

ANNUAL PROGRAM ASSESSMENT REPORT

(For AY 2013-2014 through 2018-2019)

CURRENT YEAR - AY 2017-2018 (Year 5)

UNIT	COLLEGE OF ARTS AND SCIENCES
Department (if applicable)	SOCIOLOGY AND ANTHROPOLOGY
Degree/Program	Bachelor of Arts
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Annually, complete a separate report for each academic program (major, minor) at each level (undergraduate, graduate) in your department. Reports are to be sent electronically to assessment@washburn.edu by **June 30 each year.**

Use size 10 font.

SECTION I

2017-2018 Academic Year

Describe your program's assessment accomplishments since your last report. *Cell will expand to accommodate your text.*

The B.A. in Anthropology program assessment activities were fairly stagnate this past year as the department focused the bulk of its collective effort hiring two new tenure-track faculty members (one anthropologist and one sociologist). The addition of an applied cultural anthropologist this upcoming year will enable anthropology faculty to have engaged discussion regarding assessment and PSLO review. In terms of curriculum revision, we renamed some courses and updated course descriptions For example, AN320 Olmec, Maya, and Aztec is now AN320 Ancient Latin America. Due to this change, the course embedded assignments linked to our PSLOs measured this academic year were not assessed for AN320.

Anthropology faculty participated in a CAS Faculty Success Group to create a Major Map that we use during advising and NSO days. The Major Map, along with our assessment data and plan, will be available to all faculty—tenure-track and adjuncts—and posted on our department website.

Discuss ways in which you have responded to the Assessment Committee comments on last year's report and what assessment work was initiated, continued, or completed. *Cell will expand to accommodate your text.*

The Assessment Committee's evaluation of the AY2016-17 Anthropology (B.A) annual report was quite strong. We scored "Target" on all of the assessment measures, except for "Communication with external constituents" in which were scored "Developing" (this improved from the prior year as well). Due to turnover in faculty (we were down three full-time faculty members and a fourth, the department chair, was on sabbatical during the fall semester), we did not implement the student advisory board or regular department newsletters. All was not lost, however, as faculty participated in a Faculty Success Group to create a B.A. in Anthropology Major Map.

Have there been any changes to your Program Assessment Plan (including calendar and curriculum map) since last year's report? *Cell will expand to accommodate your text.*

Yes (describe what and why below) No

2016-2017 Academic Year

Describe your program's assessment accomplishments since your last report. *Cell will expand to accommodate your text.*

Our program assessment accomplishments are minimal since the last report primarily due to faculty change. During the AY2016-17 one of our full-time anthropology faculty was on leave (and has since resigned on June 30, 2017). In addition, we have lost two other full-time faculty members since the AY2015-16 report: a tenured Sociology faculty and an Anthropology/Sociology Lecture position. Needless to say, regaining stability among our faculty was our top priority in AY2016-17. Many of our curricular goals, thus, had been put on hold. We will continue with curricular revisions during the upcoming academic year because as with change comes great opportunity for improvement and reorganization.

We do have several noteworthy accomplishments, however. First, several of the remaining full-time faculty devised the program assessment map and PSLOs for our B.S. in Anthropology (Forensic emphasis) program. While the B.S. program is a separate assessment plan we are happy to report that we will submit these materials for annual review in AY2017-18. Second, our new archaeologist, Dr. Murphy, revised the assessment materials for the archaeology courses (e.g., AN114) and is currently revising corresponding course descriptions. Finally, the full-time anthropology faculty in the spring 2017 semester were part of the CAS Course Success Group where we discussed and revised several of our General Education assessment rubrics.

Discuss ways in which you have responded to the Assessment Committee comments on last year's report and what assessment work was initiated, continued, or completed. *Cell will expand to accommodate your text.*

The anthropology program received great feedback from the Assessment Committee last year. We were on "Target" for several of the measures, particularly our assessment criteria and rubrics, and our communication with University wide entities. We scored at "Developing" on three items: using data to "stay the course;" communication between faculty; and communication with students. Even though we had a very challenging AY2016-17 with faculty turnover, we did make improvement on all three of these items. At our departmental retreat, all faculty were given copies of previous annual reports. In addition, the Anthropology Assessment Liaison, Dr. Sundal, routinely met with our two new anthropologists to work on both PSLO and General Education assignment alignment (particularly in AN114). All anthropology instructors participated in the CAS Course Success Group where we focused our efforts on ways to improve our assessment activities. Finally, we eliminated any data gaps as all instructors were compliant with reporting data and ensuring that their assessment rubrics were made available to students in advance.

