2016-2017 Assessment Cycle COLA_Anthropology BA

Mission (due 1/20/17)

University Mission

The University of Louisiana at Lafayette offers an exceptional education informed by diverse worldviews grounded in tradition, heritage, and culture. We develop leaders and innovators who advance knowledge, cultivate aesthetic sensibility, and improve the human condition.

University Values

We strive to create a community of leaders and innovators in an environment that fosters a desire to advance and disseminate knowledge. We support the mission of the university by actualizing our core values of equity, integrity, intellectual curiosity, creativity, tradition, transparency, respect, collaboration, pluralism, and sustainability.

University Vision

We strive to be included in the top 25% of our peer institutions by 2020, improving our national and international status and recognition.

College / Department / Program Mission

College Mission
Provide the college mission in the space provided. If none is available, write "None Available in 2016-2017."
The College of Liberal Arts is dedicated to the advancement of knowledge through teaching, research, and service. The College teaches students to think critically, applying scientific principles and intellectual schema to understand human behavior and society in a diverse world, to express ideas and ideals in a variety of forms, and to understand themselves and others as members of regional and global communities. The intellectual and creative foundations of this enterprise are written and oral communication, analytical and reasoning skills, and the ability to solve problems creatively. Each departmental curriculum presents perspectives from the past, provides an understanding of the present and directs attention to the challenges of the future. As active researchers, faculty in the College work to advance the frontiers of knowledge and our understanding of humanity and the world we live in, and to use that knowledge and understanding to improve the human condition.

Department / Program Mission
Provide the department / program mission in the space provided. If none is available, write "None Available in 2016-2017".
The Anthropology Program's mission is to provide students with a broad, behavioral science and liberal arts education based on the methodologies, theories, perspectives and cumulative findings of the anthropological sub-fields. The Anthropology Program strives to enhance student's awareness of human diversity and diverse worldviews through education in culture, language, the archaeological past, and human biology and evolution. Anthropology endeavors to develop leaders who advance knowledge and work to improve the human condition. In fulfilling its mission, the purposes of the Anthropology program are to prepare anthropology majors for careers and post-baccalaureate studies, and to provide students with anthropological knowledge, perspective, and understanding.

Assessment Plan (due 1/20/17)

Assessment List (Goals / Objectives, Assessment Measures and Criteria for Success)

Assessment List

Goal/Objective	Students will acquire research proficiency in anthropological methods of data collection, analysis, application, and interpretation. Proficiency in anthropological field methods is associated with achieving applied research skills in the social sciences, including cross-cultural analysis and interpretation, anthropological linguistics, human biological variation and evolution, and understanding the temporal and spatial dimensions of the human condition. Students will attain competence in skills and techniques of data collection, analysis, application, and interpretation. Student access and participation will be facilitated through Forensic Anthropology (ANTH430), Biorachaeology (ANTH435), Heritage and Habitat (ANTH465), Cultural Resource Management (ANTH 480G), the Archaeology Field School (ANTH 490G), Research in Cultural Anthropology (ANTH491G), Archaeological Records (ANTH 499G), and through internships or independent studies (ANTH 497 and 498: Special Projects).
Legends	SLO - Student Learning Outcome/Objective (academic units);
Standards/Outcomes	
Assessment Measures	

Assessment Measure	Criterion	Attachments
Direct - Varies by course (Other)	Student success will be measured and assessed by the Instructor, based on average learning outcomes as demonstrated in a written paper, project, or presentation rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved when the average score of the student sample is 3.0 or higher.	

| Goal/Objective | Faculty and students will strive to raise awareness of the discipline of anthropology and increase visibility of the anthropology program through education, communication, and interaction within the university and with surrounding community. As the study of human biological and cultural variation, both in the past and present, anthropology is uniquely positioned to advance understanding of the human condition. Issues such as cultural relativism, cross-cultural "universals," cultural sustainability, human rights and indigenous survival, fundamentalism, racial, ethnic and gender discrimination, violence, and conflict resolution are studied and systematically addressed through anthropological research. Increased awareness of anthropology is associated with more comprehensive and insightful knowledge of humanity and what it means to be human.

