

PROGRAM REVIEW

February 7, 2011

UNIT Anthropology DEPARTMENT Foreign Lang & Anthropolgy COLLEGE College of Liberal Arts

GRADUATE _____ UNDERGRADUATE X

UNIT CONTACT PERSON _____

CHAIRPERSON SIGNATURE _____

DEAN SIGNATURE _____

EXECUTIVE SUMMARY UNDERGRADUATE

Anthropology is the study of what it means to be human, and includes the sub-disciplines of Archaeology, Physical Anthropology, Linguistics, and Cultural Anthropology. The study of Native Americans is distributed across all of these sub-fields.

The Anthropology program, in line with the University, has continued to focus on maintaining momentum. The program has maintained significant growth since our 2003 review. The number of majors has increased 238% (26.3 [2003] to 70.3 [2009]) while the cost per major has halved (from \$2094 to \$1091), and surplus revenue has more than tripled (from \$74,544 to \$248,416.77).*

As explained below, the program doesn't conform to the 'University of First Choice' model, in that students rarely designate anthropology as their reason for coming to our university. However, the program's strength is our student retention. Our program provides "a supportive, student-centered environment that challenges them, treats them with dignity, and helps them to grow and succeed". We work successfully to build cohort groups and have developed a variety of workshops and experiences for anthropology students that extend their education beyond the classroom into the 'real world.'

The program continues to emphasize student-centered and experiential education. Since our last review, we have developed an archaeological field school and laboratory, an ongoing archaeological research program, a trans-cultural exchange program with the University of Costa Rica, professional internships, and a student Face Book page with over 80 members (students and alumni).

The Anthropology program is vital to the Southeast Missouri region. Southeast Missouri has the richest Mississippian archaeological record in North America, and it is a featured part of the permanent exhibit of the River Campus Museum. Much of the region's population has Native American ancestry, a particular research specialty of Dr. Morrow. Also, the largest regional demographic growth in southeast Missouri is in Hispanic migrant populations, a specialty of Dr. Anderson. Finally, the program is central to the mission of Southeast Missouri State University in that it "prepares individuals to participate responsibly in a diverse and technologically advanced world." Anthropology is unique and unwavering in its central commitment to the investigation, analysis, and teaching of cultures around the globe. As Southeast continues to internationalize the campus and recruit foreign students, its efforts can only be strengthened and supported through the enriching presence of the Anthropology program.

*All figures cited are three-year means based on Institutional Resear

Program Review Final University Committee Chair Comments

I. SIZE, SCOPE, AND PRODUCTIVITY OF THE PROGRAM

Briefly describe the depth and breadth of your unit's offerings (Undergraduate).

The Anthropology Program at Southeast has two full time faculty members who are perfectly complementary in their areas of teaching and scholarship: Professor Morrow handles the Archaeology, Native American and Physical Anthropology courses, while Professor Anderson covers Cultural Anthropology and Linguistics, and specializes in Hispanic Migrant issues. Anthropology students receive a solid education in the four sub-fields of the discipline. The program exhibits a trend for sustained and significant growth.

3 Yr Means of Anthropology Majors at Southeast

2003 Review 2009 Review

26.370.3

The increase in majors is a logical result of two dynamic faculty devoted to program development and growth and of excellent students recruiting others to the program. More than 10% of our majors graduate each year, and our completion and retention rates are far over our AT.

SIZE and SCOPE DATA UNDERGRADUATE							
Measure	Minimum	Aspirational Target	Year				
			AY07	AY08	AY09	4	5
Majors UNIT Total	50	72	71	68	72		
Anthropology [BA/BA/ANTH]			71	68	72		
Minors UNIT Total			16	19	27		
Anthropology			8	15	20		
Archaeology Minor			8	4	7		
Completers UNIT Total	4	8	5	9	9		
Anthropology [BA/BA/ANTH]			5	9	9		
% Completion Rate 6 YR	25	25	80	0	0		
Unit - % Retention FS YR 1 -- F YR 2	35	35	45	60	67		
Unit - % Retention FS YR 3 -- F YR 4	50	62	67	94	76		
UNIV - % Retention FS YR 1 -- F YR 2			73	60	67		
UNIV - % Retention FS YR 3 -- F YR 4			67	94	88		
SCH On Campus FS			1,513	1,490	1,271		
SCH Off Campus FS			0	0	0		
SCH Total FS			1,513	1,490	1,271		
SCH Summer On and Off Campus			29	61	105		
SCHR (SCH ratios) On Campus Fall/Spring	233	291	344	355	296		
SCHR (SCH ratios) Off Campus Fall/Spring	0	0	0	0	0		
SCHR (SCH ratios) Total	233	291	344	355	296		
Delaware SCHR			289	315			
% of Sections with Enrollment < 10 (GR < 8)	10	5	5	6	15		