The area that we scored the poorest (beginning) on the last year's report was with our communication with external constituents. Unfortunately, this is still an issue for the program but one that we hope to rectify soon. A few areas that we will explore include creating a student advisory panel, maintaining a regular departmental newsletter that we send to alumni and community partners, and strengthening our internship program.

Have there been any changes to your Program Assessment Plan (including calendar and curriculum map) since last year's report? *Cell will expand to accommodate your text.*

Yes (describe what and why below) No

AN114 no longer assess PSLO6.

2015-2016 Academic Year

Describe your program's assessment accomplishments since your last report. <i>Cell will expand to accommodate your text.</i>
During the AY2015-2016 the anthropology program underwent several changes. We began curriculum review in which we revised course descriptions, prerequisites, and PSLO assessment measures within our required courses. We will continue curriculum review next academic year with an analysis of our curriculum map to ensure all PSLOs are measured in both lower and upper division courses. Finally, we experienced faculty change as one fulltime anthropologist left midway through the year and did not report some of her assessment data (e.g., AN320); and, we hired two new fulltime anthropologists who will contribute to program review next academic year.
Discuss ways in which you have responded to the Assessment Committee comments on last year's report and what assessment work was initiated, continued, or completed. <i>Cell will expand to accommodate your text.</i>
Anthropology faculty are in the process of reviewing PSLOs and the assessment map so that we ensure all PSLOs are taught and assessed in required lower and upper division courses. This past year we began our discussion of rearranging the sequence of our required courses (e.g., moving AN324 from senior to junior level). We will continue this discussion during our AY2016-2017 curriculum review so that we have identified the best assessment alignment. We have also improved our communication with students for course embedded assignments by giving students access to the rubrics that evaluate corresponding PSLOs. We have identified that we need to post our PSLOs and some of our assessment strategies on our course website and newsletter as a way to better inform students, alumni, and possible external constituents of our curricular activities.
Have there been any changes to your Program Assessment Plan (including calendar and curriculum map) since last year's report? Cell will expand to accommodate your test
<input checked="" type="checkbox"/> Yes (describe what and why below) <input type="checkbox"/> No
At our annual department retreat in August 2015, anthropology and sociology faculty reviewed our two annual program assessment reports. For course-embedded assignments (for both USLOs and PSLOs) we lowered the threshold measurement from 75% to 65% of majors earning Target or Advanced and for course grades we lowered the threshold measurement from 75% to 70% of majors earning a B or higher. We decided that we would systematically review our direct assessment thresholds at our annual retreats with the aim to gradually increase our threshold measures each academic year. A second change in this report is the curriculum map. Faculty determined that AN362 is not a good assessment of PSLO5, thus we have not included it in this year's report. We will submit a revised program assessment plan in AY2016-2017.

2014-2015 Academic Year

Describe your program's assessment accomplishments since your last report. <i>Cell will expand to accommodate your text.</i>
The anthropology program now assesses PSLOs in all our required courses (both lower and upper division); during our last report we had not assessed PSLOs in all required upper division courses. Full-time anthropology faculty also participated in a university assessment pilot program for reporting data in D2L. While the pilot program was ultimately terminated, participation during the Spring 2015 semester encouraged full-time anthropology faculty to modify our course embedded assignments in the lower division courses (AN112, AN114, and AN116).
Discuss ways in which you have responded to the Assessment Committee comments on last year's report and what assessment work was initiated, continued, or completed. <i>Cell will expand to accommodate your text.</i>
On the AY2013-2014 report, the Assessment Committee commented that the anthropology's PSLO is primarily course-based rather than program based and that PSLO 2 is only assessed in lower division courses. One suggestion was to show assessments in some sort of portfolio. This past academic year as part of our curriculum review process, full-time anthropology faculty—in conjunction with sociology faculty—discussed ways to implement a senior capstone course that would focus on our PSLOs. During the AY2015-2016 we will focus on curriculum review with an eye toward making our program assessment less course-based to allow our students increasing knowledge of our student learning outcomes as they progress through the major. Finally, the Assessment Committee noted that we

have not comprehensively identified appropriate stakeholders. The Sociology/Anthropology department is currently remodeling our department website to help address this issue. On the website, we will include our program (and general education) assessment data, including our assessment plan, PLSOs, and some results.

Have there been any changes to your Program Assessment Plan (including calendar and curriculum map) since last year's report? Cell will expand to accommodate your test

Yes (describe what and why below) No

2013-2014 Academic Year

Describe your program's assessment accomplishments since your last report. *Cell will expand to accommodate your text.*

Since the AY2012-2013 report, the Anthropology department has expanded its assessment of student learning outcomes. We now assess USLOs and PSLOs in all of our required lower division courses (AN112 Cultural Anthropology, AN114 Introduction to Archaeology, and AN116 Physical Anthropology), which is an expansion from the previous academic year in which we only assessed the AN112 courses. We also identified which PSLOs we will assess in each of the required upper division courses and created a curricular map and assessment planning calendar. For AY2013-2014 we raised the direct assessment measures thresholds: on course embedded assignments 75% of majors (up from 50%) will earn "Target" or above; and 75% of majors will earn a "B" or higher for course grades (previously it was a "C" or higher). Finally, we have a new anthropology assessment liaison (Dr. Mary Sundal) who is also the General Education assessment coordinator.