Several plans have been implemented to fulfil this goal. First, Introduction to Anthropology (ANTH100) was added to the curriculum to provide non-majors with an overview of cultural, linguistic, biological and archaeological sub-fields, including human variation, evolution, race, language, civilization, and cultural diversity, thus raising their awareness of anthropology and anthropological thinking. Second, Cultural Anthropology (ANTH201) is being offered as a hybrid course to provide an alternative learning style and encourage enrollment in anthropology courses. Third, a Topics in Anthropology (ANTH320) course was added to the curriculum to allow for alternative topics related to current events or student interests, to draw in more non-majors and increase their awareness of anthropology and anthropological thinking. Fourth, transition the |
|---|---|

	temporary instructor position to a full instructor or professor position to allow the program to continue to grow and develop to better serve the students, the university, and the community.
Legends	PO - Program Objective (academic units); SLO - Student Learning Outcome/Objective (academic units);
Standards/Outcomes	
Assessment Measures	

Assessment Measure	Criterion	Attachments
Direct - Enrollment (Other)	Success will be measured and assessed based on the enrollment in Introduction to Anthropology (ANTH100), the hybrid Cultural Anthropology (ANTH201) section, and Topics in Anthropology (ANTH320). Attainment of this objective will be regarded as successfully achieved when enrollment for these courses is at 75% of capacity or higher	
Direct - Standardized Test	Success will be measured and assessed based on average learning outcomes rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved the average score of the student sample is 3.0 or higher.	
Direct - Faculty Hire (Other)	Attainment of this objective will be regarded as successfully achieved when a full-time position is created for an instructor or assistant professor.	

Goal/Objective	The innate human capacity for language is a central focus of anthropology and one of its four sub-fields. A more comprehensive, anthropological understanding of humans will be pursued through the expansion of Linguistic Anthropology in the Anthropology program. Transition the temporary hire position into a full instructor position to allow for the continuation of four-field teaching at UL Lafayette.
Legends	PO - Program Objective (academic units);
Standards/Outcomes	
Assessment Measures	

Assessment Measure	Criterion	Attachments
Direct - Enrollment (Other)	Success will be measured and assessed based on the enrollment in Linguistic Anthropology (ANTH390)	
Direct - Full position (Other)	Attainment of this objective will be regarded as successfully achieved when a full time position is created.	

Goal/Objective	Communication and writing skills are essential for any career. Students will develop their ability to identify a research topic, conduct research identifying appropriate primary resources, synthesizing the data, and writing a final paper through writing assignments in the 400-level courses offered in anthropology.
Legends	SLO - Student Learning Outcome/Objective (academic units);
Standards/Outcomes	
Assessment Measures	

Assessment Measure	Criterion	Attachments
Direct - Written Assignment	Spring 2017 this will be assessed in Medical Anthropology (ANTH460). Success will be measured and assessed based on average learning outcomes as demonstrated in a final paper graded based on the attached rubric rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved when the average score of the student sample is 3.0 or higher.	460_Final_Paper_Grading_Rubric.docx

Goal/Objective	Increase number of Anthropology majors.
Legends	PO - Program Objective (academic units);
Standards/Outcomes	
Assessment Measures	

Assessment Measure	Criterion	Attachments
Direct - Majors (Other)	Success will be measured and assessed based on the number of students with Anthropology as their major. Attainment of this objective will be regarded as successfully achieved when the number of majors has reached 45.	

Results & Improvements (due 9/15/17)

Results and Improvement Narratives

Assessment List Findings for the Assessment Measure level for Students will acquire research proficiency in anthropological methods of data collection, analysis, application, and interpretation. Proficiency in anthropological field methods is associated with achieving applied research skills in the social sciences, including cross-cultural analysis and interpretation, anthropological linguistics, human biological variation and evolution, and understanding the temporal and spatial dimensions of the human condition. Students will attain competence in skills and techniques of data collection, analysis, application, and interpretation. Student access and participation will be facilitated through Forensic Anthropology (ANTH430), Biorachaeology (ANTH435), Heritage and Habitat (ANTH465), Cultural Resource Management (ANTH 480G), the Archaeology Field School (ANTH 490G), Research in Cultural Anthropology (ANTH491G), Archaeological Records (ANTH 499G), and through internships or independent studies (ANTH 497 and 498: Special Projects).

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Legends	SLO - Student Learning Outcome/Objective (academic units);
Standards/Outcomes	

Assessment Measures

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Direct - Varies by course (Other)	Student success will be measured and assessed by the Instructor, based on average learning outcomes as demonstrated in a written paper, project, or presentation rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved when the average score of the student sample is 3.0 or higher.

Assessment Findings

Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Varies by course (Other)	Has the criterion Student success will be measured and assessed by the Instructor, based on average learning outcomes	Two courses were taught in the Fall of 2016 that were used to evaluate this goal- ANTH480 CRM and ANTH493 Osteology. Cultural resource		- Assessment Process: Continuous monitoring: This goal will continue to be monitored. It is

		as demonstrated in a written paper, project, or presentation rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved when the average score of the student sample is 3.0 or higher. been met yet? Met	management (CRM) is an interdisciplinary field concerned with the investigation, administration, conservation, preservation, and stewardship of historic places, archaeological sites, sacred spaces, traditional cultural properties, material culture, and heritage. This course is a critical introduction to CRM, with an emphasis on applied anthropological perspectives and practices in contemporary society. Participants will examine the history, methods, techniques, theoretical perspectives, legislation, and regulations fundamental to CRM. Students will be introduced to CRM and gain practical knowledge of its various specializations and applications. Three students completed this course- 2 graduate students and 1 undergraduate. With an average score of 3.67. Human Osteology is the study of human skeletal remains. This course provides an intensive introduction to the human skeleton emphasizing the identification of complete and fragmentary skeletal remains. This knowledge forms the underpinning for advanced study in bioarchaeology,	the goal of the program to offer at least one course that fulfills this goal each semester.

			forensic anthropology, paleoanthropology, human osteology and medicine. Seven undergraduates completed this course with an average score of 3.43.		

