiana's Cultural Resources Management Plan 1998-2003. Indianapolis, Indiana. Retrieved from <http://www.in.gov/history/2555.htm>.
- Indiana Department of Workforce Development. 2010. Short-Term Indiana Occupational Projections. Indianapolis, Indiana. Retrieved from <http://www.in.gov/dwd/>.

Indiana Department of Workforce Development. 2010. Long-Term Indiana Occupational Projections. Indianapolis, Indiana. Retrieved from <http://www.in.gov/dwd/>.

Kane, Kate A. 1996, Oct./Nov. "Get me Margaret Mead! The biggest names in business -- GM, Intel, Nynex -- enlist anthropologists to decode the rituals of corporate life." *Fast Company*, Issue 5, p. 60.

The National Association of Colleges and Employers. 2011. Job Outlook 2011. Retrieved September 7, 2011 from [http://www.naceweb.org/Research/Job\\_Outlook/Job\\_Outlook.aspx](http://www.naceweb.org/Research/Job_Outlook/Job_Outlook.aspx).

The National Association for the Practice of Anthropology. n.d. "American Anthropological Anthropologists at Work: Responses to Student Questions About Anthropology Careers."  
Retrieved September 1, 2011 from <http://anthro.fullerton.edu/napa.pdf>.

Omohundro, John T. 1998. *Careers in Anthropology*. Mountain View, California: Mayfield Publishing.

Wellner, Alison. 2003, April 1. "Consumers in the Mist." *Inc.* Retrieved from <http://www.inc.com/magazine/20030401/25306.html>.

## **Appendix 1: Major Checksheet and Sample Curriculum**

**University of Southern Indiana Core curriculum (total minimum required hours: 50):**

### **A. The Mind: Enhancement of Cognitive Development (12-13 hours)**

#### **A1. Composition/Communication Studies (Speech) 9 hours**

Eng 101: Rhetoric & Composition I AND

Eng 201: Rhetoric & Composition II AND

Cmst 101: Intro to Public Speaking OR

Cmst 107: Intro to Interpersonal Communications OR

Thtr 251: Acting I

#### **A2. Mathematics 3-4 hours**

Proficiency exam administered by Math Department OR

Math 107: Fundamentals of Mathematics for Nurses

Math 108: Survey of Mathematics

Math 111: College Algebra

Math 115: Pre-Calculus Mathematics

Math 118: Comprehensive Pre-Calculus

Math 122: Analytic Geometry

Math 202: Mathematical Concepts for Preschool through Primary Teachers

Math 203: Mathematics for Elementary Teachers II

Math 206: Mathematical Concepts for Elementary, Junior High, & Middle School Teachers

Math 215: Survey of Calculus

Math 230: Calculus I

### **B. The Self: Enhancement of Individual Development (8 hours)**

#### **B1. Ethics 3 hours**

Eng 222: Concepts of Good and Evil in Literature

BGS 201: Ethics of Global Engagement

HA 356: Ethics & Health Care in a Pluralistic Society

Phil 200: Intro to Philosophy

Phil 201: Intro to Ethics

Phil 312: Ethics in the Professions

Phil 363: Bioethics

#### **B2. The Arts 3 hours**

Art 201: Intro to the Visual Arts

Art 353: 19th Century Art

Art 354: 20th Century Art

Cmst 203: Intro to Performance Studies

Eng 105: Intro to Literature (topics vary)