Discuss ways in which you have responded to the Assessment Committee comments on last year's report and what assessment work was initiated, continued, or completed. *Cell will expand to accommodate your text.*

In AY2013-2014 we expanded our assessment efforts; however, we are still in the early stages of assessing PSLOs at both the lower and upper course division levels. The AY2012-2013 report indicated a few areas that the Anthropology program can move from "Target" to "Advanced" in communicating assessment efforts and results with faculty, students, and stakeholders. Thus, during AY2013-2014 we involved all full-time faculty in the assessment review process; we met as a group and identified PSLOs for all required courses and evaluated our previous assessment efforts in AN112 extensively. We also value student feedback which we primarily obtained through exit questionnaires of graduating seniors and periodic alumni surveys. The Anthropology faculty will undertake curriculum review in AY2014-2015 where we re-evaluate all PSLOs for required upper division courses, create course-embedded assignments (and rubrics) for each, and re-evaluate our threshold measures. The curriculum review should also increase our communication on all fronts as we will identify methods to better report assessment data to faculty, students, and stakeholders.

Have there been any changes to your Program Assessment Plan (including calendar and curriculum map) since last year's report?

Yes (describe what and why below) No

We altered the planning calendar to reflect a more robust assessment effort that includes both lower and upper division required courses. Full-time anthropology faculty collectively determined which PSLOs are associated with each course. When submitting our most recent Anthropology Program Assessment Plan, the anthropology assessment liaison and the department chair created the six-year assessment calendar that rotates through the PSLOs rather than reporting on all six PSLOs each year.

SECTION II

Delete rows that are not needed. Copy and paste to add rows. Cells will expand to accommodate your text.

2017-2018 Academic Year

Program Student Learning Outcomes Analyzed and Reported for Current Year	List the Assessment Measure(s) for each PSLO – if rubrics are used, a copy of each should be in your department’s assessment subfolder on the shared drive	Describe the results for PSLOs analyzed (assessed) this year – a copy of summary data should be in your department’s assessment subfolder on the shared drive	Describe how results are shared with faculty, students, university-wide entities, and stakeholders (advisory boards, employers, community, alumni, etc.).
<p>PSLO #1 Demonstrate knowledge of, and appreciation for, global cultural and biological diversity.</p>	<p>Direct: One year of data, AY2017-18</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN112, AN320) Course grades: 70% of majors will earn a grade of B or higher (AN112, AN320) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN112 75% majors and 82% of all AN112 students (threshold met); AN320 did not include course embedded assignments this year. Course grades B or above: AN112 50% majors* and 75% of all AN112 students (threshold <i>not</i> met); AN320 89% majors (threshold met) <p>*There were only four majors total, in AN112, however.</p>	<p>The anthropology assessment liaison, Dr. Sundal, will share the results of the AY2017-18 program report with full-time anthropology faculty. We will use this information to help guide the future of our B.A. program during our departmental retreat in August 2018. In addition, the liaison will share the results with all anthropology adjuncts to improve communication of PSLO goals at all levels of instruction.</p> <p>Dr. Sundal also serves on the university-wide Program Assessment Committee and routinely reports to the department of noteworthy assessment measures and communication strategies.</p> <p>We need to increase communication with stakeholders and students and will make this a priority now that the department has stabilized.</p>
	<p>Indirect:</p> <p>Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<p>There are three questions on the survey that pertain to PSLO1: for two of the questions, 100% marked “much” and 67% marked “much” for the third (threshold met).</p>	
<p>PSLO #3 Demonstrate a scientific understanding of biological evolution and cultural change over time</p>	<p>Direct: One year of data, AY2017-18</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN114, AN116, AN320) Course grades: 70% of majors will earn a grade of B or higher (AN114, AN116, AN320) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN114 75% majors and 74% of all AN114 students (threshold met); AN116 62.5% majors (but 71% majors who completed all assignments) and 69% all AN116 students (but 76% of all students who completed all assignments) (threshold met); AN320 did not include course embedded assignments this year. Course grades B or above: AN114 75% majors and 75% 	

