

BASIC PROGRAM INFORMATION

Program Review is a self-study of your discipline. It is about documenting the plans you have for improving student success in your program and sharing that information with the college community. Through the review of and reflection on key program elements, program review and planning identifies program strengths as well as strategies necessary to improve the academic discipline, program, or service to support student success. With that in mind, please answer the following questions:

Discipline Name: Anthropology

Department Name: Behavioral Sciences

Division Name: Social Behavioral Sciences

Please list all participants in this Program Review :

Name	Position
James Eighmey	Faculty
Marlo Willows	Faculty

Number of Full Time Faculty: Four **Number of Part Time Faculty:** 14

Please list the Classified positions (and their FTE) that support this discipline:

ADA 100%

What additional hourly staff support this discipline and/or department:

Discipline mission statement: [Link to "How to Build a Mission Statement"](#)

The mission of the Palomar Anthropology A.A. and AA-T programs are to expose the widest possible range of students at Palomar College to the holistic study of culture in Anthropology, to prepare them for immediate employment in Anthropologically related fields, and to provide a firm educational foundation for those who which to transfer to pursue further degrees in Anthropology. This is accomplished by providing a combination of classroom instruction, laboratory experience, and fieldwork opportunities within the four fields of Anthropology: biological anthropology, cultural anthropology, archaeology, and linguistics

List any new degrees and certificates offered within this discipline since your last comprehensive review:

Anthropology AA-T Transfer Degree.

Discipline Level Data: <https://sharepoint2.palomar.edu/sites/IRPA/SitePages/PRP%20Summary%20Source.aspx>

SECTION 1: PROGRAM REFLECTION

1A. Program Analysis: Reflect upon and provide an analysis of your summary data.

While our numbers have been slightly declining since 2010, the rate of decline appears modestly higher the rate of decline for Palomar College as a whole (last year we declined by about 10%). In the Fall of 2015 the Part-Time/Total FTEF % was at a high at 75.89%, to remedy this issue we hired Marlo Willows. We, therefore, expect this number to drop in the Fall of 2016. Our previous program review indicated we needed a full time physical anthropology faculty, which was accomplished. The effort now is to improve our teaching collections to allow for better instruction in the introductory classes and the possible expansion of our course offerings to include other potential career paths offered at CSU and UC campuses such as Forensic Anthropology. However we still rely primarily on part time faculty for our Cultural Anthropology classes, and could now greatly benefit from another faculty member to support our AA Transfer degree and to support our Archaeology degrees and certificate programs.

In both Non Distance and Distance Education Courses, our success rates have increased from Fall 2014. In Non-Distance Education Courses the success rate increased from 70.6% in Fall 2014 to 71.8% in Fall 2015. In Distance Education courses the success rate increased from 53.6% in Fall 2014 to 62.7% in Fall 2015. Our total success rate increased from 67.2% in 2014 to 70% in Fall 2015. This increase in total success rate is consistent with the College's success rate increases. The total retention has also slightly increased from 2014 to 2015 (by .3%).

We have a solid number of degrees (5) awarded in relation to our total number of students enrolled at census (1,103). For example, we had 1,353 at census in Fall of 2010 and in that academic year there were 7 degrees or certificates awarded. We seem to have a very committed core group of students in anthropology and archaeology. Even though the number of degrees slightly fluctuate between years (between 5 and 10), our numbers remain stable. We are hopeful that this number will increase with addition of the new AA-T in Anthropology.

1B. Standards: ACCJC requires that colleges establish institutional and program level standards in the area of course success rates. These standards represent the lowest success rate (% A, B, C, or Credit) deemed acceptable by the College. In other words, if you were to notice a drop below the rate, you would seek further information to examine why the drop occurred and strategies to address the rate.

Discipline Level Course Success Rate:

- A. The College's institutional standard for course success rate is **70%**.
- B. Review your discipline's course success rates over the past five years.
- C. Identify the minimum acceptable course success rate for your discipline. When setting this rate, consider the level of curriculum (e.g., basic skills, AA, Transfer) and other factors that influence success rates within your area. If you set your discipline standard below the College's standard, please explain why.

Standard for Discipline Course Success Rate: 70

Why?

Our average success rate has fluctuated slightly between 73% and 67% for the last six years. Our average is 70.6%.

1C. Program Update: Describe your proudest moments or achievements related to student success and outcome.

We have added a new transfer degree which should facilitate our student's integration with other programs. We have also welcomed a new faculty member, Professor Willows, who will helping to improve our physical anthropology courses and laboratory collections.

