



Division of Behavioral and Social Sciences
ANTHROPOLOGY DEPARTMENT
Tuesday, November 3, 2020

AGENDA

Members:	<input checked="" type="checkbox"/> Dean: Chris Gold	<input type="checkbox"/> Jalpa Parikh
	<input type="checkbox"/> Vince DeSetto	<input type="checkbox"/> Alberto Vigil
	<input checked="" type="checkbox"/> Blair Gibson	<input checked="" type="checkbox"/> Marianne Waters
	<input type="checkbox"/> Angela Mannen	<input type="checkbox"/> Kat White
	<input type="checkbox"/> Kirsten Olson	<input type="checkbox"/> Billy Wong
	<input checked="" type="checkbox"/> Rodolfo Otero	
	Guest:	<input checked="" type="checkbox"/> Cecelia Mataalii

I) Curriculum – New Anthro Options in Humanities Degrees

- Anthropology 4 (Language and Culture) has been added as an elective choice in the following degrees: Spanish AA & AAT, Japanese AA, and French AA.
- Anthropology 2 (Cultural Anthro) has been added as an elective choice in the following degrees: Spanish AA & AAT and French AA.
- Anthropology 7 (Native Peoples of South America) has been added as an elective choice in the Spanish AAT degree.
- Anthropology 8 (Ancient Civilizations of Mesoamerica) has been added as an elective choice in the Spanish AAT degree.
- There are lots of elective choices in these degrees, so it will likely not have a big impact on enrollment but every little bit helps.
- Anthropology 4 - this year we have increased the typical offering from 1 a semester to 2 each semester. The course fills well. The class draws students from the Humanities GE and the Communication Studies degree. Occasionally, Linguistics majors will also take the class.
- Some Anthro classes are included in the Ethnic Studies AA degree options. Anthro 6 and 2 are in the American Cultures option. Anthro 2, 6, 7 & 8 are in the Native American Studies option.

II) Program Review

- Marianne and Rodolfo are the program review leads.

- Kevin Degnan, the Senate VP who handled program review, gave programs the option to proceed with program review or postpone. If they want to move forward, there is a training on Nov. 18th and a draft would be due April 2nd.
- Marianne will email Kevin to let him know that they would like to postpone, and let Kevin know to add Rodolfo as a program lead. Rodolfo will be retaking the training.

III) Annual Plan (see PowerPoint slides)

- The Annual Plan is due at the end of November. Chris will be helping out with inputting the recommendations into Nuventive.
- The department reviewed last year's recommendations and made decisions about their 2021-22 plan.
- The decision and changes are in the attached PowerPoint.
- The repatriation of the human remains needs to be completed. Blair started the process but never had time to complete it. We have some complete skeletons from the Southwest. Blair had a student do an independent study on the skeletons and determined which groups to contact for repatriation. The annual plan recommendation is to hire an adjunct to work on the repatriation and packing up the museum. It's a huge job and we may need a FT person or two people – one skilled in packing and one with the legal knowledge for the repatriation of the remains. It may be hard to find a PT person who can do both. When we hire to replace Blair, we will likely look for someone to help with the museum and archaeology who may be able to handle this. We may need to wait until then. For now, we need someone to complete the data base and logging all the items in the holdings. And, we need someone to tidy up. Chris suggests we ask for special assignment. The department will ask for 20 hours of special assignment for fall 21 and spring 22.
- The department will request a full-time hire to replace Blair. Blair's position will not automatically be replaced, we need to go through the faculty prioritization process in fall to request it. With budgetary uncertainty, it's hard to tell whether it would be selected. If enrollment stays low, we may not be able to hire many people.
- The air flow vents have been fixed. It was done last spring 2020 before the pandemic. The department should let Chris know if it is still not functioning properly. This request doesn't need to be made by Anthropology – it is a request that the division makes and it goes in the Facilities' budget.
- Purchase of skeletons – last year (2020-21) the department requested \$7,100 and received \$5,600. The department purchased 2 full skeletons and smaller items. They also purchased smaller items from the department budget. Chris thinks all the purchases arrived before the campus shut down and that they are in the small conference room. We didn't have time to open everything when the pandemic broke out. They don't need the lemur monkey and spider skeletons. The department still has about \$3,000 in its budget and can purchase more skeletons for the museum and new lab this year. The department owns primate skeletons for a display, but would need to purchase hominid skulls and visual background for a display.
- Funding for Dia de los Muertos or World Anthropology Day – The department enjoys sponsoring the event and including Aztec dancers. They are willing to work with Puente

but would like to keep creating their own events too. Tables can be requested from facilities, so they don't need to be in the Anthro plan.