		all AN114 students (threshold met); AN116 75% majors and 83% of all AN116 students (threshold met); AN320 89% majors (threshold met)	
	Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions	67% of anthropology majors answered “much” for relevant question on exit survey (threshold met)	
PSLO #4 Evaluate the impacts of colonialism and globalization on world cultures.	Direct: Two years of data, AY2016-18 <ul style="list-style-type: none">Course embedded assignments: 65% of majors will score Target or Advanced (AN317)Course grades: 70% of majors will earn a grade of B or higher (AN317)	<ul style="list-style-type: none">Scored Target or Advanced on assignments: AN317 72% majors (threshold met)Course grades B or above: 57% majors (but 67% of majors who completed the course; threshold <i>not</i> met)	
	Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions	67% of anthropology majors answered “much” for relevant question on exit survey (threshold met)	
PSLO #5 Apply critical and analytic thinking skills to representations of human culture.	Direct: Two years of data, AY2016-18 <ul style="list-style-type: none">Course embedded assignments: 65% of majors will score Target or Advanced (AN114, AN324)Course grades: 70% of majors will earn a grade of B or higher (AN114, AN324)	<ul style="list-style-type: none">Scored Target or Advanced on assignments: AN114 80% majors and 78% of all AN114 students (threshold met); AN324 80% majors (threshold met)Course grades B or above: AN114 70% majors and 71% all AN114 students (threshold met); AN324 67% majors (threshold <i>not</i> met)	
	Indirect:		

	Exit Surveys: 66% of graduating majors will mark “much” on relevant questions	100% of anthropology majors answered “much” for relevant question on exit survey (threshold met)	
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Discuss the implications of the results reported above and how faculty members are involved in using assessment data to improve student learning.

Our direct measures (course-embedded assignments and course grades) were quite strong for this reporting cycle as we met the threshold for every PSLO (#1, #3, #4, and #5) with the course embedded assignments. The course grades met the threshold (70% of majors earned a “B” or above) in all but three instances. For PSLO #1, only 50% of B.A. in anthropology majors enrolled in AN112, an introductory course, earned a “B” or above. While this appears to be low, there were only four majors in AN112. For all of the students, regardless of major, in AN112 75% earned a “B” or above, thus we are not too concerned with this threshold. Finally, for PSLOs #4 and #5 we were 3% short of our course grade assessment goal for majors in AN317 and AN324 respectively.

Our indirect measures (exit surveys of graduating seniors) met the threshold measurement for each PSLO.

Finally, as stated above, while curriculum review was stalled this past year, anthropology faculty did participate in the CAS Faculty Success Group and will continue our conversations on program assessment starting at our annual department retreat in August.

Describe how students and external stakeholders (advisory boards, employers, community, alumni, etc.) are made aware of PSLOs and measures.

The area that we scored the poorest (“Developing”) on the last year’s report was with our communication with external constituents. Due to turnover in faculty (we were down three faculty members this academic year and a fourth—the department chair—was on sabbatical during the fall semester), we were not able to implement the student advisory board or regular department newsletters. All was not lost, however, as faculty participated in a Faculty Success Group to create a B.A. in Anthropology Major Map, which we now use during advising and NSOs. Evaluation of the program’s course offerings during the success group prompted us to collectively discuss who are external constituents are and how we plan to share our assessment data with them.

2016-2017 Academic Year

Program Student Learning Outcomes Analyzed and Reported for Current Year	List the Assessment Measure(s) for each PSLO – if rubrics are used, a copy of each should be in your department’s assessment subfolder on the shared drive	Describe the results for PSLOs analyzed (assessed) this year – a copy of summary data should be in your department’s assessment subfolder on the shared drive	Describe how results are shared with faculty, students, university-wide entities, and stakeholders (advisory boards, employers, community, alumni, etc.).
<p>PSLO # <u>1</u> Demonstrate knowledge of, and appreciation for, global cultural and biological diversity.</p>	<p>Direct: One year of data, AY2016-17</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN112, AN317¹) Course grades: 70% of majors will earn a grade of B or higher (AN112, AN317¹) <p>¹One student enrolled in AN366 Directed Readings in spring 2017 to complete her area studies (AN317)</p>	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN112 100% majors and 78% of all AN112 students (threshold met); AN317 71% majors (83% met threshold for the majors who completed the assignment; threshold met) Course grades B or above: AN112 100% majors and 76% 	<p>The anthropology assessment liaison, Dr. Sundal, will share the results of the AY2016-17 program report with full-time anthropology faculty. We will use this information to help guide the future of our B.A. program as we reflect deeply on what types of curricular changes we want to occur with the potential of two full-time faculty hires in AY2017-18. In addition, the liaison will share the results with all anthropology adjuncts to improve</p>