Eng 255: Intro to British Literary History

Eng 265: Intro to American Literary History

Eng 285: Intro to Film

Eng 286: Classical Mythology

Eng 302: Creative Writing

Eng 330: Ethnic Literature in America

Eng 382: Literature of the Bible I

Mus 202: Intro to Music

Thtr 101: Intro to Theatre

**B3. Health/Fitness 2 hours**

Ped 186: Wellness/Fitness Appraisal OR

Ped 281: Personal Health Science OR

Ped 287: Physical Education and the Elementary School Classroom Teacher OR

Biol 176: Nutrition OR

Nutr 376: Principles & Applications in Nutrition OR

OT 310: Applied Pathophysiology I

- AND -

One Ped Activities Course (100 level) OR

Ped 295: Physical Education for the Classroom Teacher

**C. The World: Enhancement of Cultural and Natural Awareness (26-27 hours)**

**C1. History 3 hours**

Educ 173: History of Schooling in America 1620-Present

Hist 101: U.S. to 1865

Hist 102: U.S. Since 1865

Hist 111: World Civilizations I, Beginnings to 1500

Hist 112: World Civilizations II, 1500-Present

Hist 130: Issues in American History

Hist 140: Issues in World History

**C2. Individual Development / Social Behavior 6 hours**

Anth 101: Intro to Anthropology

Anth 121: Intro to Archaeology

Econ 175: Fundamentals of Economics

Econ 208: Microeconomics

Econ 209: Macroeconomics

Educ 302: Multicultural Education

Eng 330: Ethnic Literature in America

GNDR 111: Intro to Gender Studies

Pols 102: Intro to American Politics

Psy 201: Intro to Psychology

Soc 121: Principles of Sociology

Soc 231: Social Problems

Soc 251: Principles of Social Psychology

Soc 261: Marriage & Family

**C3. Science (L = lab course) 8-9 hours (at least one lab)**

ANTH 131: Introduction to Physical Anthropology

Astr 201(L): General Astronomy

Biol 105(L): Biology of Human Concern

Biol 112(L): Ethnobotany

Biol 114(L): Understanding Evolution

Biol 121: Human Anatomy & Physiology I

Biol 122(L): Human Anatomy & Physiology II

Biol 133(L): Biological Concepts

Biol 141(L): Principles of Biology

Biol 151(L): Botany

Biol 152(L): Zoology  
Biol 176: Nutrition  
Biol 208(L): Wildlife Biology  
Biol 251: Environmental Conservation  
Biol 282: Heredity & Society  
Biol 285: Animal Behavior  
  
Chem 103: Molecules, Matter, and Me OR  
Chem 107(L): Elements in Everyday Chemistry  
  
Chem 141(L): Principles of Chemistry  
Chem 175 (L): Survey of Chemical Concepts  
Chem 261(L): General Chemistry I  
Chem 262(L): General Chemistry II  
  
Geog 112: Earth System Science  
Geog 215: Climatology  
  
Geol 101: Prehistoric Life  
Geol 115: Landscapes/Geol North America  
Geol 121: Geology of Gemstones  
Geol 131: Geology, the Environment, & Society  
Geol 132: Volcanoes and Eruptions  
  
Geol 151(L): Geology of America's National Parks OR  
Geol 161(L): Physical Geology  
  
Geol 162(L): Historical Geology  
Geol 234: The Oceans: Past, Present, and Future  
  
Phys 101: Intro to the Physical Sciences  
Phys 175(L): General Physics I  
Phys 176(L): General Physics II  
Phys 205(L): Intermediate Physics I  
Phys 206(L): Intermediate Physics II  
Phys 207: Intermediate Physics I  
Phys 208: Intermediate Physics II

**C4. Western Culture 6 hours**

One Humanities course from each set following. (Each course title begins " The Western Tradition in ....")

Hum 211: Humanities I  
Hum 221: Art History I  
Hum 231: Philosophy I  
Hum 241: Literature I  
  
Hum 212: Humanities II  
Hum 222: Art History II  
Hum 232: Philosophy II  
Hum 242: Literature II

- OR -

Fren 203: French Intermediate I AND  
Fren 204: French Intermediate II OR

Germ 203: German Intermediate I AND  
Germ 204: German Intermediate II OR

Latn 203: Latin Intermediate I AND  
Latn 204: Latin Intermediate II OR

Span 203: Spanish Intermediate I AND  
Span 204: Spanish Intermediate II

**C5. Global Communities 3 hours**

Anth 111: World Culture  
Anth 251: People of Latin America  
Anth 255: Cultures of Asia  
Anth 262: Archaeology of North America  
Art 253: Ancient Mexico  
Biol 251: Environmental Conservation  
BGS 201: Ethics of Global Engagement  
Cmst 317: Intercultural Communication  
Econ 241: Global Economics  
Eng 231: African American Literature  
Eng 386: World Mythology  
Foreign Language 102: Beginning II  
Geog 330: World Geography  
Hist 365: Crusades  
HP 236: Eastern Medicine and Alternative/Complementary Health Care  
HP 492: Transcultural Health Care  
Inst 213: Magic in Arts/Humanities  
Inst 389: World Literature in Translation  
Phil 251: Introduction to the Study of World Religions  
Pols 271: International Politics  
Socw 392: Global Social Work