- Replace the Glass Hood on Museum Display Case. This will be difficult because the person who had custom made the cases (Mark Salazar) left the carpentry business and no longer works at the college. We will need to find another person to repair it.
- Student Workers to Maintain the Museum. The department doesn't need to request it from their funds. The division provides it. Also, generally BSS doesn't use even half of our student worker funds, so the department can request (and likely get funded for) a significant number of student workers to help with the museum.
- The department would like to consider rescheduling the visiting museum exhibit that the department planned for spring 2020 in spring 2022. That exhibit was funded with equity money and Chris suggests going through that route again.

IV) BSS Faculty Team Site

- The BSS Faculty Team Site is now available. It serves as a virtual "mailroom" where faculty can pick up useful forms and information.

V) Anthropology Equity Gaps and Class Data

- At the last department meeting in September we reviewed success and retention data and related equity gaps.
- The department was concerned about low success rates and large equity gaps and decided they wanted to dig deeper and look particularly at Anthro 1 (Biological Anthropology) in comparison to other Anthro classes and in comparison to Biology 10 (Fundamentals of Biology) and Anatomy 32 (General Human Anatomy). It will give us a better relative sense of success rates and gaps to compare Anthro 1 to similar science classes. See PP slide #14.
- Success rates overall in Anthro are 65.5% (74.3% in BSS and 70.9% in ECC). Anthro 1 is only 58.1% success rate, while Anthro 2 is 68%. Also, Anthro 1 has grown a lot to about twice as many students as Anthro 2. Bio 10 is 81.5% and Anatomy 32 is 64%. Bio 10 is less similar to Anthro 1 as a discipline. Anatomy is more similar to Anthro 1 and is the better comparison.
- One idea is that the department comes from rigorous academic backgrounds and are reproducing that in their classes and should adjust their classes to meet their students. Most students taking Anthro 1 are not majors and instructors need to accommodate to the needs of the students – not by dumbing down the classes but by adjusting the classes to the realities of the students and what they need to learn and be able to do after taking an Anthro GE class. This would involve revising and rethinking course outlines to focus on the key knowledge and skills students need. Students online are bringing a lot to the course – online they have time to write and perhaps the anonymity enriches their comments.
- The success rate for Anthro 1 fluctuates a lot, especially given that there are generally about 500 students taking the course. Success rates: 2017 60.5%; 2018 70.6%, 2019 58.1%. Many are taught by adjuncts, but that is a stable group of instructors.

- The gap for LatinX students is 7.5% in Anthro, 3% in BSS, and 4.5% in the college. The gap for African American students is over 20% in Anthro, 12.5% in BSS, and 12.5% in the college.
- Anthro 1 has a lower success rate than the department average but the equity gaps are the same as in the department. The lower success rate in Anthro 1 doesn't seem to be driven by larger equity gaps.
- Anthro 2 has higher overall success rates than Anthro 1 but the equity gap for LatinX students is about twice as big. On the other hand, the equity gap for African American students is over half of the gap in Anthro 1 (over 20% in Anthro 1 and less than 10% in Anthro 2).
- In comparing the equity gaps for Anthro 1 and Anat 32 (General Human Anatomy - the most similar science class), they are very similar. The gaps are much smaller in Bio 10 (Fundamentals of Biology). Anthro 1, Bio 10, and Anatomy 32 fill the same GEs at ECC, CSU, and UC. Bio 10 has done a really good job of reducing equity gaps. It might be worth taking a look at Bio 10 and what they are doing.
- Some ideas to reduce gaps: add more myPATH sections, get a tutor for Anthro 1, invite someone from Bio 10 to see what they did to raise African American success rates from 63.8% in 2017 to 76.9% in 2019. Other success rates stayed flat, so African American students seem to have been targeted in Bio 10.
- It helps to make the class more applicable to students and to explain that the content does apply directly to them. Instructors can show that everyone benefits from science. Students tend to think that science is for scientists, and we need to show them that it is everyone.
- Having a hominid evolution display at the new museum may help.
- Bio 10 is a three-unit class. Perhaps they take the lab at the same time. It may be good to encourage Anthro 1 students to take 5 at the same time. Students who do this comment that the overlapping content is helpful. Renumbering Anthro 1 to 101 and Anthro 5 to 101L, may encourage them to take it together. This would be a good idea, especially since we will have the new Anthro Lab in the new building. The course is also renamed to Biological Anthropology.