TEACHING PERSONNEL DATA UNDERGRADUATE

	Minimum	Aspirational Target	AY07	AY08	AY09	Year 4	Year 5
Unit Full Time Faculty Number	2.00	2.00	2.00	2.00	2.00		
Unit Full Time Faculty Adjusted for Release	2.00	2.00	2.00	1.50	2.00		
Unit Full Time Faculty UG FTE			4.00	3.00	4.00		
Unit Regional Campus Faculty Number					0.00		
Other Teaching Personnel UG Number	0.00	2.00	2.00	3.00	2.00		
Other Teaching Personnel UG PTFTE	0.00	0.50	0.40	1.20	0.30		

COMPARISONS UNDERGRADUATE

	AY07		AY08		AY09		Year 4		Year 5	
	COLL	UNIV	COLL	UNIV	COLL	UNIV	COLL	UNIV	COLL	UNIV
% Completion Rate 6 YR	46.12	50.77	52.30	50.82	53.68	47.04				
Unit - % Retention FS YR 1 -- F YR 2	56.28	62.68	60.66	63.69	64.95	66.03				
Unit - % Retention FS YR 3 -- F YR 4	82.02	82.78	78.74	83.34	81.67	82.34				
UNIV - % Retention FS YR 1 -- F YR 2	71.06	62.81	72.33	63.69	74.27	66.13				
UNIV - % Retention FS YR 3 -- F YR 4	87.59	83.02	83.89	83.73	85.29	82.40				
SCHR (SCH ratios) On Campus Fall/Spring	262.00	262.00	261.00	261.00	247.00	248.00				
SCHR (SCH ratios) Off Campus Fall/Spring	240.00	227.00	335.00	290.00	236.00	213.00				
SCHR (SCH ratios) Total	259.00	242.00	270.00	265.00	247.00	242.00				
% of Sections with Enrollment < 10 (GR < 8)	12.21	17.54	11.46	17.42	20.61	22.70				

SIZE and SCOPE DATA SUMMARY UNDERGRADUATE

Measure	Mean	5 year Outcome	% of Aspiration Target	Trend
Majors UNIT Total	70.3	Needs Improvement	97.68	Irregular
Anthropology [BA/BA/ANTH]	70.3			Irregular
Minors UNIT Total	20.7			Improving
Anthropology	14.3			Improving
Archaeology Minor	6.3			Irregular
Completers UNIT Total	7.7	Needs Improvement	95.75	Irregular
Anthropology [BA/BA/ANTH]	7.7			Irregular

% Completion Rate 6 YR	26.7	Aspiration	106.64	Irregular
Unit - % Retention FS YR 1 -- F YR 2	57.3	Aspiration	163.8	Improving
Unit - % Retention FS YR 3 -- F YR 4	79.0	Aspiration	127.41	Irregular
UNIV - % Retention FS YR 1 -- F YR 2	66.7			Irregular
UNIV - % Retention FS YR 3 -- F YR 4	83.0			Irregular
SCH On Campus FS	1,424.7			Declining
SCH Off Campus FS	0.0			Static
SCH Total FS	1,424.7			Declining
SCH Summer On and Off Campus	65.0			Improving
SCHR (SCH ratios) On Campus Fall/Spring	331.7	Aspiration	113.97	Irregular
SCHR (SCH ratios) Off Campus Fall/Spring	0.0	Red Flag	0	Static
SCHR (SCH ratios) Total	331.7	Aspiration	113.97	Irregular
% of Sections with Enrollment < 10 (GR < 8)	8.7	Red Flag	173.2	Improving

UNDERGRADUATE

Brief Conclusion from Data

Additional Data or Comments

Plan to Address

Brief Follow Up on Outcomes of Plans to Address from Last Review

Program Review Final University Committee Chair Comments

II. REVENUE AND OTHER RESOURCES GENERATED BY THE PROGRAM

REVENUE DATA UNDERGRADUATE					
Measure	AY07	AY08	AY09	Year 4	Year 5
All Courses - SCH Revenue					
On Campus FS	299,165.49	321,720.80	294,465.28		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	5,734.17	13,171.12	24,417.96		
Subtotal Revenue SCH	304,899.66	334,891.92	318,883.24		
All Courses - Fees Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue FeeS	0.00	0.00	0.00		
All Courses - Total SCH and Fees	304,899.66	334,891.92	318,883.24		
Univ Studies Crses - SCH Revenue					
On Campus FS	136,433.70	139,268.40	134,142.72		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	7,773.12	8,432.04		
Subtotal Revenue SCH	136,433.70	147,041.52	142,574.76		
Univ Studies Crses - Fees Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue FeeS	0.00	0.00	0.00		
Univ Studies - Total SCH and Fees	136,433.70	147,041.52	142,574.76		
SER/BC/ROM Crses - SCH Revenue					
On Campus FS	83,046.60	84,856.56	67,418.88		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue SCH	83,046.60	84,856.56	67,418.88		
SER/BC/ROM Crses - Fees Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue Fees	0.00	0.00	0.00		
SER/BC/ROM - Total SCH and Fees	83,046.60	84,856.56	67,418.88		
Major Courses - SCH Revenue					