**D. The Synthesis: Integration and Application of Knowledge (3 hours)**

**D. Synthesis 3 hours**

Biol 481: Organic Evolution  
Chem: Seminar/Research Sequence  
Cs 483: Senior Software Development Project  
Dthy 401: Clinical Management I  
Dthy 457: Professional and Current Issues in Oral Health Care  
Educ 433: Synthesis Seminar in Early Childhood Education  
Educ 438: Synthesis Seminar in Special Education  
Educ 448: Synthesis Seminar in Secondary Teaching  
Educ 458: Synthesis Seminar in Elementary Teaching  
Engr 491: Senior Design  
Gens 498: Personal and Professional Development  
Geol 481: Advanced Environmental Geology  
HP 498: Current Concepts in Health Professions  
Liba 497: Capstone Studies  
Mngt 452: Policy Formulation & Administration  
Math 492: History of Mathematics  
Nurs 467: Nursing & Health Care Issues  
Nutr 496: Leadership & Professional Issues in Food & Nutrition  
OT 480: Occupational Therapy Research

Ped 492: Contemporary Issues in Sport & Exercise  
Radt 491: Integration of Advanced Imaging Concepts  
Socw 402: Social Work Practice I  
Tech 471: Senior Project

## **Proposed major requirements in anthropology (33 hours):**

6 hours of Anthropology Courses may be applied to the UCC and the Major  
6 hours of language courses are required for the major\*

### **Required Introductory Courses (9 hours)**

ANTH111: Introduction to World Cultures [UCC Category C5]  
ANTH121: Introduction to Archaeology [UCC Category C2]  
ANTH131: Introduction to Physical Anthropology [UCC Category C3]

### **Required Method Course (3-6 hours)**

*Choose at least 1 course from below:*  
ANTH397: Archaeology Field School (summer only, 6 hours)  
ANTH401: Anthropology Lab Methods  
ANTH402: Ethnography

### **Required Theory Course (3 hours)**

ANTH475: History of Anthropological Thought

### **Sub-field Requirements (12 hours)**

*Take at least 2 courses from each group*

#### ***Group 1: Cultural/Linguistic Subfields***

ANTH322: Cultural Ecology  
ANTH323: Native Cultures of N. America  
ANTH324: Peoples of Asia  
ANTH325: Peoples of Latin America  
ANTH326: Peoples of Africa  
ANTH370: Cultural Anthropology Seminar  
SOC370: Globalization  
FREN/GERM/SPAN265: Introduction to  
Applied Linguistics (*1 linguistics course max*)

#### ***Group 2: Archaeology/Physical Subfields***

ANTH342: Archaeology of North America  
ANTH343: Archaeology of Mesoamerica  
ANTH344: Archaeology of Greece  
ANTH345: Prehistory of Europe  
ANTH380: Archaeology Seminar  
ANTH352: Primatology  
ANTH353: Human Origins  
ANTH354: Human Osteology  
ANTH355: Human Variation  
ANTH390: Physical Anthropology Seminar

### **General Electives (6 hours, 3 hours must be @ 300/400 level)**

*Students may choose additional courses from above and/or from the below general electives to bring total hours to 33*

ANTH200: Special Topics in Anthropology (repeatable with different topics)

ANTH209: Lab Practicum (1 hour, repeatable)

