STATUS OF ACTION ITEMS FROM PRIOR REVIEW:

1. Enhance the Quality and Advancement of Faculty: The entire faculty maintains an active research agenda; five received federal research grants, one received a Fulbright Scholar Award, and publications across five sub-disciplines of anthropology have earned faculty an international reputation. Six faculty members were promoted; four to the rank of associate professor with tenure, one to the rank of professor, and one to the rank of Senior Lecturer. Completed

2. Strengthen the Quality and Viability of the Undergraduate Program:

RPG rates continue to be among the highest in the University. Within a three-year average, the number of majors has decreased from 155 in the last review cycle to 137 at the current review, and the number of BA degrees conferred decreased from 26 in the last review cycle to 23 at the current review. However, rates of satisfaction with instruction, research opportunities, and availability of courses among past and current students are higher than those of the University. Post-graduation placements in graduate programs and employment rose. Partially Completed

3. Strengthen the Quality and Viability of the MA Program: The graduate program met and exceeded targets that the College set annually. While the number of enrolled students within the study period declined from 48 to 43, RPG rates increased, and within a three-year average of the previous and current review cycle, the number of degrees conferred increased from 9 to 43. Post-graduation career placements or admission to doctoral programs increased. Completed

4. Develop a Proposal for a Ph.D. in Public Anthropology: A Committee of the faculty worked with the entire faculty to produce a proposal for a Ph.D. in Public Anthropology, which it completed in 2013. The external reviewers of the FY2007-2009 cycle encouraged the establishment of a Ph.D. Program contingent on "a critical mass of research faculty with external funding." The Department has met this contingency; 11 out of 11 faculty members hold "graduate status," and since the last review cycle, seven out of eleven received external research funding. The Department has postponed the submission of a Ph.D. Proposal pending approval by the Dean’s Office to proceed. Completed

MAJOR FINDINGS IN CURRENT REVIEW:

1. Enhanced Research Quality and Productivity: Over the review period, ten members of the faculty published two books, 25 peer-reviewed articles, 11 book chapters, and seven non-peer-reviewed articles, and all delivered research presentations at international conferences. The faculty also secured $760,623 in new external funding (a rare achievement in the discipline, and an unprecedented accomplishment for the department), an increase of more than $500,000 in research funding from the previous APR cycle. Six faculty members advanced through evaluation and promotion. The strength of the faculty increased further by two successful TT replacement hires—one in linguistic anthropology and one in archaeological anthropology--and the transfer of a professor from the Department of Religious Studies.

2. Enhanced Quality, but Decrease in the Size of the Undergraduate Program: The BA program improved through more upper-division courses, and three new "signature experiences" in the form of domestic and international Field Schools. While the generation of credit hours fluctuated and the major to faculty ratio declined from 15.2 to 13.0, the RPG rates are higher
than college and university averages. On the surveys, current majors and recent alumni reported higher rates of satisfaction with every category compared to university averages, including the quality of instruction and opportunities to conduct research with faculty, faculty speaking clearly and effectively, and availability of courses. The number of students who participate in GSU’s Undergraduate Research Conference and who win awards for their papers and posters increased, as did the number of our graduates who are admitted to graduate programs or secure entry-level employment upon graduation. Student learning targets have been met or partially met, and the faculty has used results to improve methods. The external review group recommended the development of a B.S. in Anthropology to increase the current number of approximately 135 majors by attracting students who are interested in STEM careers.

3. **Enhanced Quality and Viability of the Graduate Program**: The Graduate Program increased from 39 to 43 active students, and has met the targets for admission and graduation that the College sets annually. RPG rates improved as evidenced by 58% of students who graduate within three years, and an annual average of 14 MA degrees conferred. Current graduate students reported higher rates of satisfaction with the quality of instruction and accessibility of the faculty compared with the university averages. Graduate alumni reported lower rates of satisfaction with their ability to translate academic and research skills to their professional careers compared with the university average (note that the latter indicator includes professional schools). The number of students who receive national research awards, publish their work in peer-reviewed journals, and present their research in national academic conferences has increased, as has the number of graduates admitted to competitive Ph.D. programs and professional schools or who secure employment upon graduation. Within the previous cycle, the LOP was modified to create a common rubric for evaluating graduate student learning in 3 areas: theory, methods, and ethics, using the comprehensive examination tool. In response to findings, the department has instituted a new Writing Seminar and enhanced the relevant modules in the Graduate Professionalization Seminar to further support student learning. Nevertheless, professional career preparation requires improvement.