On Campus FS	79,685.19	97,595.84	92,903.68		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	5,734.17	5,398.00	15,985.92		
Subtotal Revenue SCH	85,419.36	102,993.84	108,889.60		
Major Courses - Fees Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue FeeS	0.00	0.00	0.00		
Major Courses - Total SCH and Fees	85,419.36	102,993.84	108,889.60		
Unit Revenue External Grants	0.00	0.00	0.00		

SUMMARY UNDERGRADUATE

Measure	Mean	Trend
All Courses - SCH Revenue		
On Campus FS	305,117.19	Irregular
Off Campus FS	0.00	Static
Summer On and Off Campus	14,441.08	Improving
Subtotal Revenue SCH	319,558.27	Irregular
All Courses - Fees Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue FeeS	0.00	Static
All Courses - Total SCH and Fees	319,558.27	Irregular
Univ Studies Crses - SCH Revenue		
On Campus FS	136,614.94	Irregular
Off Campus FS	0.00	Static
Summer On and Off Campus	5,401.72	Improving
Subtotal Revenue SCH	142,016.66	Irregular
Univ Studies Crses - Fees Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue FeeS	0.00	Static
Univ Studies - Total SCH and Fees	142,016.66	Irregular
SER/BC/ROM Crses - SCH Revenue		
On Campus FS	78,440.68	Irregular

Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue SCH	78,440.68	Irregular
SER/BC/ROM Crses - Fees Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue Fees	0.00	Static
SER/BC/ROM - Total SCH and Fees	78,440.68	Irregular
Major Courses - SCH Revenue		
On Campus FS	90,061.57	Irregular
Off Campus FS	0.00	Static
Summer On and Off Campus	9,039.36	Irregular
Subtotal Revenue SCH	99,100.93	Improving
Major Courses - Fees Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue FeeS	0.00	Static
Major Courses - Total SCH and Fees	99,100.93	Improving
Unit Revenue External Grants	0.00	Static

UNDERGRADUATE

Brief Conclusion from Data

Our revenue figures for this three-year review period are consistently categorized as “irregular” and “static.” The rise in AY08 revenue followed by a drop in AY09 can be accounted for by the fact that Morrow taught four UI courses in Fall 08 (two sections each of UI100 and UI339), leaving less expensive teachers and adjuncts to teach the two other anthropology classes. Our class numbers remained constant, but our costs for those courses were significantly lower in that year. That revenue peak, in fact, can be viewed as anomalous, with AY07 and AY09 being more indicative of the program’s revenue generating profile.

The mean SCH for the past three years indicates that the Anthropology program generates \$319,224.94, up from \$192,130 in the 2003 program review, a 166% increase. Similarly, our major courses’ total SCH has a three-year average of \$99,100.93, up from \$54,871, a 180% increase.

Funding continues to be part of our mission. Our archaeology field school receives significant financial support from the site owner (\$15,000 to date). The lead researcher at that site, a senior Ph.D. student in Mississippian archaeology from Southern Illinois University, has received a Missouri Archaeological Society grant to radiocarbon date field school materials. We continue to work with another generous benefactor and, to date, have received more than \$65,000 (with a total commitment of \$100,000). The interest on this money is used to support our student activities, study abroad, and programs.

Our program does not cost the university but, instead, continues to generate growing surpluses.

Additional Data or Comments

Plan to Address

Brief Follow Up on Outcomes of Plans to Address from Last Review

Program Review Final University Committee Chair Comments

III. COSTS AND OTHER EXPENSES ASSOCIATED WITH THE PROGRAM

COSTS DATA UNDERGRADUATE					
	AY07	AY08	AY09	Year 4	Year 5
Cost Per Major	1,193.00	990.00	1,090.00		
Unit Costs per Major SCH - On campus FS	100.00	95.00	134.00		
Unit Costs per Major SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per Major SCH - Summer	134.00	254.00	78.00		
Unit Costs per Major SCH - Overall	101.00	101.00	128.00		
Unit Costs for Major Crses - On campus FS	80,821.00	60,980.00	73,106.00		
Unit Costs for Major Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for Major Crses - Summer	3,885.00	6,358.00	5,394.00		
Unit Costs for Major Crses - Overall	84,706.00	67,338.00	78,500.00		
Unit Costs per Univ Studies SCH - On campus FS	116.00	88.00	149.00		
Unit Costs per Univ Studies SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per Univ Studies SCH - Summer	0.00	164.00	148.00		
Unit Costs per Univ Studies SCH - Overall	116.00	92.00	149.00		
Unit Costs for Univ Studies Crses - On campus FS	79,821.00	57,057.00	86,442.00		
Unit Costs for Univ Studies Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for Univ Studies Crses - Summer	0.00	5,897.00	5,321.00		
Unit Costs for Univ Studies Crses - Overall	79,821.00	62,954.00	91,763.00		
Unit Costs per SER/BC/ROM SCH - On campus FS	0.00	95.00	121.00		
Unit Costs per SER/BC/ROM SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Summer	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Overall	0.00	95.00	121.00		
Unit Costs for SER/BC/ROM Crses - On campus FS	0.00	18,677.00	17,564.00		
Unit Costs for SER/BC/ROM Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Summer	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Overall	0.00	18,677.00	17,564.00		
Unit Costs per All SCH - On campus FS	107.00	92.00	139.00		
Unit Costs per All SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per All SCH - Summer	134.00	201.00	102.00		
Unit Costs per All SCH - Overall	108.00	96.00	137.00		
Unit Costs for All Crses - On campus FS	160,642.00	136,714.00	177,112.00		
Unit Costs for All Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for All Crses - Summer	3,885.00	12,256.00	10,715.00		
Unit Costs for All Crses - Overall	164,527.00	148,970.00	187,827.00		

