

May 6, 2015

MEMORANDUM

TO: State Board of Regents

FROM: David L. Buhler

SUBJECT: Southern Utah University – Bachelor of Arts/Bachelor of Science in Anthropology

Issue

Southern Utah University (SUU) requests approval to offer a Bachelor of Arts/Bachelor of Science (BA/BS) in Anthropology effective August 24, 2015. The institutional Board of Trustees approved the degree on December 4, 2014.

Background

The proposed BA/BS in Anthropology expands upon a successful Anthropology minor at SUU. In addition to approximately 30 declared minors, the Anthropology club has more than 70 members. Anthropology courses at SUU are enrolled at or near capacity. The proposed Anthropology major consists of six core courses – covering the sub-disciplines of archaeology, biological anthropology, cultural anthropology, and anthropological linguistics, plus a capstone project – and six upper-division elective Anthropology courses.

SUU's dean of humanities and social sciences is an applied cultural anthropologist. Another tenured SUU faculty member is an anthropologically-trained archaeologist. The director of the SUU Archaeological Repository serves as an adjunct faculty member and co-teaches the archaeology field school. With the pending hire of a new tenure-track faculty member specializing in bio-cultural or medical anthropology, SUU is poised to add several upper-division elective courses in Anthropology and offer the BA/BS.

The proposed Anthropology major is in harmony with SUU's designation as the state's liberal arts and sciences university. SUU is located in an area that is rich in prehistoric archaeological resources and home to Native American tribes. Given these factors, plus SUU's standing as a federal archaeological repository, the University is well positioned to serve as a regional center for Native American and archaeological studies. Library/information resources and funding at SUU are sufficient for a BA/BS in Anthropology. The SUU proposal also provides information that indicates higher-than-average job prospects for anthropologists and archaeologists.

Policy Issues

The proposed degree has been developed and reviewed in accordance with processes established by Southern Utah University and the Board of Regents. The USHE Chief Academic Officers, with input from Anthropology departments at their institutions, have reviewed and are supportive of SUU's request to offer a BA/BS in Anthropology. There are no additional policy issues relative to approval of this program.

Commissioner's Recommendation

The Commissioner recommends the Regents approve the request by Southern Utah University to offer a Bachelor of Arts/Bachelor of Science in Anthropology.

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David L. Buhler  
Commissioner of Higher Education

DLB/GVB  
Attachment

**Program Description  
Southern Utah University  
Bachelor of Arts/Bachelor of Science in Anthropology**

**Section I: The Request**

Southern Utah University (SUU) requests approval to offer a Bachelor of Arts/Bachelor of Science (BA/BS) in Anthropology effective August 24, 2015. The institutional Board of Trustees approved the degree on December 4, 2014.

**Section II: Program Description**

**Complete Program Description**

Students pursuing the Anthropology major at SUU will be able to study in a program with a four-field approach that emphasizes Anthropology's dominant sub-disciplines: archaeology, cultural anthropology, linguistic anthropology, and biological anthropology. Students will master research, critical thinking and reasoning, and oral and written communication skills designed to prepare them for life and work in an increasingly multicultural world. Through courses dealing with human evolution, prehistoric culture change, and the cultural and biological diversity of contemporary humans, students will come to understand the incredible biological and cultural diversity that characterizes the human species and to question ethnocentric beliefs, attitudes, and prejudices, while mastering a knowledge base and variety of skills that provide pathways to diverse jobs in the sciences, social services, healthcare, criminal justice and law, business, development, or technology fields, to name but a subset.

Anthropology majors may earn either a BS or BA degree, according to the criteria established in the SUU General Catalog. That said, Anthropology students will be strongly encouraged to pursue a BA degree and undertake the study of a foreign language. If students choose to pursue the BS option, they will be urged to also add a minor or certificate in Biology, Chemistry, Engineering, Geology, Geography, Geographic Information Systems, Mathematics, or Physics.

*Required Courses*

In total, there are 18 credits of required courses for the Anthropology major. All Anthropology majors must take introductory courses in the four major subfields of Anthropology. These 12 credits of coursework are comprised of the following courses: ANTH 1010-Cultural Anthropology, ANTH 1020-Biological Anthropology, ANTH 2030-Introduction to Archaeology, and ANTH 3010-Language, Thought & Culture.

Anthropology majors will also be required to take a 3-credit seminar in ANTH 3990-Anthropological Theory and Methods. This course will prepare them for their semester-long, senior capstone project, ANTH 4999.

ANTH 4999 is a self-directed, faculty-guided, 3-credit course intended to provide Anthropology majors with an in-depth research or practicum experience which they will then use to generate a culminating project or thesis. After selecting a faculty supervisor, students will have two options: (1) a practicum involving internships, service-learning, and/or civic engagement experiences with anthropological or archaeological relevance; or (2) an anthropological or archaeological research project in which the student defines a topic, conducts research, and prepares and presents her findings to her peers.

### *Elective Credits*

There are 36 total credit hours required for the Anthropology major. As described above, 18 of these credits take the form of required courses. The remaining 18 credits may be selected from any remaining Anthropology courses.

### *Grade Requirement*

Only Anthropology courses with letter grades count toward the major, and only courses with a grade of C or better may count for the major. The overall GPA in Anthropology courses must be at least 2.50.

### *Residence Requirement*

Some of the requirements fulfilled at other institutions (including other USHE institutions) may transfer to SUU and count toward the major. Such cases require the approval of the Chair. At least 18 credit hours, including the senior capstone project, must be completed at SUU.

### **Purpose of Degree**

SUU plans to offer a major in Anthropology to help the University and USHE better fulfill its missions, to better serve the students of SUU, and to better serve the residents of Southern Utah. Additionally, SUU's proposed Anthropology major has three key goals: (1) to prepare students interested in pursuing graduate work in anthropology or professional degrees in the related fields of international business, criminology, education, medicine, and law; (2) to train students for employment in the rapidly-growing fields of applied anthropology and cultural resource management; and (3) to provide an interesting and rigorous program of study for students seeking to understand the human cultural and biological experience through time and space.