ANTH211: Forensic Anthropology

ANTH221: Archaeology Fact or Fiction

ANTH235: American Life

ANTH241: The Supernatural

**\*6 hours of language courses other than FREN/GERM/SPAN265 are required  
(Language courses may be part of the UCC)**

<b>FRESHMAN YEAR</b>	<b>SOPHOMORE YEAR</b>	<b>JUNIOR YEAR</b>	<b>SENIOR YEAR</b>
<b>FALL SEMESTER</b>	<b>FALL SEMESTER</b>	<b>FALL SEMESTER</b>	<b>FALL SEMESTER</b>
ANTH111: Intro. World Cultures (3) ENG101: Rhetoric & Comp I (3) MATH108: Survey of Math (4) SOC121: Principles of Sociology (3) SPAN101: Spanish I (3)	ANTH131: Intro. Physical Anthropology (3) HIST111: World Civilizations I (3) SPAN203: Int. Spanish I (3) PHIL201: Ethics (3) ANTH235: American Life (3)	ANTH324: Peoples of Asia (3) ANTH342: Arch. of N. America (3) ELECTIVES (9)	ANTH402: Ethnography (3) ANTH326: Peoples of Africa (3) ELECTIVES (8)
<b>TOTAL =16 HOURS</b>	<b>TOTAL =15 HOURS</b>	<b>TOTAL =15 HOURS</b>	<b>TOTAL =14 HOURS</b>
<b>SPRING SEMESTER</b>	<b>SPRINGS SEMESTER</b>	<b>SPRING SEMESTER</b>	<b>SPRING SEMESTER</b>
ENG201: Rhetoric & Comp II (3) CMST107: Interpersonal Communication (3) ANTH121: Intro. Archaeology (3) ENG105: Intro to Literature (3) SPAN102: Spanish II (3)	PED186: Wellness/Fitness (1) PED100: Activity Course (1) ANTH209: Lab Practicum (1) BIOL105: Biol. Human Concern (3) GEO101: Prehistoric Life (3) SPAN204: Int. Spanish II (3) ELECTIVE (3)	ANTH370: Cultural Seminar (3) ANTH353: Human Origins (3) ELECTIVES (9)	ANTH475: Anth. Thought (3) LIBA497: Human Interaction (3) ELECTIVES (9)
<b>TOTAL =15 HOURS</b>	<b>TOTAL =15 HOURS</b>	<b>TOTAL =15 HOURS</b>	<b>TOTAL =15 HOURS</b>

## **Appendix 2: Course Descriptions**

### **ANTH 111 Introduction to World Cultures (3)**

This course explores the human condition from a cross-cultural perspective and introduces the basic concepts, theories, and methodologies of cultural anthropology. No prerequisites.

### **ANTH 121 Introduction to Archaeology (3)**

An introduction to archaeological theories, concepts and methods, and their application in the reconstruction of both prehistoric and historic cultures. This course includes laboratory sessions during class periods and a weekend field project. No prerequisites.

### **ANTH 131 Introduction to Physical Anthropology (3)**

This course examines fundamental aspects of the physical nature of humans and human variability. It selectively reviews the long record of human biological adaptations that have existed from the appearance of the earliest hominids up to the development of anatomically modern forms. Topics include principles of evolution, human variation and adaptability, non-human primate behavior, human and nonhuman osteology (study of the skeleton), and the human fossil record. No prerequisites.

### **ANTH 200 Special Topics in Anthropology (3)**

A study of selected topics of current interest and importance in anthropology. These topics will vary in accordance with the interests of the students and faculty. Students may repeat the course without limit as the topic changes. No prerequisites.

### **ANTH 209 – Laboratory Practicum (1)**

This course provides students the opportunity to work in the USI archaeology lab with archaeological artifacts. Students, with instructor guidance, will gain experience in such areas as artifact identification, cataloging procedures, and database management. Prerequisite: ANTH 121 (1 credit course, repeatable up to 3 times)

### **ANTH 211 Introduction to Forensic Anthropology (3)**

This course examines the fields of forensic anthropology and human osteology. It places emphasis on field recovery techniques, management of the death scene, estimation of time since death, and cause and manner of death. In addition, students will learn human osteology and its application to human identification in legal contexts. Prerequisites: BIOL 105 or 133 or 141, or permission of instructor