	<p>requirement. The class was the same material so she is included in the AN317 assessment data.</p>	<p>of all AN112 students (threshold met); AN317 57 % majors (but 67% of majors who completed the course; threshold <i>not</i> met)</p>	<p>communication of PSLO goals at all levels of instruction.</p> <p>Dr. Sundal also serves on the university-wide Program Assessment Committee and routinely reports to the department of noteworthy assessment measures and communication strategies (such as creating a student advisory board).</p> <p>As mentioned above, we recognize the need to increase communication with stakeholders and students and will make this a priority in the next academic year.</p>
	<p>Indirect:</p> <p>Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<ul style="list-style-type: none"> No graduating seniors submitted their exit surveys 	
<p>PSLO # <u>2</u> Explain the logic of the four-field approach to American anthropology.</p>	<p>Direct: Two years of data, AY2015-17</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN112, AN116) Course grades: 70% of majors will earn a grade of B or higher (AN112, AN116) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN112 86% majors (threshold met); AN116 94% majors (threshold met) Course grades B or above: AN112 93% majors and 71% all AN112 students (threshold met); AN116 69% majors (but 73% of majors who completed the course) and 52% of all AN116 students (threshold met) 	
	<p>Indirect:</p> <p>Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<ul style="list-style-type: none"> No graduating seniors submitted their exit surveys 	
<p>PSLO # <u>3</u> Demonstrate a scientific understanding of biological evolution and cultural change over time</p>	<p>Direct: One year of data, AY2016-17</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN114, AN116) Course grades: 70% of majors will earn a grade of B or higher (AN114, AN116) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN114 88% majors and 83% of all AN114 students (threshold met); AN116 89% majors and 64% all AN116 students (but 73% of all students who completed assignments) (threshold met) 	

		<ul style="list-style-type: none"> Course grades B or above: AN114 63% majors and 67% all AN114 students (but 71% of all students who completed the course) (threshold <i>not</i> met); AN116 78% majors and 56% of all AN116 students (but 61% of all students who completed the course) (threshold met) 	
	<p>Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<ul style="list-style-type: none"> No graduating seniors submitted their exit surveys 	
<p>PSLO # <u>6</u> Evaluate major ethical dilemmas of anthropological research.</p>	<p>Direct: Two years of data, AY2015-17</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN114, AN324, AN362) Course grades: 70% of majors will earn a grade of B or higher (AN114, AN324, AN362) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: no data for AN114 (AN114 no longer measures PSLO6); AN324 100% majors (threshold met); AN362 77% majors (threshold met) Scored Target or Advanced on assignments: no data for AN114 (AN114 no longer measures PSLO6); AN324 79% majors (threshold met); AN362 46% majors (threshold <i>not</i> met) 	
	<p>Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<ul style="list-style-type: none"> No graduating seniors submitted their exit surveys 	

Discuss the implications of the results reported above and how faculty members are involved in using assessment data to improve student learning.

Our direct measures (course-embedded assignments and course grades) were quite strong for this reporting cycle. For PSLO#1 all majors enrolled in AN112 and AN317 scored at Target or above on assessment assignments and 100% of them earned a B or above in AN112. We were 3% short of our assessment goal (70% of majors earning a B or above) for majors in AN317.

For PSLO#3 all majors enrolled in AN114 and AN116 met the threshold for course embedded assignments. AN114 majors fell short, 7%, of meeting the course grade threshold, whereas AN116 met the threshold. We are particularly pleased with the improvements in AN116 for PSLO#3 as this was the first year majors met the threshold for both course embedded activities and course grades. We attribute this accomplishment to reviewing the assessment data closely and revising pedagogic activities to foster more hands-on, activity learning opportunities (in addition, the course is now taught at our lab space in KBI which affords us the opportunity to do so).

For PSLO#2 and PSLO#6 we met all direct threshold measurements.

Unfortunately, we did not obtain any indirect measurements this cycle as no graduating seniors submitted their exit surveys.

Finally, as stated above, while curriculum review was stalled this past year anthropology faculty did participate in the CAS Course Success Group and will hopefully do so again in the future. We used assessment data to guide our conversations and the revision of our assessment rubrics for course embedded assignments.

Describe how students and external stakeholders (advisory boards, employers, community, alumni, etc.) are made aware of PSLOs and measures.

The area that we scored the poorest (beginning) on the last year's report was with our communication with external constituents. Unfortunately, this is still an issue for the program but one that we hope to rectify soon. A few areas that we will explore include creating a student advisory panel, maintaining a regular departmental newsletter that we send to alumni and community partners, and strengthening our internship program.