Anthropology Department Meeting

Tuesday, November 3, 2020

Agenda

- I) Curriculum
- II) Program Review
- III) Annual Plan
- IV) BSS Faculty Team Site
- V) Anthropology Equity Gaps and Class Data

Curriculum – New Anthro Options in Humanities Degrees

Course	Degrees (New Option)
Anthro 4 – Language & Cultural	Spanish AA & AAT Japanese AA French AA
Anthro 2 – Cultural Anthropology	Spanish AA & AAT French AA
Anthro 7 – Native Peoples of South America	Spanish AAT
Anthro 8 – Ancient Civilizations of Mesoamerica	Spanish AAT

Anthropology Annual Plan

1. Adjunct Hire for Museum Needs - \$18,000 (Staffing #1)
2. Hire a Full-Time Anthropology Faculty-Member - \$100,000 (Staffing #2)
3. Fix Air Flow in Vents in Faculty Office - \$200,000 (Facilities #1)
4. Purchase Skeletons for Lab and Museum Display - \$7,100 (Instructional Equipment #3)
5. Funding for the Growing Dia De Los Muertos Fall Event - \$2,250 (Noninstructional Equipment #1)
6. Replace Glass Hood on Museum Display Case - \$5,000 (Other #2)
7. Hire Student Workers to Maintain the Museum - \$3,000 (Staffing #3)

Adjunct Hire for Museum Needs

Category: Staffing

Program Rank: 01

Rationale & Expected Outcome: Mandates have been issued in the past for the museum to make progress in multiple areas: with the accessioning of its holdings, and the repatriation of objects in its possession that were obtained illegally or are now subject to repatriation to descendant groups.

Consistent progress has not been made in fulfilling these mandates due to lack of dedicated personnel to carry them out.

With regard to the staffing of the museum, the director/curator resigned over four years ago. There is a sense of urgency for a parttime hire with museum curating experience. This individual will oversee the packing up of our current museum and the move to a new building in the two years. The current full-time instructor who has been helping with the informed decisions about the design of the new museum has begun his pre-retirement status in fall 2019 and will not be with the department when it comes time to prepare for the move at the end of spring 2021.

This hire will be extremely important as the need to pack up the current museum, move to the new building, unpack, and set up the new exhibit approaches. It is crucial that the department has a faculty member with the expertise in museum studies in order to accomplish the task of packing up valuable artifacts and curating the new museum exhibit.

The department has decided to move this recommendation up to a higher priority than in previous Program Plans. In addition, our needs have changed in light of the design, construction, and move to a new museum in the next two years. The part-time instructor would not be required to teach Anth 20 - Museum Studies as had been previously outlined in the 2016 Program Review, the components of which are included in this recommendation.

Hire a full-time faculty member for the Anthropology Department

Expense Category: Staffing
Program Rank: 02

Rationale & Expected Outcome: A full-time instructor will be hired to teach Anth 3 - Intro to Archaeology and will have a background in museum curation. This class is currently being taught by a full-time instructor who began pre-retirement mode in fall 2019. When that instructor enters into full retirement in spring 2021 it will be very close to the move to our new museum. It is very common to find someone with a background in both of these subject areas. They would be expected to help maintain the museum.

Anticipated Cost: \$100,000

Fix airflow in vents in faculty office

Category: Facilities Program Rank: 01

Rationale & Expected Outcome: The anthropology faculty office, ARTB 332, does not have adequate ventilation. The vents have been completely blocked, to the point that Dr. Otero's office does not have any air flowing from the vents. This problem needs to be promptly resolved, due to its health hazardous implications. Proper ventilation is required for a healthy environment. Numerous work orders have been submitted, however there has been no resolution to this matter.

Anticipated Cost: \$200,000

Purchase of skeletons for lab and museum display

Expense Category: Instructional Equipment Program Rank: 03

Rationale & Expected Outcome: The Anthro dept. requests one disarticulated full female skeleton (\$1,500), one Indri lemur skeleton (\$3,000), and a spider monkey skeleton (\$2,600). These skeletons will support instruction in comparative primate locomotion patterns and will be displayed and used in the current Anthropology lab. The expanded number of Anthro 1 sections has created a need for more skeletons. When the new Anthropology Museum is completed, the animal skeletons will be included in a permanent skeletal display that can be used by both Anthro 1 (Physical Anthropology) and Anthro 5 (Physical Anthro Lab) students for years to come.

Anticipated Cost: \$7,100

Funding for the growing Dia de los Muertos fall event.

Program Review Expense Category: Non-instructional Equipment
Program Rank: 01

Rationale & Expected Outcome: Additional funding is being requested to **help grow and continue the event**. We have had 4 successful campus events (2015-2018) and in order to keep making the event larger we should include funding for the professional dance groups and to enlist additional performers. We need to purchase folding tables. Facilities was not able to accommodate our request for 25 tables. We would like to have funding for the following: **2 professional dance groups at \$1500 total 2 sets of 4 folding tables: 369 x 2 at \$750 total.**

Anticipated Cost: 2250

Replace glass hood on museum display case

Expense Category: Other

Program Rank: 02

Rationale & Expected Outcome: One of the museum's table cases needs a replacement glass hood. Replacing the glass hood will be necessary for our move to the new building. We will be using our current display cases instead of purchasing new cases.