A major in Anthropology will supplement existing SUU major programs in Biology, Criminal Justice, Foreign Languages, History, Geography, Outdoor Recreation, Psychology, and Sociology. It will also provide practical training for students wishing to pursue careers in applied anthropology and cultural resource management.

### **Institutional Readiness**

The Anthropology major will be supported by the existing administrative structure in the College of Humanities and Social Sciences. No new organizational structures should be necessary in order to deliver the program. The new program will impact other programs at SUU positively. It will be an excellent pairing for any other major, and it will offer a valuable option for any related graduate program at SUU.

### **Departmental Faculty**

SUU currently employs two PhDs in Anthropology: Emily Dean, Associate Professor of Anthropology, and James McDonald, Professor of Anthropology and Dean of the College of Humanities and Social Sciences. Dr. Dean is an anthropologically-trained archaeologist who specializes in the prehistory of the Americas. She currently teaches four Anthropology courses per semester. Dr. McDonald is an applied cultural anthropologist specializing in rural economic development, security dynamics, and political culture in

Mexico and Guatemala. In addition to his administrative duties, he teaches one Anthropology course per year. Ms. Barbara Frank (BA in Anthropology) is the current director of the SUU Archaeological Repository, co-teaches the Archaeology Field School, and helps supervise independent student projects. She is a professional contract archaeologist who works part-time at SUU. With the addition of a new faculty member during 2014-15, SUU will have two full-time faculty members, one part-time faculty member (and full-time administrator), and one adjunct faculty member in Anthropology. SUU will then be ready to offer the major in Anthropology. As the program develops and student interest is determined, there might well be a need to hire a third Anthropology faculty member in the next five years.

Department Faculty Category	Dept. Faculty Headcount – Prior to Program Implementation	Faculty Additions to Support Program	Dept. Faculty Headcount at Full Program Implementation
<b>With Doctoral Degrees (Including MFA and other terminal degrees, as specified by the institution)</b>			
Full-time Tenured	5		5
Full-time Non-Tenured	6	1	7
Part-time Tenured	1		1
Part-time Non-Tenured	1		1
<b>With Master's Degrees</b>			
Full-time Tenured			
Full-time Non-Tenured			
Part-time Tenured			
Part-time Non-Tenured	1		1
<b>With Bachelor's Degrees</b>			
Full-time Tenured			
Full-time Non-Tenured			
Part-time Tenured			
Part-time Non-Tenured			
<b>Other</b>			
Full-time Tenured			
Full-time Non-Tenured			
Part-time Tenured			
Part-time Non-Tenured			
<b>Total Headcount Faculty in the Department</b>			
Full-time Tenured	5		5
Full-time Non-Tenured	6	1	7
Part-time Tenured	1		1
Part-time Non-Tenured	2		1
<b>Total Department Faculty FTE (As reported in the most recent A-1/S-11 Institutional Cost Study for "prior to program implementation" and using the A-1/S-11 Cost Study Definition for the projected "at full program implementation.")</b>	<b>14.82</b>	<b>1.42</b>	<b>16.24</b>

## **Staff**

SUU employs professional archaeologist Barbara Frank (BA in Anthropology) as the director of the federal archaeological repository located on campus. The SUU Archaeology Repository is under the administration of the College of Humanities and Social Sciences, and serves as a resource for original research projects. Ms. Frank also co-directs the archaeology field school, teaches as an adjunct, and helps supervise student archaeological research projects. Offering the major does not place any additional needs concerning staff at SUU.

Additionally, the University and College of Humanities and Social Sciences have partnered with the Archaeology Conservancy (AC) to undertake stewardship of an at-risk archaeological site formerly owned by the institution and now owned by the AC. The Paragonah Fremont Archaeological Site is one of the last, if not the last, pristine mounded Fremont sites in the state of Utah. Collaboration with the AC will not cause any staffing needs, but will provide rich opportunities for students to get involved with various aspects of site management, including collaborations with the Paiute Tribe of Utah located in Cedar City, as well as with educational outreach, museum exhibit design and preparation, and other educational activities.

## **Library and Information Resources**

The SUU Library has been ordering new Anthropology and Archaeology materials for the past five years. These resources, in combination with existing media holdings at SUU and those available via interlibrary loan from other institutions, should prove adequate for the needs of the Anthropology major. The SUU Library also houses the Palmer Collection, which is one of the best Paiute archives in the country, and available for original research projects.

## **Admission Requirements**

Provided that students meet admission standards for SUU and earn at least a C in all courses counting towards the Anthropology major (and maintain an overall GPA of 2.5 in courses counting toward the major), they will also meet the admission requirements for the Anthropology major.

## **Student Advisement**

Academic advising for Anthropology majors will be done by SUU's College of Humanities and Social Sciences academic advisors and by the Anthropology faculty.

## **Justification for Graduation Standards and Number of Credits**

The Anthropology Major has 18 core credits, which entail studies in all four of Anthropology's major sub-fields: Cultural Anthropology, Archaeology, Biological Anthropology, and Linguistic Anthropology. The major requires a total of 36 credits in Anthropology. There are also requirements concerning Senior Seminar, GPA, and residency. Taking all requirements at SUU, coupled with the specific requirements for a major in Anthropology, sums to 120 credits. The number of credit hours and the GPA requirements put the proposed Anthropology major in alignment with existing SUU Humanities and Social Sciences academic majors, as well as Anthropology majors elsewhere in the Utah System of Higher Education.

## External Review and Accreditation

There is no formal accreditation or certification available for a major in Anthropology, except for the accreditation and certification applicable to the University as such. SUU has conducted discussions with colleagues both regionally and nationally on the major in Anthropology at SUU. SUU has researched the existing programs, both in Utah and throughout the country. As a member of the American Anthropological Association (AAA) and Society for American Archaeology (SAA), Dr. Emily Dean has consulted on their views on professional standards for the study of Anthropology. The AAA is allied with the American Association of University Professors (AAUP). Dr. Dean has consulted their guidelines, insofar as they are applicable. Additionally, Dr. McDonald is a member of the Society for Applied Anthropology and has consulted their guidelines and standards of professional conduct in applied anthropological research. The proposed program is consistent with national standards for the academic content and pedagogical delivery of a major in Anthropology.