2015-2016 Academic Year

Program Student Learning Outcomes Analyzed and Reported for Current Year	List the Assessment Measure(s) for each PSLO – if rubrics are used, a copy of each should be in your department's assessment subfolder on the shared drive	Describe the results for PSLOs analyzed (assessed) this year – a copy of summary data should be in your department's assessment subfolder on the shared drive	Describe how results are shared with faculty, students, university-wide entities, and stakeholders (advisory boards, employers, community, alumni, etc.)
<p>PSLO #1 Demonstrate knowledge of, and appreciation for, global cultural and biological diversity.</p>	<p>Direct:</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN112, AN320) Course grades: 70% of majors will earn a grade of B or higher (AN112, AN320) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN112 82% majors (threshold met); AN320 did not collect assessment data Course grades B or above: AN112 91% majors (threshold met); AN320 100% majors (threshold met) 	<p>During the AY2015-2016 the anthropology program underwent several changes. We began curriculum review in which we revised course descriptions, prerequisites, and PSLO assessment measures within our required courses. We will continue curriculum review next academic year with an analysis of our curriculum map to ensure all PSLOs are measured in both lower and upper division courses. Finally, we experienced faculty change as one fulltime anthropologist left midway through the year and did not report some of her assessment data (e.g., AN320); we hired two new fulltime anthropologists who will</p>
	<p>Indirect:</p> <p>Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<p>100% of the graduating anthropology majors answered “much” for three questions related to this area on the exit survey (threshold met)</p>	

<p>PSLO #3 Demonstrate a scientific understanding of biological evolution and cultural change over time</p>	<p>Direct:</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN114, AN116, AN320) Course grades: 70% of majors will earn a grade of B or higher (AN114, AN116, AN320) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN114 88% majors (100% met threshold for the majors who completed the assignment; threshold met); AN116 56% majors (61% met threshold for the majors who completed the assignment; threshold <i>not</i> met); AN320 did not collect assessment data Course grades B or above: AN114 88% majors (threshold met); AN116 57% all majors (but 67% of majors <i>who completed the course</i> earned B or higher; threshold <i>not</i> met); AN320 100% majors (threshold met) 	<p>contribute to program review next academic year.</p> <p>The anthropology assessment liaison will share the results of the current report with full-time anthropology faculty and the department chair prior to the start of AY2016-2017. At our departmental retreat in August, we will discuss these results to help evaluate our curriculum as a whole.</p> <p>Finally, we are developing ways to be more transparent in our assessment efforts to students and stakeholders. We are remodeling our department website and will include program assessment data there.</p>
	<p>Indirect:</p> <p>Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<p>100% of anthropology majors answered “much” for relevant question on exit survey (threshold met)</p>	
<p>PSLO #4 Evaluate the impacts of colonialism and globalization on world cultures.</p>	<p>Direct:</p> <p>Not measured this year (did not teach AN317 or AN325)</p>		
	<p>Indirect:</p> <p>Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	<p>100% of anthropology majors answered “much” for relevant question on exit survey (threshold met)</p>	
<p>PSLO #5 Apply critical and analytic thinking skills to representations of human culture.</p>	<p>Direct:</p> <ul style="list-style-type: none"> Course embedded assignments: 65% of majors will score Target or Advanced (AN114, AN324) Course grades: 70% of majors will earn a grade of B or higher (AN114, AN324) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN114 88% majors (100% met threshold for the majors who completed the assignment; threshold met); AN324 83% majors (threshold met) 	

		<ul style="list-style-type: none"> Course grades B or above: AN114 88% majors (threshold met); AN324 83% majors (threshold met) 	
	Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions	100% of anthropology majors answered “much” for relevant question on exit survey (threshold met)	

Discuss the implications of the results reported above and how faculty members are involved in using assessment data to improve student learning.

Our indirect measures met the threshold measures for each PSLO above (100% of anthropology majors answered “much” for the corresponding questions), which is very encouraging as this is based on exit survey data of graduating seniors. Therefore, our anthropology majors feel that based on their education at Washburn they could accomplish PSLOs 1, 3, 4, and 5. Our direct measurements also met the threshold level for each PSLO with a few exceptions. First, we did not have direct measurements of assessment data for PSLO 4 as we did not teach any of the related courses. Second, only one course (AN116) reported data where students fell below the threshold measurement for PSLO 3. Although the numbers rose slightly from previous years, majors in AN116 still fell below the threshold measurement. Part of this may be attributed to students who did not complete all assignments related to PSLO3 which ultimately lowered their scored below Target. Finally due to a faculty member leaving mid-year, no data was reported for course embedded assignments in AN320 (PSLO1 and PSLO3). Anthropology faculty will use our program assessment results to evaluate our course-embedded assignments and rubrics for our required courses during curriculum review in AY2016-2017. In addition, we will analyze how students are building their knowledge of our PSLOs as they progress through the anthropology program.