1D. Program Improvement: What areas or activities are you working on this year to improve your program? Please respond to new data as well as feedback from last year's program review.

As per our previous goals, we have instituted an advisory board from representatives from local museums, environmental companies, and Universities to help us form our program provide relevant training to students. We are intending to apply for an additional faculty member in the coming year to help maintain our program after the retirement of professor Debarros. Our discipline has, on our own initiative, begun an active outreach efforts at local high schools to promote our classes and programs. We are also participating in a pilot summer institute program which will bring High School students to Palomar. We are convinced that improving the quality of our program as well as emphasizing and developing unique class offerings that will improve our student's standings for transfer or employment is the route we should travel. In that vein we will begin the process of developing a stand alone Anthropology AA degree to supplement our AA in Archaeology and our Anthropology AA-T. We think this will allow students some more flexibility in terms of developing and expanding their personal programs in conjunction with

CSUSM, SDSU, and UCSD.

1E. Unanticipated Factors: Have there been any unanticipated factors that have affected the progress of your previous plan?

In each of the last three years we have had a faculty member either on sabbatical or on research leave. This has diminished our ability to staff classes with full time faculty. The overall decline in enrollment has also made it difficult to fill our more specialized classes regularly and for us to retain qualified part time faculty. We had anticipated that by this time enrollment levels would have increased which would have allowed us to expand our course offerings back to pre-2008 levels. We do not feel this is due to a fault with our program as this trend is expressed over the entire college and particularly in the Humanities and Social Sciences. We are going to persevere and pursue a course which will position us to expand our offerings when this (hopefully) temporary demographic trend reverses.

1F. SLOACs: Describe your course and program SLO activities this past year. How have you used the results of your assessments to improve your courses and programs? [Refer to the SLO/PRP report – https://outcomes.palomar.edu:8443/tracdat/](https://outcomes.palomar.edu:8443/tracdat/)

We are currently in the process of updating each course's SLOs. Marlo Willows has been working with Susan Miller, the current SLOAC coordinator for Behavioral Sciences, to accomplish this task. This process will ensure that the SLOs represent the anthropology courses in a comprehensive, yet consolidated manner. When all of Palomar College's SLOs are to be included in the Courses of Record, the anthropology SLOs will be clearly differentiated from the current listed course objectives. We are also in the process of creating a Google Document where the SLOs will be maintained, each faculty member can easily update the document as assessments are completed. After a recent discipline meeting, the anthropology faculty decided to modify our current plan for assessments and complete all assessments during the same semester. Not only will this provide a more simplified system, but will also create more accurate results. Our next planned assessment is in Fall 2017. Anthropology just got approval for the new AA-T and we are currently having ongoing conversations about our program SLOs which we will be articulating by the end of the year.

SECTION 2: PROGRAM GOALS

2A. Progress on Previous Year's Goals: Please list discipline goals from the previous year's reviews and provide an update by checking the appropriate status box .

Goal	Completed	Ongoing	No Longer a Goal
Hire new Anthropology Faculty: Physical Anthropology	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acquire stable funding for Anthropology T.A.s	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Begin Community Outreach	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establish Advisory Council	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Replace Aging Archaeology Equipment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

2B. New Discipline Goals: Please list all discipline goals for this three-year planning cycle (including those continued from previous planning cycle):

GOAL #1	
Program or discipline goal	Begin Hiring process for Anthropology Faculty Cultural and Archaeology
Strategies for implementation	Submit Faculty Request Forms for 2017-18 and 2018-19
Timeline for Implementation	2017-2019
Outcome(s) expected (qualitative/quantitative)	Two new faculty hires, Cultural and Archaeology
GOAL #2	
Program or discipline goal	Secure stability for Teaching Assistant and Equipment Funding
Strategies for implementation	Ask for a standing line item for Teaching Assistants and another for expendables. Solicit a one-time replacement funding for new survey equipment.
Timeline for Implementation	2017-2018
Outcome(s) expected (qualitative/quantitative)	Approximately \$3500 ongoing for TAs, \$500 for expendables, \$10,000 for equipment replacement which will help maintain our relevance in Archaeology instruction.
GOAL #3	
Program or discipline goal	Expand and replace Physical Anthropology Teaching Collections.
Strategies for implementation	Request funds for casts of recent fossil finds and expand pathology collections.
Timeline for Implementation	2017-2019
Outcome(s) expected (qualitative/quantitative)	Establish Palomar as a regional instructional leader in Physical Anthropology

**Department Chair/
Designee Signature:** _____

Date: _____

Division Dean Signature: _____

Date: _____

Vice President Signature: _____

Date: _____