## Projected Program Enrollment and Graduates; Projected Departmental Faculty/Students

Data Category	Current – Prior to New Program Implementation	Projected Year 1	Projected Year 2	Projected Year 3	Projected Year 4	Projected Year 5
<b>Data for Proposed Program</b>						
Number of Graduates in Proposed Program	X	0	4	6	8	10
Total # of Declared Majors in Proposed Program	X	5	10	15	20	25
<b>Departmental Data – For All Programs Within the Department</b>						
Total Department Faculty FTE (as reported in Faculty table above)	14.82	15.82	15.95	16.24	16.24	16.24
Total Department Student FTE (Based on Fall Third Week)	301	307.80	313.60	312.70	314.20	314.20
Student FTE per Faculty FTE (ratio of Total Department Faculty FTE and Total Department Student FTE above)	20.3	19.5	19.7	19.3	19.4	19.4
<b>Program accreditation-required ratio of Student FTE/Faculty FTE, if applicable:</b>	NA	NA	NA	NA	NA	NA

## Expansion of Existing Program

SUU has offered a minor in Anthropology since the 2010-11 academic year. The table below provides an overview of the existing minor in Anthropology at SUU:

Year	Academic Year	Student Headcount	# of Faculty/Staff	Student-to-Faculty Ratio
1	2010-2011	18	1.50	12 : 1
2	2011-2012	29	1.50	19.3 : 1
3	2012-2013	31	1.50	20.7 : 1
4	2013-2014	25	1.50	16.7 : 1

The number of faculty/staff includes Dr. Dean as a full-time, tenured faculty (1.0), Dean McDonald as a part-time, tenured faculty (.25), and Ms. Frank as a part-time, non-tenured instructional staff member (.25).

## Section III: Need

### Program Need

There is growing student demand for an Anthropology major, sufficient institutional resources to support a major, and a waiting job market for SUU graduates with such an Anthropology major. Moreover, by officially incorporating anthropology into its curriculum, SUU will strengthen its core mission of serving as a regional, liberal arts and sciences institution.

The proposed Anthropology major fits the Utah System of Higher Education's vision of SUU as the state's designated liberal arts and sciences university. An Anthropology major will help provide undergraduate liberal arts and professional education in the social sciences. The major will also enable SUU to respond to the needs of local businesses (such as construction and environmental impact assessment firms), citizen groups (such as local historical societies), and state and federal institutions (such as the National Park Service, the Utah Department of Transportation, the United States Forest Service, and the Bureau of Land Management) for trained anthropological and archaeological professionals to help with cultural resource management in southern Utah.

Given SUU's proximity to public lands with impressive prehistoric archaeological resources (and a corresponding need for the government agencies in charge of managing these lands to hire students trained in Archaeology and Anthropology), the regional presence of many Native American tribes, and its stewardship of one of the only federal archaeological repositories in the state of Utah, SUU is well positioned to become a regional center for Native American and archaeological studies. Establishing an academic major in Anthropology would be an important and cost effective first step towards accomplishing this goal.

Anthropology is a scientific discipline that explores all facets of the human condition, and in all times and places through its four dynamic subfields: cultural anthropology, archaeology, biological anthropology, and linguistic anthropology. Anthropology is founded on the systematic and rigorous collection of data, its analysis, and its interpretation within the tradition of human social research (HSR) that offers the scientific alternative necessary to conduct scientific inquiry in a non-experimental lab setting. Because



anthropologists work within an open rather than a closed system, successful HSR inquiry requires a variety of research methods, as well as intercultural knowledge, tolerance, respect, and professional integrity.

Finally, the addition of an Anthropology major may improve undergraduate diversity at SUU. Nationally, over 50% of Anthropology students are women and minorities (2005-06 AAA Guide). In 2012, Forbes Magazine listed anthropology as the second best job for women based on satisfaction level, median annual earnings, and overall job outlook. Anthropology programs tend to attract students interested in international studies, cultural and gender diversity, and social problems. An Anthropology major could give SUU an advantage in the recruitment of students from the local and regional communities with an interest in this field.

### Labor Market Demand

Several sources, including a 2013 article in *USA Today* (<http://www.usatoday.com/story/money/business/2013/08/27/more-hope-for-liberal-arts-majors/2703707/>), state that Anthropology is currently one of the “hot” academic disciplines nationwide, with higher than average job prospects. According to 2008 data from Careerbuilder.com in conjunction with CBSalary.com and SalaryExpert.com (<http://www.careerbuilder.com/Article/CB-795-Job-Search-America%E2%80%99s-20-Fastest-Growing-Salaries/>), students with Anthropology degrees are eagerly being recruited by the private and public sector as corporate anthropologists, medical anthropologists, and contract archaeologists. In an increasingly multi-national, interdisciplinary world, Anthropology, with its emphasis upon understanding and valuing human cultural diversity, will continue to grow in prominence. This is confirmed by U.S. Bureau of Labor Statistics (BLS) which projects above average job growth for Anthropologists and Archaeologists compared to other social science occupations (<http://www.bls.gov/ooh/life-physical-and-social-science/anthropologists-and-archeologists.htm>). Specifically, the BLS projects a job growth rate of 19% from 2012-22. When compared to other social scientists, Anthropologists and Archaeologists are projected to experience an even greater percent increase in employment opportunities.

When compared to the other social science disciplines, Anthropologists and Archaeologists also show the highest current rate of employment in the government and private sectors for the most recent baseline year of 2012. The following tabulation shows employment by social science specialty:

Anthropologists and Archaeologists	7,200
Political Scientists	6,600
Sociologists	2,600
Historians	3,800
Geographers	1,700

The BLS report goes on to say “that anthropologists and archaeologists will experience the majority of their job growth in the management, scientific, and technical consulting services industry. Anthropologists who work as consultants apply anthropological knowledge and methods to problems ranging from economic development issues to forensics. As construction projects increase, more archaeologists also will be needed to monitor the work, ensuring that historical sites and artifacts are preserved.”