Describe how students and external stakeholders (advisory boards, employers, community, alumni, etc.) are made aware of PSLOs and measures.

We have also improved our communication with students for course embedded assignments by giving students access to the rubrics that evaluate corresponding PSLOs. We have identified that we need to post our PSLOs and some of our assessment strategies on our course website and newsletter as a way to better inform students, alumni, and possible external constituents of our curricular activities.

2014-2015 Academic Year

Program Student Learning Outcomes Analyzed and Reported for Current Year	List the Assessment Measure(s) for each PSLO – if rubrics are used, a copy of each should be in your department’s assessment subfolder on the shared drive	Describe the results for PSLOs analyzed (assessed) this year – a copy of summary data should be in your department’s assessment subfolder on the shared drive	Describe how results are shared with faculty, students, university-wide entities, and stakeholders (advisory boards, employers, community, alumni, etc.).
PSLO #1 Demonstrate knowledge of, and appreciation for, global cultural and biological diversity.	Direct: <ul style="list-style-type: none"> Course embedded assignments: 75% of majors will score Target or Advanced (AN112, AN319, AN325) Course grades: 75% of majors will earn a grade of B or higher (AN112, AN319, AN325) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN112 80% majors (threshold met); AN319 83% majors (threshold met); AN325 60% majors (threshold <i>not</i> met) Course grades B or above: AN112 66% majors (threshold 	Full-time anthropology faculty routinely met during the AY2014-2015 for curriculum review. The bulk of our efforts focused on developing a senior capstone course that would assess our PSLOs for our majors at the end of their tenure here. We also participated in a pilot program to facilitate the reporting of course-embedded assessment methods for USLOs and

		<i>not met</i>); AN319 66% majors (threshold <i>not met</i>); AN325 80% majors (threshold met)	<p>PSLOs during the Spring 2015 semester. In doing so, full-time anthropology faculty reviewed and modified the AN112, AN114, and AN116 course embedded general education assignments (that we also use to assess PSLOs). The General Education Assessment coordinator communicated these changes to all adjunct instructors.</p> <p>The anthropology assessment liaison will share the results of the current report with full-time anthropology faculty and the department chair prior to the start of AY2015-2016. We plan to continue our curriculum review during the next academic year with a focus specifically on program assessment.</p> <p>Finally, we are developing ways to be more transparent in our assessment efforts to students and stakeholders. We are remodeling our department website and will include program assessment data there.</p>
	<p>Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	100% of the graduating anthropology majors answered “much” for two questions related to this area and 67% answered “MUCH” for one question related to the area on the exit survey (threshold met)	
<p>PSLO #2 Explain the logic of the four-field approach to American anthropology.</p>	<p>Direct:</p> <ul style="list-style-type: none"> Course embedded assignments: 75% of majors will score Target or Advanced (AN112, AN116) Course grades: 75% of majors will earn a grade of B or higher (AN112, AN116) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN112 66% majors (threshold <i>not met</i>); AN116 100% majors (threshold met) Course grades B or above: AN112 66% majors (threshold <i>not met</i>); AN116 67% majors (threshold <i>not met</i>) 	
	<p>Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions</p>	67% of anthropology majors answered “much” for relevant question on exit survey (threshold met)	
<p>PSLO #3 Demonstrate a scientific understanding of biological evolution and cultural change over time.</p>	<p>Direct:</p> <ul style="list-style-type: none"> Course embedded assignments: 75% of majors will score Target or Advanced (AN114, AN116) Course grades: 75% of majors will earn a grade of B or higher (AN114, AN116) 	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN114 67% majors (80% met threshold for the majors who completed the assignment); AN116 44% majors (51% met threshold for the majors who completed the assignment; threshold <i>not met</i>) Course grades B or above: AN114 83% majors (threshold met); AN116 67% majors (threshold <i>not met</i>) <p>NOTE: In AN116 several majors did not complete all three required assignments which brought their scores below “Target”</p>	

	Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions	100% of anthropology majors answered “much” for relevant question on exit survey (threshold met)	
PSLO #6 Evaluate major ethical dilemmas of anthropological research.	Direct:	<ul style="list-style-type: none"> Scored Target or Advanced on assignments: AN114 83% majors (threshold met); AN324 100% majors (threshold met) ; AN362 89% majors (threshold met) Course grades B or above: AN114 83% majors (threshold met); AN324 70% majors (threshold <i>not</i> met); AN362 80% majors (threshold met) 	
	Indirect: Exit Surveys: 66% of graduating majors will mark “much” on relevant questions		100% of anthropology majors answered “much” for relevant question on exit survey (threshold met)

Discuss the implications of the results reported above and how faculty members are involved in using assessment data to improve student learning.