Assessment List Findings for the Assessment Measure level for Faculty and students will strive to raise awareness of the discipline of anthropology and increase visibility of the anthropology program through education, communication, and interaction within the university and with surrounding community. As the study of human biological and cultural variation, both in the past and present, anthropology is uniquely positioned to advance understanding of the human condition. Issues such as cultural relativism, cross-cultural "universals," cultural sustainability, human rights and indigenous survival, fundamentalism, racial, ethnic and gender discrimination, violence, and conflict resolution are studied and systematically addressed through anthropological research. Increased awareness of anthropology is associated with more comprehensive and insightful knowledge of humanity and what it means to be human. Several plans have been implemented to fulfil this goal. First, Introduction to Anthropology (ANTH100) was added to the curriculum to provide non-majors with an overview of cultural, linguistic, biological and archaeological sub-fields, including human variation, evolution, race, language, civilization, and cultural diversity, thus raising their awareness of anthropology and anthropological thinking. Second, Cultural Anthropology (ANTH201) is being offered as a hybrid course to provide an alternative learning style and encourage enrollment in anthropology courses. Third, a Topics in Anthropology (ANTH320) course was added to the curriculum to allow for alternative topics related to current events or student interests, to draw in more non-majors and increase their awareness of anthropology and anthropological thinking. Fourth, transition the temporary instructor position to a full instructor or professor position to allow the program to continue to grow and develop to better serve the students, the university, and the community.

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Assessment Measures	

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Direct - Standardized Test	Success will be measured and assessed based on average learning outcomes rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved the average score of the student sample is 3.0 or higher.
Direct - Faculty Hire (Other)	Attainment of this objective will be regarded as successfully achieved when a full-time position is created for an instructor or assistant professor.

Assessment Findings	

Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Enrollment (Other)	Has the criterion Success will be measured and assessed based on the enrollment in Introduction to Anthropology (ANTH100), the hybrid Cultural Anthropology (ANTH201) section, and Topics in Anthropology (ANTH320). Attainment of this objective will be regarded as successfully achieved when enrollment for these courses is at 75% of capacity or higher been met yet? Not met	In the Spring of 2017 the enrollment for ANTH100 was 96%, for the hybrid ANTH201 was 98%, and for ANTH320 was 63%. The enrollment for ANTH320 was low, however this was a new course. The enrollment for the hybrid course was high, however it was noted that students were unaware that it was a hybrid course. It was hoped that the hybrid course would attract students given its non-traditional schedule. However, this		- Assessment Process: Continuous monitoring: These courses will continue to be monitored in both the Fall and Spring for enrollment. Faculty will work to advertise these courses, especially new course offerings. The option of a hybrid or fully online course will also be better advertised and/or explored.

			does not seem to be the case.		
	Direct - Standardized Test	Has the criterion Success will be measured and assessed based on average learning outcomes rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved the average score of the student sample is 3.0 or higher. been met yet? Not met	In the Spring of 2017 the achievement based final grades converted to a 4-point scale for ANTH100 was 2.16, for the hybrid ANTH201 2.75, and for ANTH320 was 3.37. The low outcomes in 100 and 201 are not unexpected as these are introductory courses often containing new freshman.		- Assessment Process: Continuous monitoring: As this is the first semester these courses were monitored it is felt that additional monitoring is required before any further changes are implemented. Therefore Fall and Spring of this coming academic year will be monitored and assessed.
	Direct - Faculty Hire (Other)	Has the criterion Attainment of this objective will be regarded as successfully achieved when a full-time position is created for an instructor or assistant professor. been met yet? Not met	No full time hire has been at this time.		- Assessment Process: Continuous monitoring: Discussions are on going for creation of this position.

Assessment List Findings for the Assessment Measure level for The innate human capacity for language is a central focus of anthropology and one of its four sub-fields. A more comprehensive, anthropological understanding of humans will be pursued through the expansion of Linguistic Anthropology in the Anthropology program. Transition the temporary hire position into a full instructor position to allow for the continuation of four-field teaching at UL Lafayette.

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Legends	PO - Program Objective (academic units);
Standards/Outcomes	

Assessment Measures		
	Assessment Measure	**Criterion**
	Direct - Enrollment (Other)	Success will be measured and assessed based on the enrollment in Linguistic Anthropology (ANTH390)
	Direct - Full position (Other)	Attainment of this objective will be regarded as successfully achieved when a full time position is created.