*The Chronicle of Higher Education* (Supiano, 2014: <http://chronicle.com/article/How-Liberal-Arts-Majors-Fare/144133/>) reports that a recent AAC&U study showed a greater salary payoff for liberal arts degree

recipients over the course of their careers when compared to their professional degree counterparts. Humanities and social sciences graduates start out on par with math and science majors but below engineering and professional program majors, but eventually catch up and eclipse them at the height of their earning power between ages 56-60 when similar age cohorts are compared. Many of those strong earners have master's degrees to complement their undergraduate degrees.

Turning to a 2009 report from the American Anthropological Association (<http://www.aaanet.org/resources/departments/upload/Changing-Face-of-Anthropology-Final-2.pdf>), the majority (64%) of MAs surveyed found a job in their field, or a related field, within 12 months. These careers arrayed across a quite wide range of jobs, including academic research centers (20%) for archaeologists and cultural anthropologists. For cultural MAs, non-profits were the top job domain (15%) followed by federal and state government (8% and 7%). Archaeologically trained MAs worked for consulting firms (16%); federal and state sectors (13% each); public-sector non-academic jobs (26%). What skill sets did they find most useful?: Qualitative methods (78%); quantitative methods (57%); theory (62%). Interestingly, narrowly technical areas, such as archival research methods and policy compliance, tended to rank low. Additionally, 75% concurred that research writing skills were key (e.g., proposal and grant writing, project design, and project development/implementation and management).

An anthropology background is well-suited for the kinds of integrative challenges of a complex and dynamic 21<sup>st</sup> century economy:

- "I happen to think anthropology is a brilliant background for looking at finance. Firstly, you're trained to look at how societies or cultures operate holistically, so you look at how all the bits move together...you also try to put finance in a cultural context." Gillian Tett, assistant editor at the Financial Times, quoted by Laura Barton (On the Money in *The Guardian*, <http://www.theguardian.com/business/2008/oct/31/creditcrunch-gillian-tett-financial-times>)
- "Anthropologists, especially applied anthropologists, are also well suited for careers in the helping professions including health, social work, urban planning, and other similar professions. When a person with an anthropology degree takes a position in one of these fields, it is not a failure of having studied anthropology, but a testament to the utility of the broad background an anthropology degree provides." Merrill Eisenberg, president of the Society for Applied Anthropology ([http://www.flbog.edu/pressroom/newsclips\\_detail.php?id=18388](http://www.flbog.edu/pressroom/newsclips_detail.php?id=18388))
- "Every student should have an understanding of complexity and sustainability and decision-making matched with a general awareness of entrepreneurship and business...Such mental agility will allow them to establish new business enterprises, scientific or technological capabilities, social initiatives, and creative endeavors in every sector of the economy.....the perpetual innovation that drives our economy could even be inspired by anthropologists." Dr. Michael Crow, president of Arizona State University ([http://www.slate.com/articles/news\\_and\\_politics/politics/2011/10/michael\\_m\\_crow\\_president\\_of\\_a\\_rizona\\_state\\_university\\_explains\\_wh.html](http://www.slate.com/articles/news_and_politics/politics/2011/10/michael_m_crow_president_of_a_rizona_state_university_explains_wh.html)).

The American Anthropological Association (<http://www.aaanet.org/resources/students/Anthrodegree.cfm>) points out that "graduates with an anthropology degree are well-suited for a career in any number of fields, including: education, health care, museum curation, social work, international development, government,

organizational psychology, non-profit management, marketing, publishing, and forensics." Moreover, "the critical reading, writing and thinking skills emphasized in ... anthropology classes are great preparation for graduate programs in law, public policy, medicine, counseling, education, liberal arts and beyond. Practicing and applied anthropologists ... often take on roles outside of academia, in public health, ecology, and cultural resource management."

On a regional level, the vast public lands in the Mountain West ensure a constant federal and state need for graduates trained in cultural heritage management and environmental impact assessment work. Locally, SUU students with some archaeological training are already in demand by the Forest Service, the BLM, regional archaeology contracting firms, and the National Park Service. For the past two summers Dixie National Forest has hired two SUU students as archaeology technicians. William Self and Associates, a national contract archaeology firm, recently set up a branch office in Cedar City and promptly hired three more SUU students to help with an archaeological research project in southern Utah. Dr. Dean has received inquiries from the BLM, the National Park Service, and the Forest Service about the availability of Archaeology and Anthropology students. Applied Cultural Anthropology students should also encounter a range of job opportunities in the region. Non-profit and government charities and development organizations traditionally employ many Anthropology degree holders. Businesses are coming to increasing value the qualitative research techniques and cross cultural communication skills that anthropologists are trained in.

### **Student Demand**

SUU first offered the minor in Anthropology in fall 2010. During 2012-13, SUU enrolled 31 students in the Anthropology minor. Many of these students indicated their interest in pursuing an Anthropology major once one is offered. The Anthropology Club boasts over 70 members. Routinely, Anthropology courses offered at SUU reach (or came very close to reaching) their maximum enrollments.

Faculty in the College of Humanities and Social Sciences provided anecdotal evidence that students have transferred to other universities because SUU does not offer a major in Anthropology. With a major in Anthropology, SUU can better attract and keep high-achieving students. Given the enrollments in the Anthropology minor and the participation in the Anthropology Club, SUU expects that the Anthropology major will experience substantial and sustained enrollments.

### **Similar Programs**

The following USHE institutions offer a major in Anthropology: University of Utah, Utah State University, and Weber State University. Utah Valley University offers an Anthropology track for students pursuing a major in Behavioral Science. Currently, there is no major in Anthropology offered within USHE anywhere south of Provo.