**ACTION STEPS FOR THE COMING CYCLE:**

1. **Research Quality and Productivity:**
   a. The unit will increase the rate of research productivity with an average of two publications per faculty in peer-reviewed journals within a three-year period.
   b. The faculty will continue efforts to secure external research grants and prestigious fellowships from federal and private agencies within the next three year period.

2. **Viability and Quality of the Undergraduate Program:**
   a. Increase the number of undergraduate majors:
      i. The Director of Undergraduate Studies will continue to work each semester with university and college undergraduate academic advisors to disseminate information on the major.
      ii. The department will intensify promotions of the program using social media, the department website, and other innovative means, including a new Major-in-a-Minute video and a new College Spotlight of the major.
b. Every year, the LOA coordinator will improve learning outcomes assessment plans by refining exercises that are designed to measure students’ mastery of content, methods, and theories of five-field general anthropology.

c. Pursue a TT hire in human biology/biomedical anthropology/epidemiology as part of the Next Generation Initiative in collaboration with Public Health, the Biomedical Sciences, African-American Studies, and Global Studies. Success in this venture will position the unit to propose a B.S. in Anthropology. AY 2018-19

3. Viability and Quality of the Graduate Program:
   a. Develop further the track in applied anthropology
      i. The Director of the Ethnographic Laboratory, working with faculty, will design a certificate in “Professional Ethnography” for graduate students on the applied anthropology track, and for graduate students in other units who seek professional preparation in non-academic careers. AY 2017-18
      ii. The department will secure a Lectureship in Applied/Public Anthropology, providing $26K that funds the current Limited Faculty line; pending approval, the Dean’s Office will provide the remainder of the salary for a Lecturer. The Lecturer would possess the expertise in applied settings to train MA students interested in non-academic careers and will teach more lower-division courses, enabling tenure-track faculty to teach and mentor graduate students. AY 2019-20.
      iii. The graduate director, in consultation with faculty, will combine Practicum and Internship curriculum to standardize professional training in the non-thesis track of the MA. Design the new structure in AY 2017-18 and implement it in AY 2018-19.
   b. Improve further the assessment plan by adding to the current rubric for evaluating students’ mastery of theory, methods, and ethics a Thesis Writing Seminar and modules related to pursuits of doctoral studies and non-academic careers in the Graduate Professionalization Seminar. AY 2017-18
   c. Create interdisciplinary concentration in Museum Anthropology
      i. The Director of Graduate Studies will update a proposal for a concentration in museums and cultural rights, heritage sites and material culture, and other public institutions that represent communities, in line with evidentiary demand based on market analysis and in collaboration with college units offering related programs (i.e., History’s Heritage Preservation program). AY 2018-19
      ii. The department will secure a TT hire in Anthropology and Digital Humanities (computational and digital research technologies), contingent on its successful participation on a Next Generation Initiative with the School of Art and Design and the Creative Media Industries Institute. AY 2019-20
   d. Increase Selectivity in MA Program: We will continue to work collaboratively with university and college graduate offices to promote the graduate program and to recruit more and better applicants nationally and internationally. Having a larger pool of applicants will enable us to be more selective in the students admitted. The department will seek to increase research grant funding that includes graduate student support, to increase graduate assistant positions for our students in other units (e.g., Global Studies, Public Health), and to gain graduate support through community partnerships.

4. Gain additional external support from Alumni and Community Partners
   a. Establish an Advisory Board. The chair will work with the college Development Office on this goal. AY 2017-18.
SIGNATURE PAGE:

Kathryn A. Kozaitis, Chair, Department of Anthropology
Date: 9/22/17

Sara T. Rosen, Dean, College of Arts and Sciences
Date: 9/22/17

Risa Palm, Provost and Senior Vice President, Georgia State University
Date: 11/21/17