### **ANTH 221 Archaeology: Fact and Fiction (3)**

This course will investigate popular myths about the past, such as the lost continent of Atlantis and ancient alien astronauts. Students in this course will learn to distinguish facts from fiction, understand how archaeologists know what they know, and more generally, learn how to check what we hear. Prerequisite: ANTH 121

**ANTH 235 American Life (3)**

This course explores both differences and commonalities, and what defines “American” despite the nation’s diversity. The United States is made up of diverse peoples, more-or-less bound together by a common government, laws, and economy and family histories reach into many different ethnic groups and traditions. Prerequisite: ANTH 111

**ANTH 241 The Supernatural (3)**

This course will examine religion from a worldwide perspective, drawing upon examples from many areas of the globe. The course will examine both specific differences in religious beliefs and common ways in which humans relate to and interact with the supernatural.

Prerequisites: ANTH 111

**FREN/GERM/SPAN 265 Introduction to Applied Linguistics (3)**

Focuses on the development of language in human beings, first and second language acquisition in formal and informal settings, including computer-assisted language learning. (course taught in English). No prerequisites. (Students may apply one linguistics course to the anthropology major).

**ANTH 322 Cultural Ecology (3)**

An examination of the concept of cultural ecology, tracing its history in anthropology to the present day. The natural environment provides both opportunities and limitations on human culture. It is a major contributing factor in the way particular cultures develop over time, in terms of subsistence patterns, technology, and socio-political structure. Prerequisites: ANTH 111 and junior standing.

**ANTH 323 Native Peoples of North America (3)**

The ethnography of Native American cultures through a detailed study of representative tribal units by cultural areas. The course includes an examination of historic Native American cultures from first contact with Europeans to the role of North American Indian populations as an important ethnic group in modern American life. Prerequisites: ANTH 111 and junior standing.

**ANTH 324 Peoples of Asia (3)**

An introduction to the diverse cultures of Asia through the reading of ethnography and other relevant anthropological literature. Emphasis will be placed on such topics as belief systems, ethnic identity, marriage, kinship, and social organization. Prerequisites: ANTH 111 and junior standing.

**ANTH 325 Peoples of Latin America (3)**

This course provides students with an introduction to the ethnography and ethnology of Latin America, examining the cultural diversity present in Latin America while also looking at the commonalities between its diverse populations. Topics include Latin America's geographic fragmentation, ethnic diversity, and impact of colonial rule.

Prerequisites: ANTH 111 and junior standing.

**ANTH 326 Peoples of Africa (3)**

This course is designed as a survey of sub-Saharan Africa and will provide a broad survey of African culture, emphasizing economic, religious, and political aspects, both traditional and modern. Prerequisites: ANTH 111 and junior standing.

**ANTH 342 Archaeology of North America (3)**

An introduction to the prehistoric past of North America prior to European contact. Topics covered include: the peopling of the Americas, the archaeology of eastern North America, and the prehistory of the American Southwest. Prerequisites: ANTH 121 and junior standing.

**ANTH 343 Archaeology of Mesoamerica (3)**

An introduction to the archaeological record of Mesoamerica, from the first inhabitants of the Americas to the European invasion in the sixteenth century. Cultures such as the Olmec, Maya, Toltec, and Aztec will be discussed, with particular emphasis on subsistence, architecture, social systems, and the development of social inequality. Prerequisites: ANTH 121 and junior standing.

**ANTH 344 Archaeology of Greece (3)**

This course is a survey of Greek archaeology, covering the period from the Stone Age to the death of Alexander the Great (ca. 400,000 to 323 B.C.). The material culture of ancient Greece will be examined in its sociopolitical, economic, and religious context, exploring how ancient Greeks lived their lives. Issues of archaeological ethics will also be discussed. Prerequisites: ANTH 121 and junior standing.

**ANTH 345 Prehistory of Europe (3)**

This course will examine the prehistoric past of Europe, from the Ice Age through the end of the Bronze Age. Students will explore the archaeological remains from the five main prehistoric periods, focusing on topics such as subsistence strategies, technology, social organization, mortuary practices, artistic behavior, and warfare. Prerequisites: ANTH 121 and junior standing.