Anticipated Cost: \$5,000

Hire Student Workers to maintain the Museum

Expense Category: Staffing
Program Rank: 03

Rationale & Expected Outcome: The adequate functioning of the museum requires a consistent provision of funds for the hiring of student workers, at least two, to **work in the gallery throughout the semester so that the exhibits and programs of the museum are not disrupted** (240 hours per year). They will **assist the department in preparing for the move to the new museum** and continue to help the full-time faculty member who that oversees and maintains the new museum.

Anticipated Cost: \$3,000

Keep/Add (including funds and priority)

Staffing

*Adjunct Hire for Museum Needs - Special assignment 20 hrs/wk – Fall/Spring

*Hire a Full-Time Anthropology Faculty Member - \$150,000

Instructional Supplies

*Purchase Skeletons for Lab and Museum Display - \$7,100 – Hominid display

Non-Instructional Supplies

*Funding for the Growing Dia De Los Muertos Fall Event or World Anthro Day in Spring - \$2,250 – Ask Angela (no tables)

Facilities

*Replace Glass Hood on Museum Display Case - \$5,000

Achieved, On Hold or Abandoned

*Hire Student Workers to Maintain the Museum - \$3,000

*Fix Air Flow in Vents in Faculty Office - \$200,000

< All teams



BSS Faculty ...

