

Anthropology
Update on Unit Response to External Reviewers' Report & Action Plan
Programs Being Reviewed: Undergraduate and Graduate Programs in Anthropology
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Approved by Dean: Dr. Pauline Rankin, June 7, 2021

Note: This document is made available for public posting on the Vice- Provost's website.

***** Denotes items that SQAPC would like the unit to pay particular attention to based on their past review of the original action item.**

External Reviewer Recommendation	Original Action Item	Owner & Timeline	Progress Update June 2021	Will the action described require calendar changes? (Y or N)
<p>1. Space (Concern).</p> <p>If there is an increase in the number of graduate students, CIs and faculty positions in the future, the space situation could become more difficult and the lack of space harder to manage. (External Reviewers' Report p.4)</p>	<p>a) <i>We continue our request for the return of the seminar room C760 back from Psychology to convert into office space and a small lounge for grad students (currently in D785);</i></p> <p>b) <i>Convert and remodel D785 from a long office into two offices for faculty members.</i></p> <p>c) <i>Make another office out of B753, an extra-sized room.</i></p>	<p><i>Chair (who makes requests for resources)</i></p>	<p><i>We have been in discussions with the Dean and have submitted budget requests for capital grants to redevelop some of the space on the 7th floor Loeb to create new office space as well as making a request for the return of C760 that SocAnth gave to Psychology ten or so years ago. These follow our action items as we currently are short two offices for faculty members and need more room for TAs. We have not yet succeeded in our requests.</i></p>	<p><i>N</i></p>
<p>2. Program Learning Outcomes Assessment Plan. (Concern).</p> <p>Use a tool that would combine assessment with support for post- graduation transitioning while simultaneously providing a component of experiential learning. (External Reviewers' Report p.4)</p>	<p><i>We are currently developing our proposed tools to survey graduates, including eliciting their reflections on their program, to feed into curricular development, and expand placement opportunities through a well- organized alumni network.</i></p>	<p><i>Graduate Transition Assistant Mentor and Chair (who makes requests for resources)</i></p>	<p><i>We have been developing tools to survey graduates and are putting more efforts into expanding our placement opportunities, including through developing our ties with alumni. We are currently reaching out to alumni, using a Co-op student to assist us.</i></p>	<p><i>N</i></p>

<p>3. Program Learning Outcomes Assessment Plan. (Concern).</p> <p>Make more use of the Graduate Transition Assistant MENTOR who is already advising students completing the PhD. (External Reviewers' Report p.4)</p>	<ul style="list-style-type: none"> <i>The Graduate Transition Assistant Mentor does currently advise students in both Sociology and Anthropology PhD and MA programs (though in practice it is mainly PhD students who attend the Mentor's workshops, etc).</i> <i>The Department has been funding this Mentor through internal funds that end this academic year.</i> <i>We need sustainable funds to keep the Mentor and have their work expand to BA and more MA students in Anthropology (& Sociology).</i> 	<p><i>Graduate Transition Assistant Mentor and Chair (who makes requests for resources)</i></p>	<p><i>We succeeded in finding funds from FGPA and the line deans to support the Graduate Transitions Mentor. However, their scope now covers graduate students across campus and not just in our department.</i></p> <p><i>However, we have been working with the Alumni Mentors Program run by Advancement to increase the number of mentees among our student body and number of mentors among our graduates. We also are developing a mentorship program between senior undergraduates in our program and first and second year majors. We are working with our undergraduate student association in developing this program.</i></p>	<p>N</p>
<p>4. Program Learning Outcomes Assessment Plan. (Concern).</p> <p>Find suitable placements, then manage and oversee them. (External Reviewers' Report p.5)</p>	<ul style="list-style-type: none"> <i>Our Instructor is working on extending our placement program, as he is actively working on recruitment and retention in our Undergraduate program.</i> <i>However, we need the Instructor's position to be renewed to continue this expansion, for otherwise we are short of staff.</i> 	<p><i>Instructor and Chair (who makes requests for resources)</i></p>	<p><i>We were successful in converting our Instructor into a confirmation-track position. Through his work and that of colleagues and the work of a Co-op student we have been developing and extending our placement program. We will have a robust website this summer and we are actively advertising it and our Co-op program through emails and events.</i></p>	<p>N</p>
<p>5. Program Learning Outcomes Assessment Plan. (Concern).</p> <p>Develop a way and find resources to systematically track recent graduates at all levels. (External Reviewers' Report p.5)</p>	<ul style="list-style-type: none"> <i>This is a task that the Transitions Mentor and the Anthropology Instructor could do with support of an administrative staff member</i> <p><i>This requires that we find funding to have both of these positions continue past this academic year.</i></p>	<p><i>Chair (who makes requests for resources)</i></p>	<p><i>As mentioned above, the Transitions mentor is no longer tied to the Department. However, we are working with an administrative staff member and our Co-op student this summer in developing a system to systematically track our recent graduates.</i></p>	<p>N</p>