The proposed Anthropology major at SUU will offer students the chance to pursue applied anthropological and archaeological research in one of the archaeologically and ethnographically richest areas of the state. Due to SUU's focus on outdoor education and engaged learning, students studying Anthropology at SUU are well positioned to obtain internships with SUU's partner organizations, such as the Paiute Indian Tribe of Utah, Zion National Park, Bryce Canyon National Park, Cedar Breaks National Monument, Pipe Spring National Monument, Iron Mission State Park, the Cedar City BLM office, and the Dixie National Forest.

## Collaboration with and Impact on Other USHE Institutions

For the past five years, Drs. Dean and McDonald have participated in USHE course articulation discussions with Anthropology colleagues from the University of Utah, Utah State University, and Utah Valley University. Several years ago, the possibility of instituting a major in Anthropology at SUU was discussed in the annual Majors meeting, and it was met with the support of colleagues. On the whole, USHE colleagues seemed to feel that it would be beneficial for all institutions to generate more Anthropology majors on a statewide level. More undergraduate majors statewide means more graduate students for University of Utah and Utah State University.

## Benefits

Given SUU's proximity to public lands with impressive prehistoric archaeological resources (and a corresponding need for the government agencies in charge of managing these lands to hire students trained in Archaeology and Anthropology), the regional presence of many Native American tribes, and its stewardship of one of the only federal archaeological repositories in the state of Utah, SUU is well positioned to become a regional center for Native American and archaeological studies. Establishing an academic major in Anthropology would be an important and cost effective first step towards accomplishing this goal.

The addition of an Anthropology major may help improve undergraduate diversity at SUU. Nationally, over 50% of Anthropology students are women and minorities (2013 AAA Guide: <http://www.aaanet.org/publications/guide.cfm>). In 2012, Forbes Magazine (<http://www.forbes.com/pictures/lmj45hmij/no-2-anthropologists/>) listed anthropology as the second best job for women based on satisfaction level, median annual earnings, and the overall job outlook. Anthropology programs tend to attract students interested in international studies, cultural and gender diversity, and social problems. An Anthropology major could give SUU an advantage in the recruitment of students from the local and regional communities with an interest in this field.

## Consistency with Institutional Mission

The proposed Anthropology major fits USHE's designation of SUU as the state's liberal arts and science university. An Anthropology major will help provide undergraduate liberal arts and professional education in the social sciences. In accordance with the official mission statement of SUU (<http://www.suu.edu/general/mission.html>) all of the courses that comprise the proposed Anthropology major are designed to "educate students to be critical thinkers, effective communicators, [and] lifelong learners." Most of the Anthropology courses at SUU emphasize "participative educational experiences" and "applied research." All of the Anthropology courses attempt to "encourage student growth and development by providing opportunities to broaden service, social, and cultural perspectives."

By teaching students about Southern Utah's rich prehistory and the vibrancy of its past and present native cultures, and by providing students with hands-on learning opportunities outside of the classroom in courses such as Introduction to Archaeology, Cultural Anthropology, Biological Anthropology, Native American Cultures, and Archaeology Field School, an Anthropology major would also support SUU's new "Outdoor Initiative" (<http://www.suu.edu/ad/regional/08projects-qtr4.html>). This initiative, which may become part of SUU's overall institutional mission, pledges that "Southern Utah University will be renowned for

innovative learning experiences within our unique natural environment, providing world-class opportunities for outdoor education and recreation, and cultivating a life-long curiosity and appreciation for the land.”

Finally, the major will enable SUU to respond to the needs of local businesses (such as construction and environmental impact assessment firms), citizen groups (such as local historical societies), state and federal institutions (such as the National Park Service, the Utah Department of Transportation, the United States Forest Service, and the Bureau of Land Management) for trained anthropological and archaeological professionals to help with cultural resource management in southern Utah.

## **Section IV: Program and Student Assessment**

### **Program Assessment**

The proposed Anthropology major has three key program goals: (1) to prepare students interested in pursuing graduate work in anthropology or professional degrees in the related fields of international business, criminology, education, medicine, and law; (2) to train students for employment in the rapidly-growing fields of applied anthropology and cultural resource management; and (3) to provide an interesting and rigorous program of study for students seeking to understand the human cultural and biological experience through time and space.

Students pursuing the Anthropology major at SUU will be able to study in a four-field approach that emphasizes Anthropology’s dominant sub-disciplines: archaeology, cultural anthropology, linguistics, and biological anthropology. They will master a broad range of research, critical reasoning, and oral and written communication skills designed to prepare them for life and work in an increasingly multicultural world. Through courses dealing with human evolution, prehistoric culture change, and the cultural and biological diversity of contemporary humans, students will be taught to question and examine the significance of ethnocentric beliefs, attitudes, and prejudices and to understand the incredible biological and cultural diversity that characterizes the human species.

The success of the Anthropology major in meeting its goals will be assessed via the following methods: (1) a review of the program to be conducted by an external auditor every five years; (2) annual exit interviews with graduating students who majored in Anthropology; (3) surveys of alumni who majored in Anthropology at SUU; (4) an annual review of the Anthropology program to be conducted by Anthropology faculty; and (5) end-of-semester student evaluations of Anthropology courses.

### **Expected Standards of Performance**

By the end of their time at SUU, students majoring in Anthropology should have:

1. Developed a general understanding of human biological and cultural differences and similarities across the world and through time.
2. Developed an understanding of the nature of Anthropology’s sub-disciplines (archaeology, biological anthropology, cultural anthropology, and linguistics) and how these interrelate to provide a holistic approach to the study of humankind.
3. Developed a proficiency in basic anthropological concepts and terminology.
4. Learned how important anthropological theories have been developed, applied and evaluated throughout the history of Anthropology as a discipline.