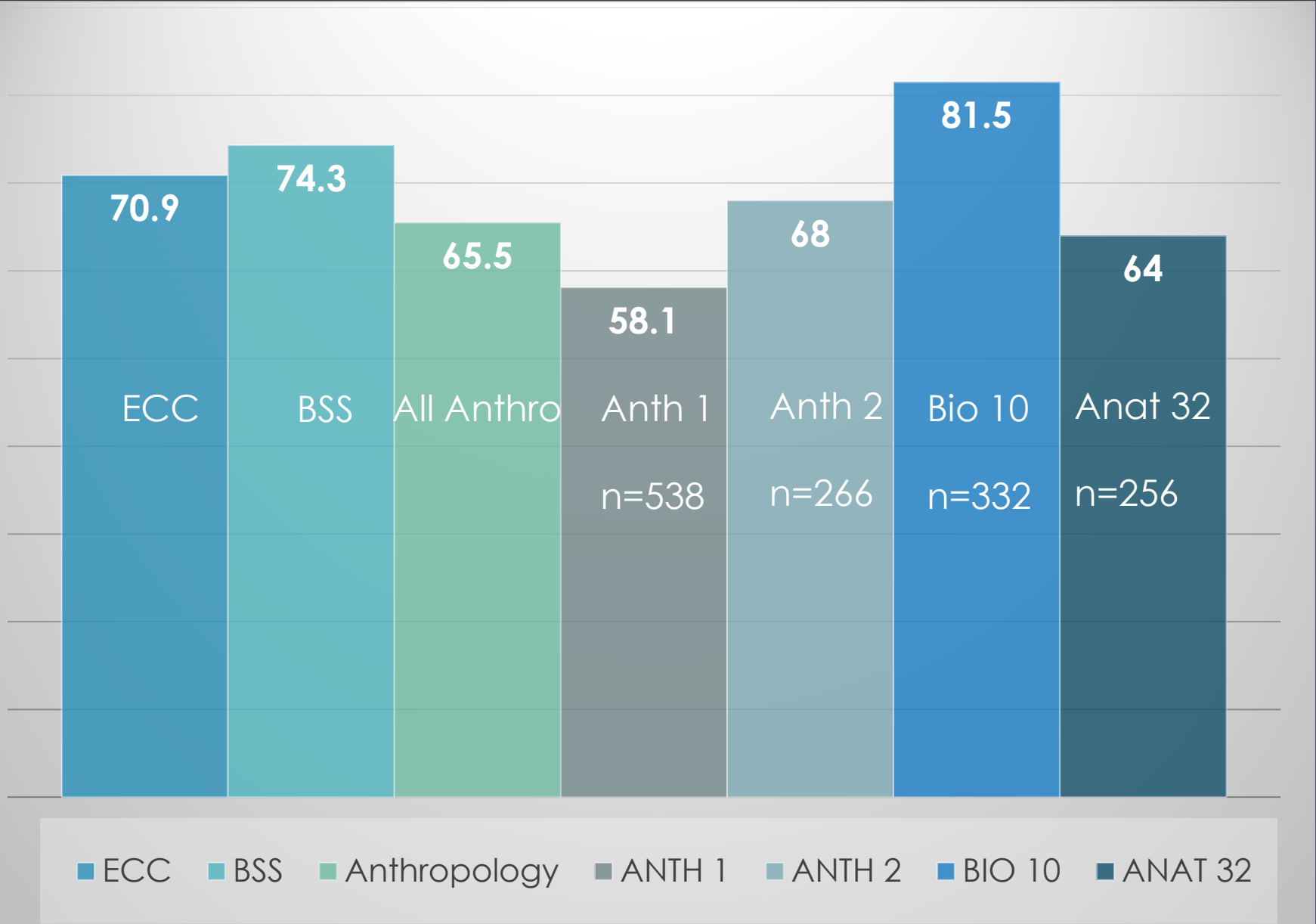
General



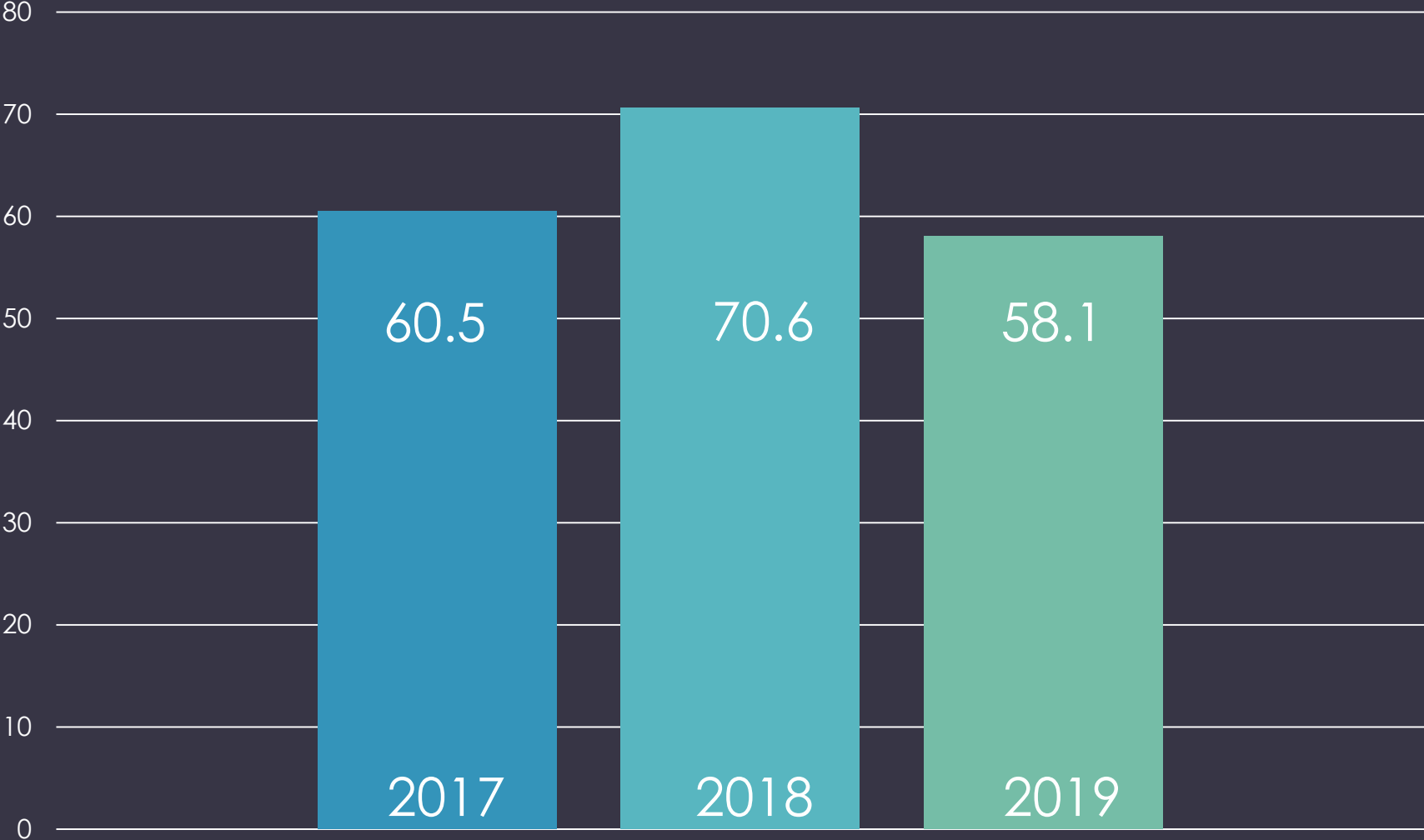
General Posts **Files** Staff Notebook +

+ New ▾ ↑ Upload ▾ ↻ Copy link ↓ Download + Add cloud storage 🔒 Open in SharePoint ≡ All Documents ▾

