

# Ohlone College

## Program Review Report

- **Program Description and Scope:**

- *Program Review Title:* Anthropology
- *Academic year:* 2015/2016
- *Review Type:* Instructional Disciplines
- *Program/Departments:* Anthropology (22002)
- *Authority Code:* 44-Dean, Science, Engineering, and Mathematics
- *External Regulations:* Yes\_ No X
- *Provide a brief narrative that describes the instructional program/discipline:*

The Anthropology Department at Ohlone College educates students in the study of humankind, including, but not limited to, genetic diversity, evolution, forensic applications, prehistory, culture, cultural and linguistic diversity, social organization and belief systems. Through anthropology courses, students experience a holistic approach to the study of humans and their close relatives. A wide range of societies are studied, from small traditional nations to large industrialized states.

- **College Mission:**

- *Mission Statement:*

Ohlone College responds to the educational needs of our diverse community and economy by offering high quality instruction supporting basic skills, career development, university transfer, and personal enrichment and by awarding associate degrees and certificates to eligible students in an innovative, multicultural environment where successful learning and achievement are highly valued, supported, and continually assessed.
- *Program Relation to College Mission:*
  - University Transfer
  - Personal Enrichment
- *State Your Program Mission/Purpose:*

The department is committed to an understanding of cross-cultural differences between groups, the development of intercultural skills, community based learning, and cooperative efforts with our local communities and other academic programs at Ohlone College. General education courses, as well as core courses for the anthropology major, are taught each semester. The department offers an Anthropology Transfer degree (ADT), with courses equivalent to lower division courses for anthropology majors at four year institutions. Three certificate programs in anthropology are also offered. The department cross-lists its Forensic Anthropology course with the Administration of Justice Department.

Faculty research supports department efforts to demonstrate the application of anthropological methods to real world problems and the Ohlone Multicultural Anthropology Club (OMAC) works with other student clubs to promote cross-cultural interactions with students from other departments.

o *Briefly Describe Program Accomplishments:*

Since our 2012 program review , the department has created an Anthropology Transfer degree (ADT) and has updated and reinstated three certificate programs. The department has also continued with academic activities such as ethnographic fieldwork in local communities, applied anthropology projects such as native craft training and participation in the Day of the Ohlones, and analyses of ethnographic and archaeological field data in hands-on laboratory settings linking theory, research and life experiences. The department established the Anthropology Research Facility, an outdoor physical/forensic anthropology and archaeology research facility located near the tennis courts on the main campus. The department completed the 6 year review process for all courses, and created one new course, Anth 107 (Linguistic Anthropology) in 2014. The department reinstated the Anth 105 (Field Archaeology) course. The Ohlone Multicultural Anthropology Club (OMAC) continues to offer students opportunities for intercultural exchanges, fieldtrips, participation and attendance at academic conferences and works with other student clubs to promote cross-cultural interactions with students from other departments.

• **Achievement and Resource Data Analysis:**

1. *Research Questions:*

1. In a department where the overall student population is performing above the college-set benchmark, it is noticeable that African American students are severely disproportionately impacted with a success rate below 50%. Are there any strategies that could be employed to assist this particular group to succeed at higher rates?
2. Completion numbers are essentially absent, but with the creation of the new ADT your completions numbers should begin to increase. What about creating an Introduction to Anthropology certificate to feed into the ADT? Perhaps built on the three core courses required for the ADT?

• **Resource Assessment Summary:**

1. *Academic Year:* 2013-14
2. *Activity Center Fund 10 Budget Allocation:* \$353370.00
3. *FTEs:* Fall: 66 Spring: 62 Summer: 0
4. *WSCH/FTEF:* Fall: 629 Spring: 580 Summer: 0
5. *Course Sections Offered:* Fall: 16 Spring: 16 Summer: 0
6. *Sections Taught FT Faculty:* Fall: 0 Spring: 0 Summer: 0

7. Sections Taught PT Faculty: Fall: 16 Spring: 16 Summer: 0

• **Human Resources:**

1. # of FT Faculty: 0
2. # of PT Faculty: 10
3. # of Classified Staff: 0
4. # of Administrators: 0
5. % Faculty release/reassigned time: 0%
6. Technology:
7. Physical Resources:
  - General Classrooms
  - Specialized Labs