<p>6. Program Learning Outcomes Assessment Plan. (Concern).</p> <p>Establish a network of alumni. (External Reviewers' Report p.5)</p>	<ul style="list-style-type: none"> • <i>This is a task that the Transitions Mentor and the Anthropology Instructor could do with support of an administrative staff member.</i> • <i>This requires that we find funding to have both of these positions continue past this academic year.</i> • <i>We have a form on the website ("<u>Please Stay in Touch After Graduating - Department of Sociology and Anthropology</u>") for future graduates to fill out asking for consent to be put on a new listserv and inform them of new Facebook groups for Anthropology graduates. We need to assess if this is being used or not.</i> • <i>This network will also ensure our website of graduates and our bulletin board of business cards of graduates are up-to-date.</i> 	<p><i>Graduate Transition Assistant Mentor, Instructor and Chair (who makes requests for resources)</i></p>	<p><i>We are working to develop this network. We have established a departmental LinkedIn account and we will post events and news on it. We also have a listserv for alumni to receive information about departmental news and events.</i></p> <p><i>We also will start having an event or two in the Fall/Winter with alumni. We are talking about establishing a dedicated page on our website for alumni and to have interviews or podcasts or video interviews highlighting alumni.</i></p> <p><i>As noted above, we also will seek out placement opportunities for our current students through alumni.</i></p>	<p>N</p>
<p>7. Moving to Full Strength. (Opportunity)</p> <p>Take advantage of the opportunity to reach full strength in terms of allotted full-time faculty positions. (External Reviewers' Report p.6).</p>	<ul style="list-style-type: none"> • <i>To try to fulfill the longstanding promise of having 14 Anthropology faculty (currently we are 11.5), we are:</i> • <i>Hiring a new tenure-track assistant professor to replace a retired full professor;</i> • <i>Seeking to ensure our Instructor position is made permanent;</i> • <i>Arguing for a replacement tenure-track position for our colleague who will retire in 2021;</i> 	<p><i>Chair (who makes requests for resources)</i></p>	<p><i>We currently have 13 full-time faculty members as we were successful in finding a replacement position for a colleague who retired and converting our term Instructor position into a permanent confirmation-track position.</i></p> <p><i>We continue to look for opportunities to reach full strength.</i></p>	<p>N</p>

	<i>Asking for the fulfillment of a promise of the previous Dean to have a shared 50/50 hire with the School of Indigenous and Canadian Studies after our colleague moved to 50/50 with them.</i>			
<p>8. Engaged Anthropology (Opportunity)</p> <p>Consider extending the focus on ‘engaged anthropology’ to all degree levels, including undergraduate and MA. (External Reviewers’ Report p.6)</p>	<p><i>The Anthropology undergraduate and graduate committees are exploring whether or not this extension of the focus on “engaged anthropology” to the undergraduate and MA programs is appropriate and, if so, what it would entail. For the undergraduate program to have such a focus, we would rely heavily on the position of the Anthropology Instructor who is expanding our placements and thinking through different ways of having an engaged anthropology program. As noted above, we are asking for this Instructor position to be made permanent.</i></p>	<p><i>Undergraduate and graduate committees in Anthropology and Chair (who makes requests for resources)</i></p>	<p><i>The Anthropology undergraduate committee, graduate committee and caucus are having ongoing conversations as to whether to make “engaged anthropology” the theme of our undergraduate and MA degrees.</i></p> <p><i>It should be noted that as of 2021-22 Anthropology along with Sociology are hosting a new Minor in Community Engagement, which will speak to parts of the theme of ‘engaged anthropology.’ Our now confirmation-track Instructor and our new tenure-track hire are both strongly involved in this initiative.</i></p>	N
<p>9. Anthropology and Indigenous Studies and Faculty</p> <p>Be an effective ally for the expansion of indigenous students and numbers of indigenous faculty at Carleton. (External Reviewers’ Report p. 6)</p>	<p><i>We fully commit to be an effective ally for the expansion of Indigenous students and numbers of Indigenous faculty at Carleton, including a full engagement by the Anthropology programs with the recommendations that will be brought forward later in 2019 by the Carleton University Indigenous Strategic Initiatives Committee (CUISIC). We also see the promised 50/50 hire with SICS as an opportunity for increased collaboration between our programs, to the benefit of both indigenous students and faculty.</i></p>	<p><i>Entire department, chair, undergraduate and graduate committees in Anthropology</i></p>	<p><i>Anthropology is an active part of our department’s efforts to decolonize and promote anti-racism in our curricula and our everyday practices. Both our Undergraduate and Graduate coordinators were part of our departmental Decolonization and Anti-Racism committee and are leading the rethinking of our programs. We also are working to increase the number of Indigenous students and strongly promote increased numbers of Indigenous faculty and administrative staff at Carleton and our department.</i></p>	N