	Name ▾	Modified ▾	Modified By ▾
	Adjunct Faculty Handbook	September 21	Gold, Christina
	Annual Plans	Sunday at 5:24 AM	Gold, Christina
	Calendars	September 28	Gold, Christina
	Conference and Travel Requests	September 21	Gold, Christina
	Curriculum	Sunday at 5:19 AM	Gold, Christina
	Discipline Transfer Guide Sheets	Sunday at 4:44 AM	Gold, Christina
	ECC Letterhead	September 21	Gold, Christina
	Human Resources and Payroll	September 28	Gold, Christina
	Professional Development	September 21	Gold, Christina
	Reporting - Enrollment and Grades	September 21	Gold, Christina
	SLO Assessment	Sunday at 5:15 AM	Gold, Christina
	Student Incident Reports and Privacy	September 28	Gold, Christina
	Student Petitions and Forms	September 21	Gold, Christina



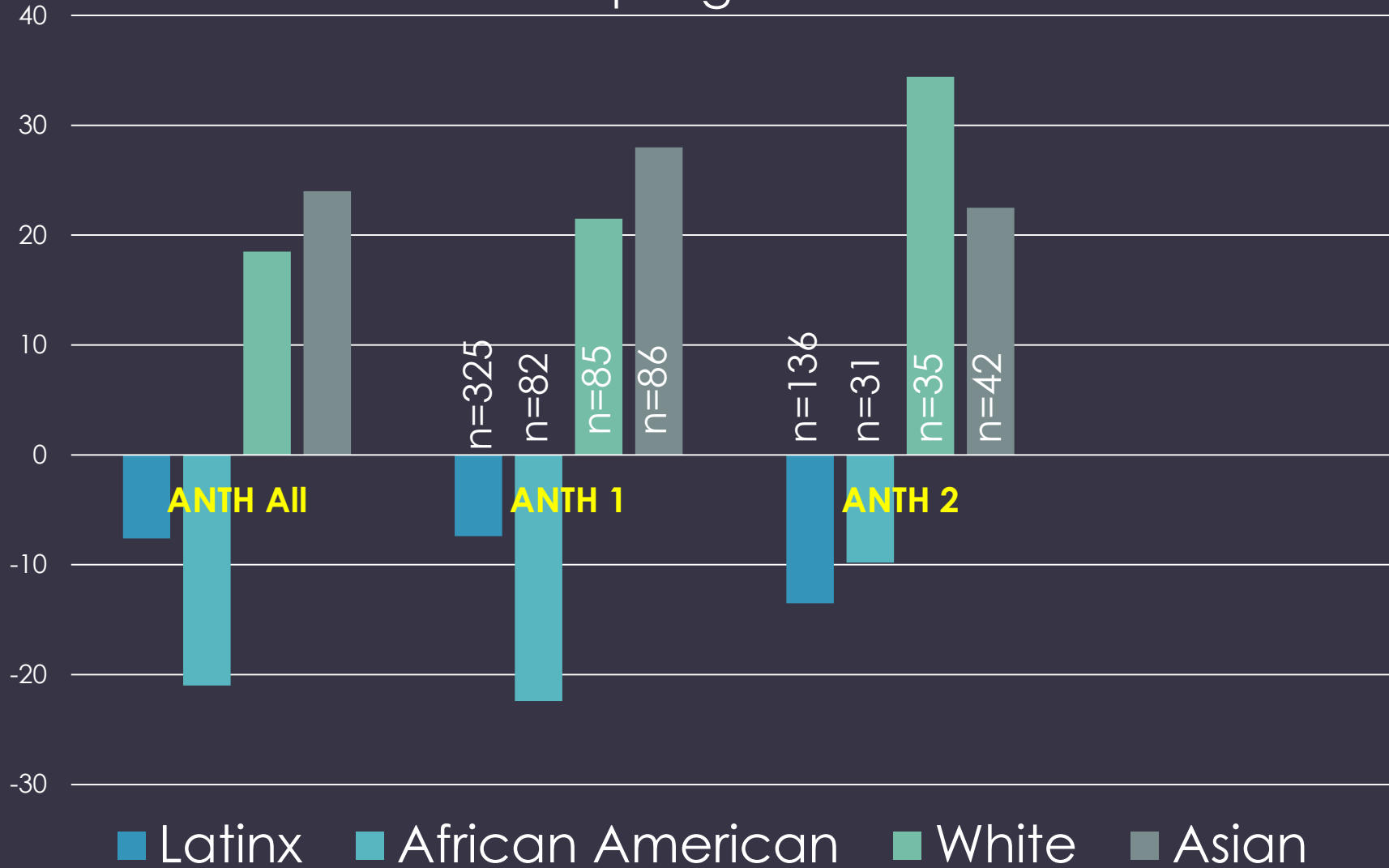
Anthropology 1 – Success Rates



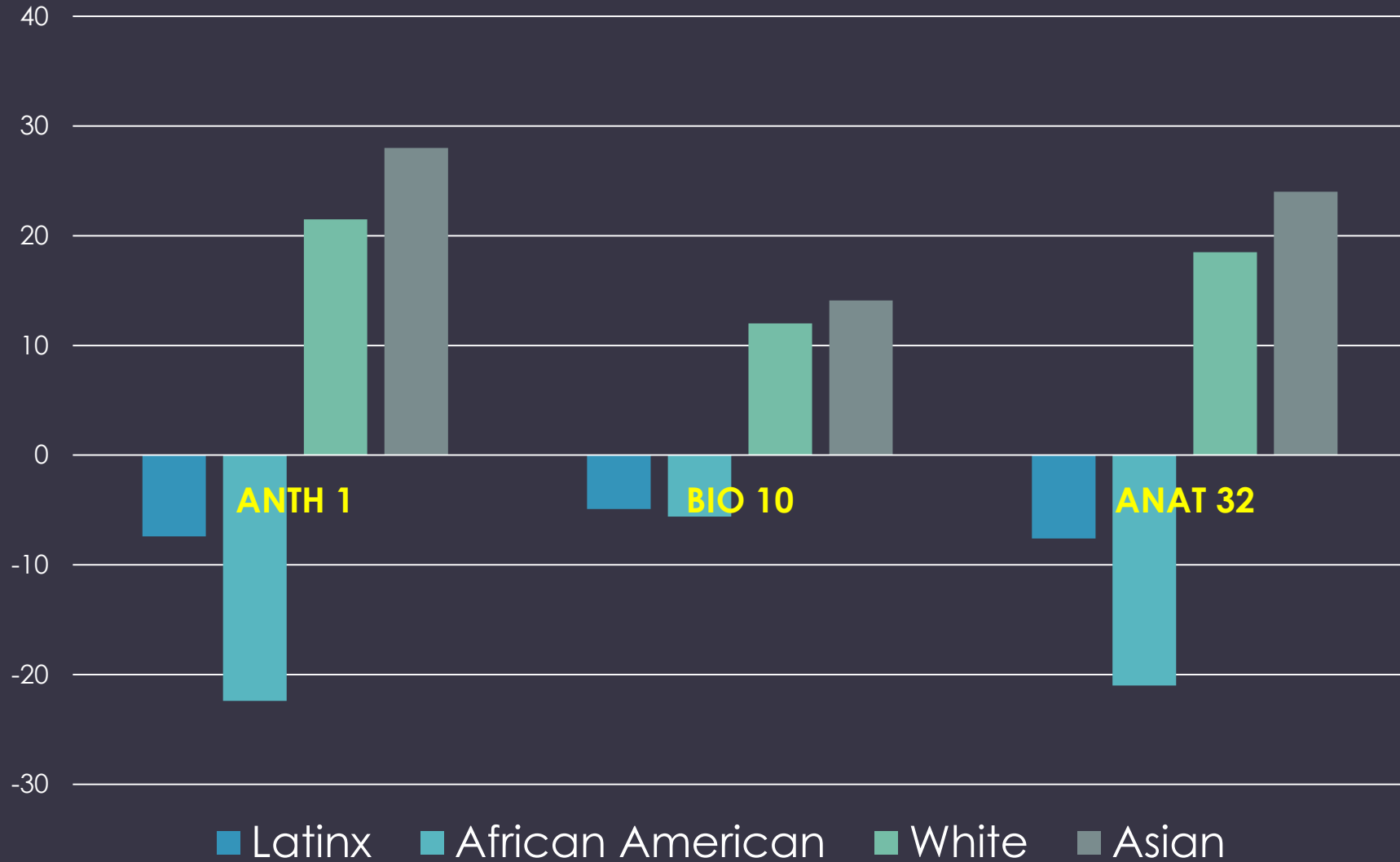
Success Gaps – ECC, BSS, ANTH – Spring 2019