**ANTH 352 Primatology (3)**

This course is an exploration of the taxonomic divisions, ecology, social organization, and reproductive behavior of the non-human primates in order to better understand both the past and present state of humanity. Both living and fossil primates will be considered. Prerequisites: ANTH 131 and junior standing.

**ANTH 353 Human Origins (3)**

An examination of the biological bases of human society and culture. This course surveys human evolution from pre-human ancestors to the appearance of Homo-Sapiens. Prerequisites: ANTH 131 and junior standing.

**ANTH 354 Human Osteology (3)**

This course is devoted to a detailed examination of the descriptive and functional morphology of the human skeleton, with an emphasis on its applications in physical

anthropology and archaeology. Students will explore methods used in determining age, sex, stature, trauma, and paleopathology. Prerequisites: ANTH 131 and junior standing.

**ANTH 355 Human Variation (3)**

The range of contemporary human biological variation is explored from an evolutionary and adaptive perspective. Also considered are the concept of "race" and the history of its use (and abuse) within the discipline of anthropology. Prerequisites: ANTH 131 and junior standing.

**ANTH 370 Seminar in Cultural Anthropology (3)**

An intensive examination of specific topics of current interest in cultural anthropology. The seminar format will emphasize critical thinking and discussion. Students may repeat the course as the topic changes. Prerequisites: ANTH 111 and junior standing.

**SOC 370 Globalization (3)**

An intensive, small-group discussion of recent research on topics of current interest to sociologists. The seminar format will emphasize critical thinking and discussion. Students may take the course more than once as the reading list changes. No prerequisites. (Students may apply one globalization course to the anthropology major)

**ANTH 380 Seminar in Archaeology (3)**

An intensive examination of specific topics of current interest in archaeology. The seminar format will emphasize critical thinking and discussion. Students may repeat the course as the topic changes. Prerequisite: ANTH 121 and junior standing.

**ANTH 390 Seminar in Physical Anthropology (3)**

An intensive examination of specific topics of current interest in physical anthropology. The seminar format will emphasize critical thinking and discussion. Students may repeat the course as the topic changes. Prerequisites: ANTH 131 and junior standing.

**ANTH 397 Archaeological Field School (6)** This course is designed to give students experience in archaeological field methods through participation in a site excavation. Students learn basic excavation techniques, mapping, and artifact identification. Prerequisites: ANTH 121 and permission of instructor.

**ANTH 401 Laboratory Methods in Archaeology (3)**

This course will explore the means by which archaeologists analyze the material remains and derive conclusions. A variety of prehistoric and historic artifacts will be covered, including stone tools and ceramics. Each student will complete a research project involving the analysis of an archaeological collection. Prerequisites: ANTH 111, 121, 131 and senior standing.

**ANTH 402 Ethnography (3)**

This course provides a historical perspective on the changes that have taken in ethnographic inquiry. Topics covered include the historical foundations of ethnography, the crisis of representation in cultural anthropology, the ethics of ethnography, and

methodologies for doing ethnography. Major themes will be addressed through readings and discussions of various ethnographic texts. Prerequisites: ANTH 111, 121, 131 and senior standing.

**ANTH 475 History of Anthropological Thought (3)**

This course covers the major intellectual trends in cultural anthropology from the nineteenth century to the present. Topics include evolutionary anthropology, functionalism, materialism, structuralism, cognitive anthropology as well as more recent postmodern approaches to understanding culture. ANTH 111, 121, 131 and senior standing.

**ANTH 489 Independent Study in Anthropology (1-3)** An extensive examination of the main anthropological ideas on a specific topic. The major paper is a product of critical reading or advanced research. The course may be taken up to six hours. Prerequisite: nine hours sociology/anthropology and consent of instructor.

**ANTH 499 Internship in Anthropology (3)** An opportunity for work experience in the area of anthropology. For students interested in graduate school, the internship will involve field research. The course may be taken for up to six credit hours with different placements. Prerequisite: nine hours in anthropology/sociology and consent of instructor.