COSTS COMPARISONS UNDERGRADUATE					
	AY07	AY08	AY09	Year 4	Year 5
College Cost per Major	4,466.00	4,625.00	2,171.00		
University Cost per Major	3,297.00	3,345.00	2,083.00		
Delaware Study Cost/SCH Unit	134.00	137.00	0.00		
College Cost per Major SCHR	211.00	226.00	223.00		
University Cost per Major SCHR	204.00	214.00	231.00		
College Cost per Univ Studies SCHR	130.00	97.00	98.00		
University Cost per Univ Studies SCHR	153.00	108.00	106.00		
College Cost per SER/BC/ROM SCHR	180.00	160.00	139.00		
University Cost per SER/BC/ROM SCHR	121.00	130.00	117.00		
College Cost per all SCHR	130.00	132.00	133.00		
University Cost per all SCHR	153.00	155.00	161.00		

SUMMARY UNDERGRADUATE		
	Mean	Trend
Cost Per Major	1,091.00	Irregular
Unit Costs per Major SCH - On campus FS	109.66	Irregular
Unit Costs per Major SCH - Off campus FS	0.00	Static
Unit Costs per Major SCH - Summer	155.33	Irregular
Unit Costs per Major SCH - Overall	110.00	Improving
Unit Costs for Major Crses - On campus FS	71,635.66	Irregular
Unit Costs for Major Crses - Off campus FS	0.00	Static
Unit Costs for Major Crses - Summer	5,212.33	Irregular
Unit Costs for Major Crses - Overall	76,848.00	Irregular
Unit Costs per Univ Studies SCH - On campus FS	117.66	Irregular
Unit Costs per Univ Studies SCH - Off campus FS	0.00	Static
Unit Costs per Univ Studies SCH - Summer	104.00	Irregular
Unit Costs per Univ Studies SCH - Overall	119.00	Irregular
Unit Costs for Univ Studies Crses - On campus FS	74,440.00	Irregular
Unit Costs for Univ Studies Crses - Off campus FS	0.00	Static
Unit Costs for Univ Studies Crses - Summer	3,739.33	Irregular
Unit Costs for Univ Studies Crses - Overall	78,179.33	Irregular
Unit Costs per SER/BC/ROM SCH - On campus FS	72.00	Improving
Unit Costs per SER/BC/ROM SCH - Off campus FS	0.00	Static
Unit Costs per SER/BC/ROM SCH - Summer	0.00	Static
Unit Costs per SER/BC/ROM SCH - Overall	72.00	Improving
Unit Costs for SER/BC/ROM Crses - On campus FS	12,080.33	Irregular

Unit Costs for SER/BC/ROM Crses - Off campus FS	0.00	Static
Unit Costs for SER/BC/ROM Crses - Summer	0.00	Static
Unit Costs for SER/BC/ROM Crses - Overall	12,080.33	Irregular
Unit Costs per All SCH - On campus FS	112.66	Irregular
Unit Costs per All SCH - Off campus FS	0.00	Static
Unit Costs per All SCH - Summer	145.66	Irregular
Unit Costs per All SCH - Overall	113.66	Irregular
Unit Costs for All Crses - On campus FS	158,156.00	Irregular
Unit Costs for All Crses - Off campus FS	0.00	Static
Unit Costs for All Crses - Summer	8,952.00	Irregular
Unit Costs for All Crses - Overall	167,108.00	Irregular

UNDERGRADUATE

Brief Conclusion from Data

The program's costs have always been and continue to be low. At an average cost per major of \$1,091, we cost less than one third (29%) of the average for the College of Liberal Arts and only slightly over one third (38%) of the University average. By every comparison, the Anthropology program is below the average cost per major in Student Credit Hours as well (81% of Delaware, 50% of the College of Liberal Arts, and 51% of the University). Our general average cost per Student Credit Hour is also below all comparable units (86% of the College and 74% of the University).

Moreover, our average costs are steadily declining as the numbers of Anthropology majors increase. The 2003 Program Review showed the 3-year mean cost per major at \$2,346, the 4-year mean cost per major at \$2,094.