• **Program Analysis PSLOs - Student Learning:**

(Key: I-Introduced, P-Practiced with Feedback, M-Demonstrated at the Mastery Level)

1. *PSLO Matrix:*

Course	PSLO-1	PSLO-2	PSLO-3	PSLO-4
ANTH 101	P	P		P
ANTH 102	P	P	I	P
ANTH 103	P	P	I	P
ANTH 104	P	P	I	P
ANTH 105	P	P	I	P
ANTH 106	P	P	I	P
ANTH 107	P	P	I	P
ANTH 108	P	P	I	P

2. *Please Indicate the PSLO(s) which you are reporting on:*

- Critically analyze and interpret anthropological data.
- Apply anthropological principles and methods of inquiry to the study of human diversity locally, regionally and globally
- Apply anthropological knowledge and demonstrate intercultural sensitivity to contemporary issues within a culture and cross-culturally
- Demonstrate an understanding of science, the scientific method, the concept of culture, and major anthropological concepts related to human biological and cultural evolution

3. *Analyze and summarize your assessment findings â?? What in the data jumped out?*

Students who complete Anth 101, Anth 102 and Anth 104 demonstrated their ability to analyze and interpret anthropological data (PSLO 1 ) at an overall rate of 86%. The application of anthropological principles and methods of inquiry to

the study of human diversity (PSLO 2) was assessed through examination and research projects in applied topics. Overall, students were able to apply these concepts on an exam with an overall success rate of 82%. For research projects, which required a deeper level of understanding, there was greater variation in the results, although over 50% of students demonstrated basic competency in this PSLO. An understanding of major anthropological concepts outlined in PSLO 4 was assessed through written examinations. Students demonstrated an understanding of the concept of culture and of evolution at an overall rate of 85% by the end of the term. Their success rate early on in the term, when these concepts were first introduced, was much lower (68%). These basic concepts were tested multiple times to ensure that students were eventually grasping these important, fundamental concepts in anthropology. Although the success rates in these basic concepts is satisfactory, faculty are concerned about the application of these concepts to more complex issues. Students in Anth 101 struggle to apply basic concepts in science, genetics and anatomy to examples and more complex material presented in our courses. And, given the complexity of the subject matter in these courses, the department feels that the completion rates for our courses are low. We continue to strive for improvement in the support we give students and our ability to retain a higher percentage of students enrolled in our courses.

4. *Give examples of assessments used for your PSLO analysis:*

For Anth 102 and 104, students complete and present research projects related to cultural diversity, demonstrating their ability to apply anthropological principles and methods as they analyze and interpret data. For Anth 101, 102 and 104, students are tested (written exams) on their ability to analyze and interpret data, to apply anthropological principles to the study of human diversity, and to demonstrate an understanding of anthropological concepts related to human biological and cultural evolution (PSLO 2). Their research projects were also assessed against this PSLO. For PSLO4, students were also tested, multiple times, during each term.

5. *Describe input from Program Advisory Committee (if applicable):*

6. *Comments:*

Each course is taken independent of others. Students complete mastery in a specific course by successfully completing the course requirements and SLOs. At the program level, students demonstrate mastery by completing the core courses in the discipline. The matrix is left at the practice level because many students only complete one or two courses. Please note - the achievement and resource data forms do not include lab resources. We have 8 labs and this is a significant amount of human resources not included in this review. Only lecture

sections are counted.

- **Program Improvement Objectives**

1. *Based on the program data analysis and PSLO analysis, identify your Program Improvement Objective(s): What are you going to do? Why are you going to do it?*

Improve retention and success rates for students through the creation of a tutoring program. Students find that anthropology is a difficult subject to master. Few students taking physical or forensic anthropology have a background in biology, genetics, anatomy or osteology.