Success Gaps – ANTH All, ANTH 1, ANTH Non-1 – Spring 2019



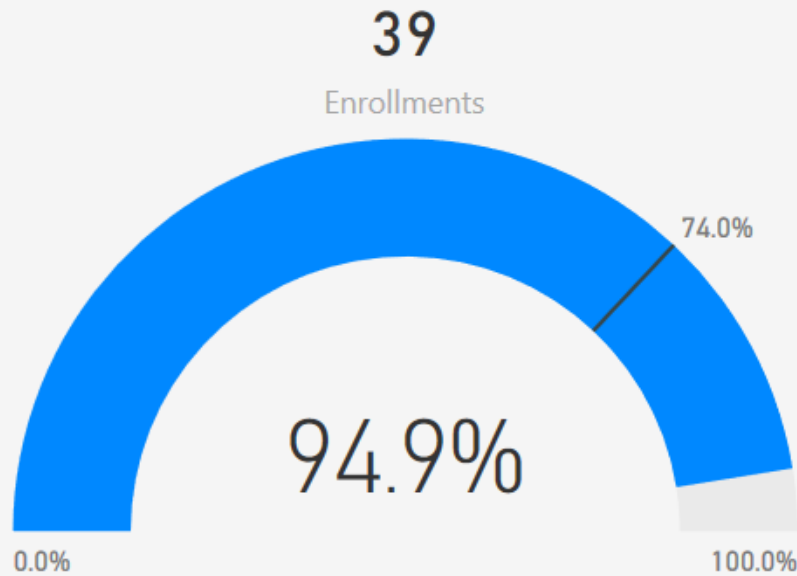
Success Gaps – ANTH All, ANTH 1, ANTH Non-1 – Spring 2019





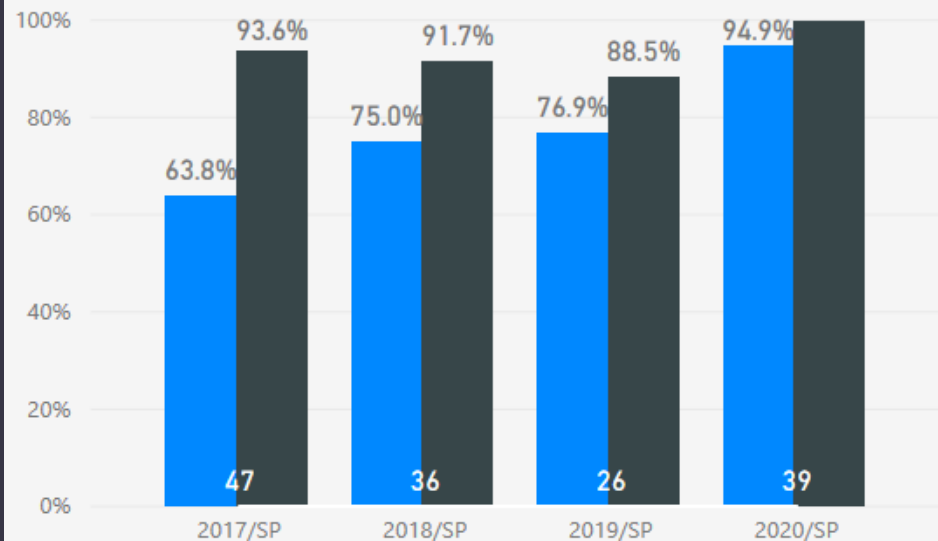
Success Rates Report

Spring 2020 Success and Enrollments*



Four Year Success Trend

● Success Rate ● Course Completion Rate ●



Clear All Slicers

College Level Controls

Division Name Natural Sciences	Department BIOL	Course <input checked="" type="checkbox"/> BIOL-10 <input type="checkbox"/> BIOL-101 <input type="checkbox"/> BIOL-101H <input type="checkbox"/> BIOL-102 <input type="checkbox"/> BIOL-102H <input type="checkbox"/> BIOL-103 <input type="checkbox"/> BIOL-10H <input type="checkbox"/> BIOL-15 <input type="checkbox"/> BIOL-16
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Student Demographic Controls

Ethnicity <input checked="" type="checkbox"/> African American <input type="checkbox"/> American Indian/Alas... <input type="checkbox"/> Asian <input type="checkbox"/> Latino <input type="checkbox"/> Pacific Islander <input type="checkbox"/> Two or More Races <input type="checkbox"/> Unknown or Decline <input type="checkbox"/> White	Gender <input type="checkbox"/> Female <input type="checkbox"/> Male	Age <input type="checkbox"/> 17 to 19 <input type="checkbox"/> 20 to 24 <input type="checkbox"/> 25 to 29 <input type="checkbox"/> 30 to 49 <input type="checkbox"/> 50+
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Using the Filters: To select multiple items in each filter, hold the CTRL key and select the items. To clear filters, hover the mouse over the heading of each filter. An eraser icon will be displayed. Clicking the eraser icon will clear all selected items under that heading. You may also use the "Clear All" button to clear all selections.

Course Success: The percent of students who complete a course with a grade of A, B, or C.
Course Completion: The percent of students who complete a course without Withdrawals. Counts will not be displayed if total enrollment is less than 10.

*COVID-19 caused a large number of **Emergency Withdrawals** which are not included in the success and completion percentages for Spring 2020.