Additional Data or Comments

Plan to Address

Brief Follow Up on Outcomes of Plans to Address from Last Review

Program Review Final University Committee Chair Comments

IV. CONTRIBUTION TO UNIVERSITY STUDIES AND COURSES SERVING OTHER PROGRAMS

UNIT SCH FROM UNIVERSITY STUDIES AND COURSES SERVING OTHER PROGRAMS					
	AY07	AY08	AY09	Year 4	Year 5
University Studies: On Campus FS	690	645	579		
University Studies: Off Campus FS	0	0	0		
University Studies: Summer	0	36	36		
University Studies: Total	690	681	615		
Services: On Campus FS	0	0	0		
Services: Off Campus FS	0	0	0		
Services: Summer	0	0	0		
Services: Total	0	0	0		
ROM: On Campus FS	420	393	291		
ROM: Off Campus FS	0	0	0		
ROM: Summer	0	0	0		
ROM: Total	420	393	291		
Business Core: On Campus FS	0	0	0		
Business Core: Off Campus FS	0	0	0		
Business Core: Summer	0	0	0		
Business Core: Total	0	0	0		

UNIT SCH SUMMARY		
Measure	Mean	Trend
University Studies: On Campus FS	638.0	Declining
University Studies: Off Campus FS	0.0	Static
University Studies: Summer	24.0	Irregular
University Studies: Total	662.0	Declining
Services: On Campus FS	0.0	Static
Services: Off Campus FS	0.0	Static
Services: Summer	0.0	Static
Services: Total	0.0	Static
ROM: On Campus FS	368.0	Declining
ROM: Off Campus FS	0.0	Static
ROM: Summer	0.0	Static
ROM: Total	368.0	Declining
Business Core: On Campus FS	0.0	Static
Business Core: Off Campus FS	0.0	Static

Business Core: Summer	0.0	Static
Business Core: Total	0.0	Static

UNDERGRADUATE

Brief Conclusion from Data

Anthropology, by its very nature, is central to University Studies and, specifically, is well aligned with Objectives 4 (Demonstrate an understanding of human experiences and the ability to relate them to the present), 5 (Demonstrate an understanding of various cultures and their interrelationships), 6 (Demonstrate the ability to integrate the breadth and diversity of knowledge and Experience) and 7 (Demonstrate the ability to make informed, intelligent value decisions).

Our commitment to the University Studies program is solid. In spite of the fact that we have only two faculty and 70 plus majors, our three-year mean for University Studies SCH is 662 hours. Each year, more than half of our course load (8 out of 17) consists of University Studies classes, although only one of these courses is required for the major (AN101: Observing Cultures). These classes include UI100, AN100: Foundations of Human Behavior (Behavioral Systems), AN101: Observing Other Cultures (Social Systems), UI339: North American Indians and UI343: Transcultural Experience.

We teach multiple sections of one ROM course (AN181), and we are both Honors and Graduate faculty. Additionally, we both serve on 'Graduation with Distinction' committees in departments as varied as computer science and art.

Additional Data or Comments

Plan to Address

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V. EXTERNAL DEMAND

EXTERNAL DEMAND DATA UNDERGRADUATE										
	AY07		AY08		AY09		Year 4		Year 5	
ACT DATA										
	N	ACT	N	ACT	N	ACT	N	ACT	N	ACT
No. Identifying Planned Major										
UNIT Totals			42	24.30						
ANTHROPOLOGY [851]			42	24.30						
No. of ACT Scores to Southeast										
UNIT Totals			6	24.80						
ANTHROPOLOGY [851]			6	24.80						
Yield: No. Enrolled at Southeast										
UNIT Totals			2	30.00						
ANTHROPOLOGY [851]			2	30.00						

SUMMARY UNDERGRADUATE		
	Mean	Trend
Yield: No. Enrolled at Southeast		
UNIT Totals	30.0	
ANTHROPOLOGY [851]	30.0	

Additional Data Available at http://www.missourieconomy.org/occupations/occ_proj.stm

UNDERGRADUATE

Brief Conclusion from Data

The single measure of External Demand cited in the Provost's data sets indicates the number of high school students statewide who identified Anthropology as a planned major on their ACT applications in 2008 was 42, showing no change from 2003. These low numbers are explainable in at least two ways.

- 1) High school curricula rarely include study in Anthropology, so the vast majority of high school seniors are unaware of Anthropology as an academic discipline.
- 2) Students interested in the study of Archaeology are, until they are introduced to the contents of a program of study, uninformed of the fact that archaeological training falls under the umbrella of general anthropology as one of its four sub-fields. Because it is not listed as a choice on the ACT, a significant number of students interested in this specialization will go unrecorded.

We address this single measure of External Demand by concentrating our efforts on recruitment of students enrolled in our lower-level courses. Morrow and Anderson together teach an average of 3.5 introductory Anthropology courses each semester. Nearly all of the program's majors are introduced to the discipline through such courses. Our consistent focus on these introductory courses is one of the chief reasons for our growth over the years.

Other measures of demand include the most recent figures from the U.S. Bureau of Labor Statistics (<http://www.bls.gov/oco/ocos054.htm>), which indicate that the field of Anthropology is on a growth trend. Specifically, the USBLS study compares the projected percent change in employment of Anthropology to the average (7-13 percent increase) in the social sciences and to its counterpart disciplines. The numbers are encouraging.