*Notes (optional): Please include any notes related to your PIO. (2500 Character limit)*

*Program PIO will address the following:*

- Course Retention
- Course Completion
- Persistence
- Success Rates
- Student Learning & Achievement
- Increase Program Enrollments
- Increase Degrees/Certifications
- Equity/Disproportionate Representation

*How will you assess the effectiveness of your PIO:*

The department will monitor retention and success rates for students enrolled in anthropology courses. Data on success rates will be the main source of evidence.

**PIO Action Plan:**

*How will you accomplish this?*

The department will create a tutoring program for students enrolled in the core anthropology courses, especially physical and forensic anthropology. Tutoring will be available to students enrolled in all anthropology courses, although the focus will be on core courses (Anth 101, 102, 103). The department will purchase tutorial software on human anatomy, fossils and archaeological field methods for student use in the center and work to recruit and supervise tutoring staff.

*What is your timeline?*

one year

*Who is going to do this?*

Sandra Chacko will work with department faculty to create a tutoring group

*PIO Status:*

- New

*Closing the loop - Describe the results of your PIO implementation or completion:*

*Conclusion: Complete if PIO has been completed*

*Fiscal Resources Status:*

- Request for tutoring \$ - need to identify source.

**PIO Resources:**

- Resource: Tutors - Students  
Description: Need student tutors to support student success in Anthropology courses.  
FTE: n/a  
Est. Cost: \$500.00
- Resource: Instructional Software  
Description: Tutorial Software  
Est. Cost: \$2,000.00

2. *Based on the program data analysis and PSLO analysis, identify your Program Improvement Objective(s): What are you going to do? Why are you going to do it?*

Improve retention and success rates for students taking introductory anthropology courses. Retention and success rates are particularly low for Native

American, African American, Hispanic and deaf students, although the department would like to see greater success rate than 73% for all students. The department would like to see a decline in the withdrawal and non-success rates.

*Notes (optional): Please include any notes related to your PIO. (2500 Character limit)*

As the new full time anthropology faculty I am going to implement this PIO starting 2015/2016 because to my knowledge nothing was done to implement this during the previous year.

*Program PIO will address the following:*

- Student Learning & Achievement
- Course Retention
- Course Completion
- Persistence
- Success Rates
- Equity/Disproportionate Representation

*How will you assess the effectiveness of your PIO:*

The department will continue to monitor the success rate for students enrolled in anthropology courses. Data on success rates will be the main source of evidence.

**PIO Action Plan:**

*How will you accomplish this?*

The ADT and certificate programs will help with retention and success, as we see an increase in students taking more than one anthropology course (reinforcing basic concepts). The department will continue to create course content of interest to students from underrepresented groups, recognizing that many of these students are unaware of the focus of anthropology, have had a lack of opportunities to study this subject, and may not appreciate the meaningful ways in which anthropology can serve local communities (often seen by minority students as a benefit). And, faculty will continue to develop opportunities for students to explore and learn outside of their courses. Department faculty realize that they may not be able to meet their goals without a full time faculty member.

*What is your timeline?*

two years

*Who is going to do this?*

Sandra Chacko

*PIO Status:*

- In-Progress

*Closing the loop - Describe the results of your PIO implementation or completion:*

*Conclusion: Complete if PIO has been completed*

*Fiscal Resources Status:*

- No fiscal resources requested.

**PIO Resources:**

- Resource: People Time  
Description: To monitor the data and respond

3. *Based on the program data analysis and PSLO analysis, identify your Program Improvement Objective(s): What are you going to do? Why are you going to do it?*

Support anthropology majors planning to transfer into the UC system by creating an AA degree in anthropology. Many of the students who have told faculty that they are majoring in anthropology transfer into the UC system. To better serve those students, the department will develop a degree that reflects a UC transfer program.

*Notes (optional): Please include any notes related to your PIO. (2500 Character*

*limit)*

Currently this degree is pending. As the new full time faculty member I have little knowledge of how this degree was developed and I will be checking into its progress.

*Program PIO will address the following:*

- Student Learning & Achievement
- Success Rates
- Increase Program Enrollments
- Increase Degrees/Certifications

*How will you assess the effectiveness of your PIO:*

Completion and approval, at the college and state level, of an AA degree in anthropology.