5. Learned about, and then learned to apply, fundamental anthropological and archaeological research methods (e.g. ethnographic interviews and participant observation, archaeological survey and excavation) and analytical techniques (e.g. content and statistical data analysis).
6. Learned to apply critical thinking and reasoning skills to anthropological problems and issues.
7. Displayed a basic ability to write, speak, and communicate about anthropological issues.
8. Developed a fundamental awareness of the existence of human prejudice and discrimination (e.g. racism, ethnocentrism, sexism, etc.) and learned to value human diversity.

The Anthropology assessment plan will examine student outcomes for majors using the following direct and indirect measures.

*Direct Measures (DM)*

1. Grade point averages of graduating seniors:
  - A. In Anthropology courses
  - B. In all courses
2. Performance of senior Anthropology majors on standardized Anthropology achievement tests.

*Indirect Measures (IM)*

1. Student course evaluations: For core and elective Anthropology courses
2. Annual survey delivered to focus groups of Anthropology majors
3. Exit interviews of graduating seniors majoring in Anthropology
4. Alumni surveys which will provide institutional data on: job placement; graduate and professional school acceptance; other significant accomplishments.

**Section V: Finance**

**Department Budget**

Three-Year Budget Projection							
Departmental Data	Current Departmental Budget – Prior to New Program Implementation	Departmental Budget					
		Year 1		Year 2		Year 3	
		Addition to Budget	Total Budget	Addition to Budget	Total Budget	Addition to Budget	Total Budget
<b>Personnel Expense</b>							
Salaries and Wages	\$657,830	\$68,243	\$726,072	\$15,107	\$741,180	\$23,268	\$764,448
Benefits	\$237,688	\$48,537	\$286,225	\$5,925	\$292,150	\$7,072	\$299,223
<b>Total Personnel Expense</b>	<b>\$895,518</b>	<b>\$116,780</b>	<b>\$1,012,298</b>	<b>\$21,033</b>	<b>\$1,033,330</b>	<b>\$30,340</b>	<b>\$1,063,670</b>
<b>Non-Personnel Expense</b>							
Travel	\$25,258	\$10,000	\$35,258	\$5,000	\$40,258	\$0	\$40,258
Capital	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Library	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Current Expense	\$30,742	\$5,000	\$35,742	\$0	\$35,742	\$0	\$35,742
Total Non-Personnel Expense	\$56,000	\$15,000	\$71,000	\$5,000	\$76,000	\$0	\$76,000
<b>Total Expense (Personnel + Current)</b>	<b>\$951,518</b>	<b>\$131,780</b>	<b>\$1,083,298</b>	<b>\$26,033</b>	<b>\$1,109,330</b>	<b>\$30,340</b>	<b>\$1,139,670</b>

Departmental Funding							
Appropriated Fund	\$913,102	\$93,341	\$1,006,443	\$25,162	\$1,031,605	\$30,475	\$1,062,080
Other:							
Special Legislative Appropriation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Grants and Contracts	\$8,111	\$20,000	\$28,111	\$0	\$28,111	\$0	\$28,111
Special Fees / Differential Tuition	\$47,679	\$1,065	\$48,744	\$870	\$49,614	(\$135)	\$49,479
<b>Total Revenue</b>	<b>\$968,892</b>	<b>\$114,406</b>	<b>\$1,083,298</b>	<b>\$26,032</b>	<b>\$1,109,330</b>	<b>\$30,340</b>	<b>\$1,139,670</b>
Difference							
Revenue-Expense	\$17,374	(\$17,374)	\$0	\$0	\$0	\$0	\$0
Departmental Instructional Cost / Student Credit Hour* (as reported in institutional Cost Study for "current" and using the same Cost Study Definition for "projected")	\$105	\$12	\$117	\$1	\$118	\$3	\$121

\* Projected Instructional Cost/Student Credit Hour data contained in this chart are to be used in the Third-Year Follow-Up Report and Cyclical Reviews required by R411.

## Funding Sources

### *Existing Resources*

Current expenses include the salary and benefits paid to Dr. Dean and Dean McDonald; the maintenance costs for offices, computers, telephones, and laboratory spaces; faculty individual library budgets; and the fees and tuition allocated to existing Anthropology courses. All of these resources would be "reallocated" to the Anthropology major, should the major be approved. This would be an administrative reallocation and have very little real world effect as Anthropology would continue to be housed in the Department of History, Sociology, and Anthropology.

Students majoring in Anthropology at SUU could also draw upon two existing facilities housed in the ELC building: the SUU Archaeological Repository and the SUU Archaeology Laboratory. The cost of the Repository and the salary of its director, Barbara Frank, are funded by a grant from the BLM. The equipment in the Archaeology Laboratory was purchased with money from Dr. Dean's contract negotiations when she was first hired at SUU and by her share of a 2006 NSF grant.

### *Costs not Borne by Reallocation of Existing Resources*

There are expenses above and beyond faculty time, classroom and office space, and library resources associated with providing Anthropology courses to SUU students. Field trips and original research are vital components of the educational experience for students enrolled in the Archaeology Field School (an intensive 5-week, 6-credit course in which students learn how to conduct archaeological surveys and excavations) and the Introduction to Archaeology and Biological Anthropology courses. As discussed below, SUU funds these experiences with a combination of grants, donations, and student fees.

The costs for class fieldtrips and research are currently paid for by a combination of student fees from the College of Humanities and Social Sciences; small grants from SUUSA (SUU's student senate), CEBA (Utah's Center for Education, Business, and the Arts), the BLM (Bureau of Land Management), the Kanab

Chamber of Commerce, SUU's Outdoor Initiative, and SUU's department of Regional Services; and donations from local businesses and landowners. SUU anticipates continued funding from these sources in the future.

Dr. Dean and Ms. Frank are also applying for grants from various organizations (NSF, Utah Humanities Council, Utah Antiquities Section, Wenner-Gren Foundation, etc.) to help cover the costs associated with running an ongoing archaeological investigation and field school in Kanab, Utah, and the costs of setting up Archaeology and Anthropology exhibits at either the new Natural History museum or Museum of Art.

### *Future Costs*

Hiring a new, full-time faculty member in Anthropology would cost between \$50,000 to \$60,000, plus benefits.