DisciplinePercent
Anthropologists and archeologists15
Sociologists10
Historians8
Geographers6
Political scientists5

The Society for Applied Anthropology website (<http://www.sfaa.net/sfaagoal.html>) notes that “For the past two decades, the majority of anthropologists have found employment outside of university settings. This is especially the case when anthropologists with the M.A. degree are taken into account. With the trends in electronic multimedia education and the decrease in tenured academic positions, an even larger percentage of both Ph.D. and M.A. educated anthropologists will be employed outside of academic positions in the upcoming decade.”

The growing awareness of anthropology’s value to business (both internal to companies as well as for marketing strategies), medicine, military, diplomacy, counter-terrorism, immigration and globalization, makes work in this field, far from the stereotypic images of lone researchers laboring in small isolated villages, an endeavor of far-reaching and emerging significance around the globe.

Additional Data or Comments

Plan to Address

Brief Follow Up on Outcomes of Plans to Address from Last Review

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VI. QUALITY OF PROGRAM INPUTS

UNDERGRADUATE					
Measure	AY07	AY08	AY09	Year 4	Year 5
ACT	23.40	22.58	22.71		
Selected Merit Scholarships	5.00	5.00	0.00		
High School GPA	3.44	3.07	3.06		
CBASE Composite	0.00	0.00	0.00		
CBASE English	0.00	0.00	0.00		
CBASE Math	0.00	0.00	0.00		
CBASE Science	0.00	0.00	0.00		
CBASE Social Studies	0.00	0.00	0.00		
CBASE Writing	0.00	0.00	0.00		

COMPARISONS UNDERGRADUATE															
	AY07			AY08			AY09			Year 4			Year 5		
	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT
ACT	23.20	22.24	21.10	23.20	22.38	21.20	23.47	22.59	21.10						
High School GPA	3.33	3.31		3.32	3.29		3.43	3.40							
CBASE Composite	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE English	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Math	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Science	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Social Studies	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Writing	0.00	0.00		0.00	0.00		0.00	0.00							

SUMMARY UNDERGRADUATE		
Measure	Mean	Trend
ACT	22.97	Irregular
High School GPA	3.18	Declining
CBASE Composite	0.00	Static

UNDERGRADUATE

Brief Conclusion from Data

Southeast's Anthropology program is lean, productive, and vigorous. Our involvement with the Federation of Small Anthropology Programs (FOSAP) at the national level has led us to understand that it is exceptional for a university the size of Southeast to be able to offer such a high-quality and comprehensive undergraduate anthropology program that offers courses in all four sub-fields of the discipline. The reason behind our success is the precise balance in our training and research interests.

Both Morrow and Anderson are full-time, hold Ph.D.s in Anthropology and bring to the program a combined total of more than 40 years experience as professional anthropologists. They also bring expertise in related fields that not only bear on the discipline as an academic pursuit, but also infuse their research and teaching with relevance for today's current events. Morrow's "extra" specialty is Native American issues and Anderson's is Hispanic labor migration, and our pedagogical skills cover topics as diverse as primate behavior, human evolution, linguistics, and ethnomusicology.

The mean ACT score for anthropology majors at Southeast is 22.97, which is in line with the College of Liberal Arts (23.29) and University (22.4) and slightly above the national average (21.1).

Another measure of quality of program inputs is our strength in retention. Our trend is a completion rate of over 10% of our majors each year. Our AY07-AY09 mean for completers is 7.6, while our mean number of majors is 70.3. Our students, once they have declared a major in Anthropology, will graduate with this major.

Additional Data or Comments

Plan to Address

Brief Follow Up on Outcomes of Plans to Address from Last Review

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VII. QUALITY OF PROGRAM OUTPUTS

WP003 UNDERGRADUATE										
	AY07		AY08		AY09		Year 4		Year 5	
	N	%	N	%	N	%	N	%	N	%
>= 9.5 (superior)	1	9.09	0	0.00	6	40.00				
8.0 - 9.0 (proficiency)	8	72.72	4	80.00	8	53.33				
7.0 - 7.5 (marginal pass)	2	18.18	1	20.00	1	6.66				
< 7.0 (fail)	0	0.00	0	0.00	0	0.00				
Unit First Time Pass Rate	11	100.00	5	100.00	15	100.00				
Unit Mean	11	8.22	5	8.20	15	9.00				

WP003 COMPARISONS UNDERGRADUATE					
	AY07	AY08	AY09	Year 4	Year 5
College Mean	8.34	8.47	8.62		
College Pass Rate	98.49	98.91	98.32		
University Mean	8.25	8.34	8.35		
University Pass Rate	97.99	98.74	98.23		

WP003 SUMMARY UNDERGRADUATE		
Method	Mean	Trend
WP003 Mean	8.58	Irregular

UNDERGRADUATE

Brief Conclusion from Data

Our students perform well, as seen in the data provided for this review. The three-year mean for First Time Pass Rate in the WP003 is 100%. Over a third of our students score ‘Superior,’ and 87% of them are at ‘Proficiency’ or above. Our WP003 mean score of 8.58 compares favorably with the College of Liberal Art mean of 8.48 and the University mean of 8.31.