**PIO Action Plan:**

*How will you accomplish this?*

Faculty will create an AA degree program, and work with the Curriculum committee to obtain approval of the degree, adhering to the requirements of the state and UC system for an AA degree in anthropology.

*What is your timeline?*

Two years

*Who is going to do this?*

Sandra Chacko

*PIO Status:*

- In-Progress

*Closing the loop - Describe the results of your PIO implementation or completion:*

*Conclusion: Complete if PIO has been completed*

*Fiscal Resources Status:*

- No fiscal resources requested.

**PIO Resources:**

4. *Based on the program data analysis and PSLO analysis, identify your Program Improvement Objective(s): What are you going to do? Why are you going to do it?*

Improve the quality of our anthropology programs through the employment of a lab technician.

*Notes (optional): Please include any notes related to your PIO. (2500 Character limit)*

The department strives to obtain and manage a large collection of fossil casts, bones, artifacts and equipment. The efficiency of our program can significantly increase with the addition of a lab tech to help prepare and manage lab resources.

*Program PIO will address the following:*

- Success Rates
- Increase Program Enrollments
- Increase Degrees/Certifications
- Service Impacts

*How will you assess the effectiveness of your PIO:*

Department resources will be more efficiently procured and managed. Inventories will be better monitored and maintained. We will see an improvement in how department resources are managed in our limited swing space.

**PIO Action Plan:**

*How will you accomplish this?*

The department will create a lab tech position to prepare and put away lab materials for physical anthropology, forensic anthropology and archaeology labs. The lab tech will be supervised by one of the department's faculty members, and will be responsible for placing equipment and supply orders and for monitoring all department supplies. The lab tech will also keep a database of all osteology materials and will catalog and label all incoming course materials.

*What is your timeline?*

one year

*Who is going to do this?*

Sandra Chacko

*PIO Status:*

- In-Progress

*Closing the loop - Describe the results of your PIO implementation or completion:*

*Conclusion: Complete if PIO has been completed*

*Fiscal Resources Status:*

- Staff position requested: Lab Tech not funded as of 11/10/15

**PIO Resources:**

- Resource: Staff/Administrative Position  
Position Title: Lab Technician - Anthropology, Geography, and Geology  
FTE: .5  
Est. Cost: \$30,000.00

5. *Based on the program data analysis and PSLO analysis, identify your Program*

*Improvement Objective(s): What are you going to do? Why are you going to do it?*

Mentor and support anthropology majors taking their core courses at Ohlone College and student completing certificates in cultural anthropology, physical anthropology or archaeology. Students can now declare their major before they transfer and the department will work with these students to ensure that they complete the courses required for the ADT degree.

*Notes (optional): Please include any notes related to your PIO. (2500 Character limit)*

As a new full time faculty member I have started to implement this PIO by mentoring declared majors. I have no knowledge of this PIO being implemented before my arrival here at Ohlone.

*Program PIO will address the following:*

- Student Learning & Achievement
- Success Rates
- Increase Program Enrollments
- Increase Degrees/Certifications

*How will you assess the effectiveness of your PIO:*

The effectiveness of this PIO will be measured by the number of students completing the ADT and certificates in anthropology. Because these are new programs, it may take a couple of years for students to complete these programs.

**PIO Action Plan:**

*How will you accomplish this?*

Faculty will promote the ADT degree and certificate programs, through the creation and distribution of flyers and brochures. The department will continue to hold information sessions such as the Anthropology Career Day and the Spring course preview event. Faculty will develop outside activities of interest to anthropology majors and Jo Rainie and George Rodgers will change their scholarship funds to offer greater support to students majoring in anthropology and transferring into an anthropology program at a four year institution.

*What is your timeline?*

Three years

*Who is going to do this?*

Sandra Chacko will do this as well organize volunteers from the faculty pool

*PIO Status:*

- In-Progress

*Closing the loop - Describe the results of your PIO implementation or completion:*

*Conclusion: Complete if PIO has been completed*

*Fiscal Resources Status:*

- No fiscal resources requested.

**PIO Resources:**

- Resource: People Time  
Description: People time needed to monitor and respond to the data.

**Attached Files:**