If enrollment continues to rise and SUU needed to hire an additional, adjunct, part-time faculty to teach one course per semester in the projected fourth year of the program, this adjunct hire would cost the University an additional \$7,414 a year (this figure includes adjunct salary, benefits, and the expense of providing a computer, printer, etc.).

### **Reallocation**

The current salaries and benefits already paid to Dr. Emily Dean and to Dr. McDonald (in his capacity as a .25 FTE faculty in Anthropology) would be administratively reallocated to the Anthropology major. In practice, this should have very little real world effect as Anthropology will continue to be housed in the History, Sociology, and Anthropology department.

### **Impact on Existing Budgets**

The greatest impact on existing budgets within the College of Humanities and Social Sciences at SUU would be the hire of a new full-time faculty member in Anthropology. There may also be minor administrative impacts on the Sociology major, but otherwise no financial impact is expected on existing budgets.

## **Section VI: Program Curriculum**

### **All Program Courses (with New Courses in Bold)**

<b>Course Prefix &amp; Number</b>	<b>Title</b>	<b>Credit Hours</b>
<b>General Education: Core Requirements</b>		
ENGL 1010	Introduction to Academic Writing	3
ENGL 2010	Intermediate Writing	3
MATH 1030 or 1040	Quantitative Literacy	4
LM 1010	Information Literacy	1
CSIS 1000	Computer Literacy	3
ECON 1740, HIST 1700, or POLS 1100	American Institutions	3



Course Prefix & Number	Title	Credit Hours
<b>Sub-Total:</b>		<b>17</b>
<b>General Education: Knowledge Area Requirements</b>		
	Fine Arts	3
	Humanities	3
	Social & Behavioral Sciences	3
	Life Science	3
	Physical Science	3
<b>Sub-Total:</b>		<b>15</b>
<b>General Education Total:</b>		<b>32</b>
<b>University Requirements: EDGE Program</b>		
UNIV 1010	EDGE Program Introduction	1
UNIV 3925	EDGE Project Proposal	1
UNIV 4925	EDGE Program Completion	1
<b>Sub-Total:</b>		<b>3</b>
<b>University Requirements: Bachelor of Arts (BA) or Bachelor of Science (BS)</b>		
Bachelor of Arts (BA)	Language Requirements (test-out possible)	16
Bachelor of Science (BS)	Math and Science Requirements	12
<b>Sub-Total:</b>		<b>12-16</b>
<b>Total Credits for General Education &amp; University Requirements:</b>		<b>47-51</b>
<b>Anthropology Major: Required Courses</b>		
ANTH 1010	Cultural Anthropology	3
ANTH 1020	Biological Anthropology	3
ANTH 2030	Intro. to Archaeology	3
ANTH 3010	Language, Thought, and Culture	3
ANTH 3990	Anthropology Theory and Methods	3
ANTH 4999	Anthropology Capstone Project	3
<b>Sub-Total:</b>		<b>18</b>
<b>Anthropology Major: Elective Courses</b>		
18 additional credits of upper-division Anthropology courses		18
<b>Sub-Total:</b>		<b>18</b>
<b>Total Number of Credits for Proposed Anthropology Major:</b>		<b>36</b>
<b>Total Credits for General Education &amp; University Requirements:</b>		<b>47-51</b>
<b>Free Electives:</b>		<b>37-33</b>
<b>Total:</b>		<b>120</b>

Additional Anthropology courses (beyond required courses) currently offered at SUU:

<i>Prefix &amp; Number</i>	<i>Title</i>	<i>Credit Hours</i>
ANTH 3100	Native American Cultures	3
ANTH 3160	Anthropology and Sociology of Religion	3
ANTH 3200	Food and Culture	3
ANTH 3300	Anthropology of Sex and Gender	3
ANTH 2960	Archaeological Field Methods	3

ANTH 4700	Special Topics in Anthropology	3
ANTH 4960	Archaeological Field Methods	6

By building upon existing courses, and with the addition of a new full-time faculty member in Anthropology, SUU anticipates augmenting its elective offerings in Anthropology over the next two years. Projected new Anthropology courses include the following:

<i>Prefix &amp; Number</i>	<i>Title</i>	<i>Credit Hours</i>
ANTH xxxx	Prehistory of the Americas	3
ANTH xxxx	Medical Anthropology	3
ANTH xxxx	Ecological Anthropology	3
ANTH xxxx	Forensic Anthropology	3
ANTH xxxx	Business Anthropology	3
ANTH xxxx	Ancient States and Civilizations	3
ANTH xxxx	Readings and Conference in Anthropology	3
ANTH xxxx	Undergraduate Research	3-6
ANTH xxxx	Anthropology Internships	3-6

## Program Schedules

It is possible to complete the courses specific to the major in any four consecutive semesters, which may be an especially appealing option for transfer students. Here is one such class schedule. Most students, however, would probably pursue a less Anthropology-intensive schedule that would allow them plenty of time to fulfill their General Education and Experiential Education requirements while 'ingesting' a steady diet of Anthropology courses. In fact, for their first two years, they would only need to enroll in one Anthropology class per semester in order to easily fulfill their Anthropology degree requirements. Elective credits may be obtained by enrolling in fall, spring, or summer semesters. All course numbers have the designation "ANTH" and all courses, unless otherwise specified, are 3 credit hours:

### Bachelor of Arts (BA) in Anthropology

Year 1					
Semester 1			Semester 2		
Course	Title	Credits	Course	Title	Credits
ENLG 1010	Introduction to Writing	3	CSIS 1000	Computer Literacy	3
LM 1010	Information Literacy	1	UNIV 1010	EDGE Introduction	1
SPAN 1010	Beginning Spanish I	4	SPAN 1020	Beginning Spanish II	4
MATH 1040	Quantitative Literacy	4	BIOL 1010	Life Science	4
ANTH 1010	Cultural Anthropology	3	(choice)	American Institutions	3
	<b>Total:</b>	<b>15</b>		<b>Total:</b>	<b>15</b>