Anthropology majors graduate from Southeast with a first-rate liberal arts degree, and those that choose to go on to graduate school do so very successfully. Although most of these students go on to study anthropology, some branch out into other disciplines with their anthropology background. Evidence of the scope of our graduates’ abilities lies in the broad range of their successful employment situations. Some recent employment examples are, as follows: U.S. Army Corps of Engineers archaeologist, marine epidemiologist at the Sea World and Harbor Branch Oceanographic Institute, media specialist for the Missouri Department of

Conservation, state historic site manager, historic site interpreter, program director for National Public Radio affiliate. In addition to Anthropology, other recent graduates are pursuing graduate studies in English as a Second Language, History, and Educational Administration (all received assistantships).

Additional Data or Comments

Plan to Address

Brief Follow Up on Outcomes of Plans to Address from Last Review

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VIII. CURRENCY OF CURRICULUM

UNDERGRADUATE

What steps have you taken to ensure that your programs and courses are up-to-date and effective?

We have developed a number of strategies for expanding course and research opportunities for our students. We make use of Southern Illinois University with its large anthropology graduate program; senior Ph.D. graduate students with specialized expertise have allowed us to offer courses in Archaeology Field Methods, Laboratory Methods, Forensic Anthropology and G.I.S. in Archaeology.

Our archaeology summer field school is a good example. We brought in a Ph.D. archaeology graduate student to develop a field school on a local, privately owned Mississippian village site. This person developed a research strategy that built on her research in Illinois and Kentucky and has conducted three successful summer field schools. She has presented her work at national, state and regional levels and recently received a Missouri Archaeological Society grant to radiocarbon date our materials. This work also led to collaboration with the University archives, which housed old archaeology records. Independent studies with our students transformed old boxes of site materials into workable, preserved archived materials which are being used by several graduate students.

We have also developed a solid internship program for our students, taking advantage of opportunities on campus. Despite few financial resources, we have been hosting groups of students from the University of Costa Rica to interact with our students each Fall semester, and our majors have a similar to visit their campus in the Spring semester.

We are confident that we will continue to find innovative and creative ways to expand and enrich our curriculum.

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IX. IMPACT, JUSTIFICATION, AND OVERALL ESSENTIALITY TO THE SOUTHEAST MISSION

UNDERGRADUATE

The Anthropology program is a small part of the overall Southeast community. But even the most cursory review of Southeast's Mission Statement leaves no doubt about its centrality and essentiality on campus. The very wording of the Mission Statement reads like an advertisement for Southeast's program.

- “Challenges students to extend their intellectual capacities”: For the most part, students come to Southeast unaware of the existence of anthropology, much less its value. Students in our program must be (and indeed are) challenged to stretch their thinking, imaginations, and vision for the world they are inheriting. From archaeology, to linguistics, to ethnographic methods, to primatology, the Anthropology program confronts them at every single turn with new perspectives and challenges for understanding the richness of the human condition.

- “Acquire a lifelong enthusiasm for learning”: One of the great challenges for students of any sub-discipline of anthropology is the amount of time, energy, and dedication required to truly work with an anthropological perspective. Low completion rates at the graduate level and extensive time-to-completion rates for anthropology graduate degrees attest to the long-term nature of acquiring the discipline's attributes. Our students do not join the program for quick vocational-technical education and for easy compartmentalized job placement. They are convinced that continuing to learn throughout their lives is a true vocation. Nevertheless, our retention and graduation rates compare favorably to both the College and the University.

- “A relevant, extensive, and thorough general education with a global perspective...and real world experiences”: Anthropology, by definition, is relevant (it is about us), extensive (it addresses everything humans do), and general and global (it targets all human groups, throughout time, and in all places). The challenge for an Anthropology program at Southeast is to enrich that education and perspective with “realworld experiences.” We have taken that challenge seriously and have met it head-on. Ten years ago, the Anthropology program consisted almost exclusively of classes housed on the university campus. Today, while classroom-based courses still form an essential core of what we do, students now have available within the Anthropology program international exchanges, archaeological field schools, internships, and fully half of their courses have moderate to heavy experiential components. We are planning to put AN 355, Applied Anthropology, into the course rotation within the next year. Southeast's Anthropology program has successfully lifted the anthropological experience from the pages of textbooks and videos and deposited it within the grasp of the everyday student on campus.

- The aforementioned benefits are not for Anthropology majors only. Our classes are full, and only a portion of the students are declared majors. In the area of culture study, we provide strong support across the campus and, for some specific programs, have a major impact. For example, our AN181, Introduction to Cultural Anthropology, and UI339, North American Indians, are both very popular options for secondary education social science (history) majors. We teach 3-4 sections of each of these classes every year and, often, as many as 25% of the students in these classes are education majors. Literally hundreds of social science teachers in our service area have received instruction in the core knowledge of cultural anthropology and contemporary Native-American issues and history through our p

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X. PLANNING FOR THE FUTURE

Given impending personnel and environmental changes, how do you envision the configuration of your unit in five years? What components would be phased out? What components would be reduced in size? What components will have grown? What new components will have been developed? What other units might be involved in the new components?