**Appendix 3: Assessment Matrix** (required courses in blue, electives in brown)

	Required Courses				
	Introductory			Methods	Theory
<b>Student Learning Goals &amp; Indicators</b>	ANTH111	ANTH121	ANTH131	ANTH397/ ANTH401/ ANTH402	ANTH475
<b>1. Critical Analysis:</b> Students will be able to critically analyze social situations using anthropological theory.					
The skills to construct sound arguments regarding global human diversity and commonality.	X	X	X	X	X
The ability to recognize social forces and patterns.	X				X
The disposition to question the taken-for-granted assumptions in the social world.	X	X	X	X	X
<b>2. Anthropological Knowledge:</b> Students will have a broad-based knowledge of principles and practices in all subfields of anthropology: cultural-linguistic, physical, and archaeological.					
The comprehension of fundamental concepts central to the anthropological discipline.	X	X	X	X	X
The ability to identify major fields of thought and perspectives in the field.	X	X	X	X	X
The identification of major figures in the history of anthropology and links to modern trends.	X	X	X	X	X
<b>3. Effective Communication:</b> Students will be able to communicate effectively in both written and oral formats.					

The ability to change and adapt writing and presentation style to different audiences.				X	X
The skill to present an argument based on logic and evidence.		X		X	X
The capacity to know how and when to reference others' work.				X	X
The ability to express comprehensive issues both orally and in writing.				X	
The disposition to engage in debate with respect and civility.	X	X	X		X
<b>4. Anthropology Practice: Students will possess the skills necessary to practice anthropology in all the major subfields</b>					
The ability to understand and apply the standards of ethical research and conduct espoused by the academic community.	X	X		X	X
The capacity to recognize appropriate evidence and properly apply it to support an argument.		X		X	X
The skills to conduct research, gather and analyze social and/or physical data using appropriate methodology.				X	X
The ability to relate empirical findings to the wider anthropological knowledge base.				X	X
<b>5. Independence and Creativity: Students will develop and display the ability to work independently and creatively.</b>					
The skill to select, design and plan feasible research.				X	X

The capacity to build on existing anthropological knowledge rather than restating it.				X	X
The ability to work on projects which entail ambiguity.				X	X

<b>Student Learning Goals &amp; Indicators</b>	ANTH209	ANTH211	ANTH221	ANTH235	ANTH241	FREN/GER/SPAN265
<b>1. Critical Analysis: Students will be able to critically analyze social situations using anthropological theory.</b>						
The skills to construct sound arguments regarding global human diversity and commonality.		X	X	X		
The ability to recognize social forces and patterns.		X	X	X		X
The disposition to question the taken-for-granted assumptions in the social world.		X	X	X	X	
<b>2. Anthropological Knowledge: Students will have a broad-based knowledge of principles and practices in all subfields of anthropology: cultural-linguistic, physical, and archaeological.</b>						
The comprehension of fundamental concepts central to the anthropological discipline.	X	X	X	X	X	X
The ability to identify major fields of thought and perspectives in the field.					X	
The identification of major figures in the history of anthropology and links to modern trends.			X	X	X	
<b>3. Effective Communication: Students will be able to communicate effectively in both written and oral formats.</b>						
The ability to change and adapt writing and presentation style to different audiences.	X					X
The skill to present an argument based on logic and evidence.	X	X	X	X	X	
The capacity to know how and when to reference others' work.	X	X	X	X	X	
The ability to express comprehensive issues both orally and in writing.						
The disposition to engage in debate with respect and civility.		X	X	X	X	
<b>4. Anthropology Practice: Students will possess the skills necessary to practice anthropology in all the major subfields</b>						
The ability to understand and apply the standards of ethical research and conduct espoused by the academic community.			X	X	X	

The capacity to recognize appropriate evidence and properly apply it to support an argument.	X	X	X	X	X	
The skills to conduct research, gather and analyze social and/or physical data using appropriate methodology.	X	X				
The ability to relate empirical findings to the wider anthropological knowledge base.	X	X				
<b>5. Independence and Creativity: Students will develop and display the ability to work independently and creatively.</b>						
The skill to select, design and plan feasible research.						
The capacity to build on existing anthropological knowledge rather than restating it.		X				
The ability to work on projects which entail ambiguity.	X	X				