Year 2					
Semester 3			Semester 4		
Course	Title	Credits	Course	Title	Credits
ENLG 2010	Intermediate Writing	3	(choice)	Humanities/Fine Arts	3
SPAN 2010	Intermediate Spanish I	4	SPAN 2020	Intermediate Spanish II	4
(choice)	Humanities/Fine Arts	3	GEO 1050	Geo of National Parks	3
ANTH 1020	Biological Anthropology	3	GEO 1055	Geo of Nat. Parks Lab	1
(choice)	Elective / Minor	3	ANTH 2030	Intro to Archaeology	3
<b>Total:</b>		<b>16</b>	<b>Total:</b>		<b>14</b>

Optional Summer Term

ANTH 2960	Archaeology Field Methods	3
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Year 3					
Semester 5			Semester 6		
Course	Title	Credits	Course	Title	Credits
ANTH 3990	Anthro Theory & Methods	3	ANTH 3010	Lang, Thought, Culture	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
			UNIV 3925	EDGE Proposal	1
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>16</b>

Optional Summer Term

ANTH 4700	Anthropology: Special Topics, Study Abroad, or Internship	3-6
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Year 4					
Semester 7			Semester 8		
Course	Title	Credits	Course	Title	Credits
ANTH 4999	Anthro Capstone	1	UNIV 4925	EDGE Capstone	1
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective	2	(choice)	Elective	2
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>15</b>

Bachelor of Science (BS) in Anthropology

Year 1					
Semester 1			Semester 2		
Course	Title	Credits	Course	Title	Credits
ENLG 1010	Introduction to Writing	3	CSIS 1000	Computer Literacy	3
LM 1010	Information Literacy	1	UNIV 1010	EDGE Introduction	1
MATH 1040	Quantitative Literacy	4	BIOL 1010	Life Science	4
ANTH 1010	Cultural Anthropology	3	(choice)	American Institutions	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective	1	(choice)	Elective	1
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>15</b>

Year 2					
Semester 3			Semester 4		
Course	Title	Credits	Course	Title	Credits
ENLG 2010	Intermediate Writing	3	(choice)	Humanities/Fine Arts	3
GEOG 1000	Physical Geography	3	GEO 1050	Geo of National Parks	3
GEOG 1005	Physical Geo Lab	1	GEO 1055	Geo of Nat. Parks Lab	1
ANTH 1020	Biological Anthropology	3	ANTH 2030	Intro to Archaeology	3
(choice)	Humanities/Fine Arts	3	(choice)	Elective / Minor	3
(choice)	Elective / Minor	3	(choice)	Elective	2
<b>Total:</b>		<b>16</b>	<b>Total:</b>		<b>15</b>

Optional Summer Term

ANTH 2960	Archaeology Field Methods	3
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Year 3					
Semester 5			Semester 6		
Course	Title	Credits	Course	Title	Credits
ANTH 3990	Anthro Theory & Methods	3	ANTH 3010	Lang, Thought, Culture	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
GEO 2210	Geology of Southern Utah	3	(choice)	Elective / Minor	3
GEO 2215	Geol of Southern Uah Lab	1	(choice)	Elective / Minor	3
(choice)	Elective	2	UNIV 3925	EDGE Proposal	1
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>16</b>

Optional Summer Term

ANTH 4700	Anthropology: Special Topics, Study Abroad, or Internship	3-6
or		
ANTH 4960	Archaeology Field Methods	3-6

Year 4					
Semester 7			Semester 8		
Course	Title	Credits	Course	Title	Credits
ANTH 4999	Anthropology Capstone	1	UNIV 4925	EDGE Capstone	1
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective / Minor	3	(choice)	Elective / Minor	3
(choice)	Elective	2	(choice)	Elective	2
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>15</b>

Schedule for Transfer Students

Junior Year					
Semester 1			Semester 2		
Course	Title	Credits	Course	Title	Credits
ANTH 1010	Cultural Anthropology	3	ANTH 2030	Intro to Archaeology	3
ANTH 1020	Biological Anthropology	3	ANTH 3010	Lang, Thought, Culture	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	Elective	3	(choice)	Elective	3
(choice)	Elective	3	(choice)	Elective	3
			UNIV 3925	EDGE Proposal	1
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>16</b>

Optional Summer Term

ANTH 4960	Archaeology Field Methods	3-6
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Senior Year					
Semester 1			Semester 2		
Course	Title	Credits	Course	Title	Credits
ANTH 3990	Anthro Theory & Methods	3	ANTH 4999	Anthropology Capstone	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	ANTH Elective	3	(choice)	ANTH Elective	3
(choice)	Elective	3	(choice)	Elective	3
(choice)	Elective	3	UNIV 4925	EDGE Capstone	1
			(choice)	Elective	2
<b>Total:</b>		<b>15</b>	<b>Total:</b>		<b>15</b>

Optional Summer Term

ANTH 4700	Anthropology: Special Topics, Study Abroad, or Internship	3-6
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## Section VII: Faculty

James H. McDonald, Professor of Anthropology and Dean of Humanities and Social Sciences

- PhD in Anthropology, Arizona State University (1991)
- MS in Anthropology, University of Wisconsin-Milwaukee (1981)
- Certificate in Museum Studies, University of Wisconsin-Milwaukee (1981)
- BA in Anthropology (with honors), University of Arizona (1979)

Emily Marie Dean, Associate Professor of Anthropology

- PhD in Anthropology, University of California, Berkeley (2005)
- MA in Anthropology, University of California, Berkeley (1995)
- BA in English and Anthropology (with honors), University of Oregon (1993)

TBD, Assistant Professor of Anthropology

- Search is currently underway, with new faculty member to begin in fall 2015

Barbara Frank, Adjunct Instructor of Anthropology

- BA in Anthropology, Mt. Holyoke College (1978)
- Graduate Studies at the University of Utah (1978-83)
- Professional contract archaeologist with over 30 years of archaeological experience in Utah, Nevada, and Arizona