UNDERGRADUATE

The trends for the Anthropology program at Southeast are very positive. The growth in numbers of majors has been significant during this review period, not spurred by current fads or manufactured popularity (e.g. a sharp increase in the numbers of students interested in forensic anthropology a few years ago with the advent of the popular CSI series on television). Rewarding and important work for anthropologists, regardless of their specialty, is available, increasingly recognized for its unique value, and shows little sign of abating. We take those trends seriously. As the practice of anthropology moves from the traditionally remote cultures and field sites it is famous for and becomes ever more enmeshed in the issues and circumstances of today's world, our students must recognize that, while its tools have changed, its crucial core goal of understanding what it means to be human has remained unaltered.

On one level, we intend to continue the basic formula for success that has carried us from a program of fourteen majors and two faculty members in 1998 to one of more than seventy majors and two faculty members today. Elements of that formula include:

- Steady recruitment of students through introductory courses which are popular and well taught. High schools do not prepare students for this discipline, so we adapt and focus active recruiting in our lower level courses, identifying students with the aptitudes and skills we know make for good anthropologists. This has made for good retention and active, collegial students populating the program and attracting others.
- Realistic advising for our students with regard to graduate studies and job prospects. Although not all should pursue graduate school, the traditional job preparation route for the discipline, all should actively employ the skills and perspectives they have acquired through the program, regardless of their job titles.
- Programmatic and personal connections to other anthropology programs in the region (notably SIU-Carbondale, Murray State, Missouri State, SIU-Edwardsville), thus allowing our students access to facilities and perspectives much broader than those we can supply at Southeast. These connections include facilitating our students' travel to regional conferences.
- Low costs and minimal resource requests, staying creative with the resources we have or can realistically expect. Two advantages accrue from such a strategy: 1) the program can stay flexible, unburdened by high budget dependencies; and 2) our students see enacted before them the central tenets of anthropology – flexibility, resourcefulness, ingenuity, adaptation to circumstances (cultural, political, financial, etc.).
- A cadre of double-majors, which enhances our integration with programs across campus (academically and professionally beneficial for our students and good PR for the program since our students tend to make good academic and collegial ambassadors).
- Active involvement in study abroad programs.

On another level, at no new costs for the program, we are engaging in three new areas, all of which should strengthen the program and make our students increasingly employable.

- An active internship program, begun two years ago, is now bearing fruit, with as many as 8–14 students potentially enrolled for internship hours in any given semester.
- The recently developed archaeology summer field school at the South Cape site.
- Development of an Applied Anthropology course (AN333) to keep the program current with regard to changes in the discipline.

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DEANS' COMMENTS

The Anthropology program in the Department of Foreign Languages & Anthropology at Southeast Missouri State University is an example of a program that has a relatively small number of majors, but which plays an essential role in carrying out the mission of the College of Liberal Arts and of the University as a whole. As indicated in the Chair's report, one of this program's strengths lies in its ability to prepare students for functioning in an increasingly diverse and global environment. As a core social science discipline, anthropology addresses the question of what it means to be human, focuses on cross-cultural differences, as well as similarities, and emphasizes the importance of experiential learning in conjunction with traditional classroom experience.

Although this program is staffed by only two full time faculty members, it is particularly notable that it makes a sizeable contribution to the University Studies program, with over half of the program course load going to these classes. It is not only a low cost major, but also a very cost-effective one that has become increasingly so since the date of the last program review. It is characterized by solid academic quality, with majors' ACT scores that are comparable to those in other degree programs in Liberal Arts and the University as a whole. Its retention rates are also comparable to those of other majors in the College. Faculty members in the program have solid academic credentials and considerable experience in the field, they maintain their course curricula current, and their specialty areas are highly germane to the characteristics of the geographic area near the University. The Anthropology program is unique in that it is one of the few programs maintaining its own study abroad program through a collaborative agreement with a university in Costa Rica. Although due to the unique structure of the academic department the chair of the department is not trained as an anthropologist, he nevertheless represents the interests of the discipline most capably, demonstrating outstanding fiscal discipline and providing innovative and strong support through such initiatives as the archaeology field school and contacts with larger anthropology programs at neighboring universities. He has also been quite successful in raising funds earmarked for the anthropology program.

As the University proceeds with plans to increase the globalization of its curriculum by encouraging growth in the number of international students on campus in conjunction with study abroad opportunities for Southeast students, it is clear that the importance of the Anthropology program will continue to increase. It represents a low-cost academic program that makes a positive impact on students and contributes significantly to the stated mission of Southeast Missouri State University.

Final University Committee Chair Comments on Entire Document

Provost's Decision