<b>Student Learning Goals &amp; Indicators</b>	ANTH322	ANTH323	ANTH324	ANTH325	ANTH326	ANTH342	ANTH343
<b>1. Critical Analysis:</b> Students will be able to critically analyze social situations using anthropological theory.							
The skills to construct sound arguments regarding global human diversity and commonality.	X	X	X	X	X	X	X
The ability to recognize social forces and patterns.	X	X	X	X	X	X	X
The disposition to question the taken-for-granted assumptions in the social world.	X	X	X	X	X		
<b>2. Anthropological Knowledge:</b> Students will have a broad-based knowledge of principles and practices in all subfields of anthropology: cultural-linguistic, physical, and archaeological.							
The comprehension of fundamental concepts central to the anthropological discipline.	X						
The ability to identify major fields of thought and perspectives in the field.	X						
The identification of major figures in the history of anthropology and links to modern trends.	X	X	X	X	X	X	X
<b>3. Effective Communication:</b> Students will be able to communicate							

<b>effectively in both written and oral formats.</b>							
The ability to change and adapt writing and presentation style to different audiences.	X	X	X	X	X	X	X
The skill to present an argument based on logic and evidence.	X	X	X	X	X	X	X
The capacity to know how and when to reference others' work.	X	X	X	X	X	X	X
The ability to express comprehensive issues both orally and in writing.	X	X	X	X	X	X	X
The disposition to engage in debate with respect and civility.	X	X	X	X	X	X	X
<b>4. Anthropology Practice: Students will possess the skills necessary to practice anthropology in all the major subfields</b>							
The ability to understand and apply the standards of ethical research and conduct espoused by the academic community.	X	X	X	X	X		
The capacity to recognize appropriate evidence and properly apply it to support an argument.						X	X
The skills to conduct research, gather and analyze social and/or physical data using appropriate methodology.						X	X

<b>Student Learning Goals &amp; Indicators</b>	ANTH344	ANTH345	ANTH352	ANTH353	ANTH354	ANTH355	SOC370
<b>1. Critical Analysis: Students will be able to critically analyze social situations using anthropological theory.</b>							
The skills to construct sound arguments regarding global human diversity and commonality.	X	X			X	X	X
The ability to recognize social forces and patterns.	X	X					X
The disposition to question the taken-for-granted assumptions in the social world.							X
<b>2. Anthropological Knowledge: Students will have a broad-based knowledge of principles and practices in all subfields of anthropology: cultural-linguistic, physical, and archaeological.</b>							
The comprehension of fundamental concepts central to the anthropological discipline.				X		X	
The ability to identify major fields of thought and perspectives in the field.				X		X	X
The identification of major figures in the history of anthropology and links to modern trends.	X	X	X	X	X	X	
<b>3. Effective Communication: Students will be able to communicate effectively in both written and oral formats.</b>							
The ability to change and adapt writing and presentation style to different audiences.	X	X	X	X	X	X	X
The skill to present an	X	X	X	X	X	X	X

argument based on logic and evidence.							
The capacity to know how and when to reference others' work.	X	X	X	X	X	X	X
The ability to express comprehensive issues both orally and in writing.	X	X	X	X	X	X	X
The disposition to engage in debate with respect and civility.	X	X	X	X	X	X	X
<b>4. Anthropology Practice: Students will possess the skills necessary to practice anthropology in all the major subfields</b>							
The ability to understand and apply the standards of ethical research and conduct espoused by the academic community.					X		X
The capacity to recognize appropriate evidence and properly apply it to support an argument.	X	X	X	X	X	X	
The skills to conduct research, gather and analyze social and/or physical data using appropriate methodology.	X	X	X	X	X	X	
The ability to relate empirical findings to the wider anthropological knowledge base.	X	X	X	X	X	X	X
<b>5. Independence and Creativity: Students will develop and display the ability to work independently and creatively.</b>							
The skill to select, design and plan feasible research.							
The capacity to build on existing anthropological knowledge rather than restating it.	X	X	X	X	X	X	X
The ability to work on projects which entail ambiguity.	X	X	X	X	X	X	X