Assessment Findings					
	Assessment Measure	**Criterion**	**Summary**	**Attachments of the Assessments**	**Improvement Narratives**
	Direct - Enrollment (Other)	Has the criterion Success will be measured and assessed based on the enrollment in Linguistic Anthropology (ANTH390) been met yet? Met	The enrollment in this course in Spring of 2017 was 86%, however the enrollment was capped at 15 students.		- Assessment Process: Continuous monitoring: The course will be offered again in Spring of 2018 and the cap has been raised to 30 students. We will re-evaluate this measure at that time.
	Direct - Full position (Other)	Has the criterion Attainment of this objective will be regarded as successfully achieved when a full time position is created. been met yet? Not met	This position has not been created.		- Assessment Process: Continuous monitoring: Discussions are on-going in the development and advertisement of this position.

Assessment List Findings for the Assessment Measure level for Communication and writing skills are essential for any career. Students will develop their ability to identify a research topic, conduct research identifying appropriate primary resources, synthesizing the data, and writing a final paper through writing assignments in the 400-level courses offered in anthropology.

Goal/Objective	Communication and writing skills are essential for any career. Students will develop their ability to identify a research topic, conduct research identifying appropriate primary resources, synthesizing the data, and writing a final paper through writing assignments in the 400-level courses offered in anthropology.
Legends	SLO - Student Learning Outcome/Objective (academic units);
Standards/Outcomes	

Assessment Measures		
	Assessment Measure	**Criterion**
	Direct - Written Assignment	Spring 2017 this will be assessed in Medical Anthropology (ANTH460). Success will be measured and assessed based on average learning outcomes as demonstrated in a final paper graded based on the attached rubric rated according to a four point scale: (4) excellent, (3) above average, (2) average, (1) unsatisfactory. Attainment of this objective will be regarded as successfully achieved when the average score of the student sample is 3.0 or higher.

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Assessment List Findings for the Assessment Measure level for Increase number of Anthropology majors.

Goal/Objective	Increase number of Anthropology majors.
Legends	PO - Program Objective (academic units);
Standards/Outcomes	

Assessment Measures		
	Assessment Measure	**Criterion**
	Direct - Majors (Other)	Success will be measured and assessed based on the number of students with Anthropology as their major. Attainment of this objective will be regarded as successfully achieved when the number of majors has reached 45.

Assessment Findings					
	Assessment Measure	**Criterion**	**Summary**	**Attachments of the Assessments**	**Improvement Narratives**
	Direct - Majors (Other)	Has the criterion Success will be measured and assessed based on the number of students with Anthropology as their major. Attainment of this objective will be regarded as successfully achieved when the number of majors has reached 45. been met yet? Not met	The total number of majors at the end of Spring of 2017 was 35.		- Assessment Process: Continuous monitoring: This will be monitored for another academic year. Recruitment efforts both on and off campus are being explored and participated in by all faculty year round. Efforts are being increased within courses to highlight connections between course knowledge and real world applications and job opportunities.

Reflection (Due 9/15/17)

Reflection

1) How were assessment results shared in the unit?
Please select all that apply. If "other", please use the text box to elaborate.
Distributed via email
Presented formally at staff / department / committee meetings
Discussed informally (selected)
Other (explain in text box below)

2) How frequently were assessment results shared in the unit?

Frequently (>4 times per cycle)
Periodically (2-4 times per cycle)
Once per cycle (selected)
Results were not shared this cycle

3) With whom were assessment results shared?
Please select all that apply.
Department Head (selected)
Dean / Asst. or Assoc. Dean (selected)
Departmental assessment committee (selected)
Other faculty / staff (selected)

4) What were the measurable or perceivable effects on your current (2016-2017) findings based on prior action plans (created in 2015-2016)?

Enrollment in Anthropology courses has increased overall. In Fall and Spring 15-16 enrollment totaled 767. In 16-17 enrollment totaled 886. The number of majors is staying steady/rising slowly it is not falling. The Anthropology Society had increased participation from2015 to 2017.

5) What has the unit learned from the current assessment cycle?

Our recruitment and advertising efforts are having a positive impact. Our efforts to improve research, writing, and hands-on (methodological) opportunities are showing positive results. There were significant changes in the faculty 3 years ago and in therefore the mentality of the program. These changes have had small but positive impacts to date. The program feels this positive trend will not only continue but increase in magnitude. We plan to continue evaluating our efforts to identify those methods that are most effective and beneficial to the students and the program as a whole.

Attachments
Attachments

Upload any supporting documents related to your assessment plans, results, or improvements. Documents may include rubrics, survey questions, reports, etc. There is no limit to the number of documents you can upload.

Click "Select File" to upload document(s)