Our indirect measures met the threshold measures for each PSLO above, which is very encouraging as this is based on exit survey data of graduating seniors. Therefore, our anthropology majors feel that based on their education at Washburn they could accomplish PSLOs 1, 2, 3, and 6. Our direct measurements, however, did not meet the threshold level for each PSLO. In all but two instances (course grades for AN325—PSLO 1, and course-embedded assignments for AN116—PSLO 3), the direct measurements were at 66% or above; thus, two-thirds of our majors scored at Target or Advanced on course-embedded assignments and earned a B or above in the required anthropology courses. Anthropology faculty will use our program assessment results to evaluate our course-embedded assignments and rubrics for our required courses during curriculum review in AY2015-16. In addition, we will analyze how students are building their knowledge of our PSLOs as they progress through the anthropology program.

Describe how students and external stakeholders (advisory boards, employers, community, alumni, etc.) are made aware of PSLOs and measures.

We are developing ways to be more transparent in our assessment efforts to students and stakeholders. We are remodeling our department website and will include program assessment data there. Curriculum review during the AY2015-16 will enable us to tackle this issue in-depth as we evaluate both our course-embedded assessment activities and how we share those results internally, with students, and with external stakeholders.

2013-2014 Academic Year

Program Student Learning Outcomes Analyzed and	List the Assessment Measure(s) for each PSLO – if rubrics are used, a copy of each should be in your department’s assessment subfolder on the shared drive	Describe the results for PSLOs analyzed (assessed) this year – a copy of summary data should be in your department’s assessment subfolder on the shared drive	Describe how results are shared with faculty, students, university-wide entities, and stakeholders (advisory boards, employers, community, alumni, etc.)
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Reported for Current Year			
<p>PSLO # <u>1</u> Demonstrate knowledge of, and appreciation for, global cultural and biological diversity.</p>	<p>Direct:</p> <ul style="list-style-type: none"> • Course embedded assignments: AN112, AN317 • Course grades: AN112, AN317, AN320 	<ul style="list-style-type: none"> • Scored Target or Advanced on assignments: AN112 80% majors (threshold met); AN317 50% majors (threshold <i>not</i> met) • Course grades B or above: AN112 75% majors (threshold met); AN317 50% majors (threshold <i>not</i> met); AN320 80% majors (threshold met) 	<p>Full-time anthropology faculty meet periodically to evaluate our assessment methods. We also encourage adjunct faculty to participate in the review process (primarily through electronic communication). The bulk of our work has focused on PSLO 1 that we also use for our General Education assessment. During AY2014-2015 the department is undertaking curriculum review; thus, the anthropology faculty will examine how we assess PSLO 2-6 in our required courses and we will re-evaluate our threshold measures.</p> <p>The anthropology assessment liaison will share the results of the current report with full-time anthropology faculty and the department chair prior to the start of AY2014-2015.</p>
	<p>Indirect: Surveys: exit questionnaire</p>	<p>100% of the graduating anthropology majors answered “MUCH” for this area on the exit survey (threshold met)</p>	
<p>PSLO # <u>3</u> Demonstrate a scientific understanding of biological evolution and cultural change over time.</p>	<p>Direct:</p> <ul style="list-style-type: none"> • Course embedded assignments: AN116 • Course grades: AN114, AN116, AN320 	<ul style="list-style-type: none"> • Scored Target or Advanced on assignments: AN116 57% majors (threshold <i>not</i> met) • Course grades B or above: AN114 100% majors (threshold met); AN116 57% majors (threshold <i>not</i> met); AN320 80% majors (threshold met) <p>NOTE: AN116: several majors did not complete all three required assignments which brought their scores below “Target”</p>	
	<p>Indirect: Surveys: exit questionnaire</p>	<p>100% of the graduating anthropology majors answered “MUCH” for this area on the exit survey (threshold met)</p>	
<p>PSLO # <u>4</u> Evaluate the impacts of colonialism and globalization on world cultures.</p>	<p>Direct:</p> <ul style="list-style-type: none"> • Course embedded assignments: AN317 • Course grades: 317 	<ul style="list-style-type: none"> • Scored Target or Advanced on assignments: AN317 50% majors (threshold <i>not</i> met) • Course grades B or above: AN317 50% majors (threshold <i>not</i> met) 	

	Indirect: Surveys: exit questionnaire	100% of the graduating anthropology majors answered “MUCH” for this area on the exit survey (threshold met)	
PSLO # <u>5</u> Apply critical and analytic thinking skills to representations of human culture.	Direct: <ul style="list-style-type: none"> • Course embedded assignments: AN114, 324 • Course grades: AN114, AN324, AN362 	<ul style="list-style-type: none"> • Scored Target or Advanced on assignments: AN114 100% majors (threshold met); AN324 43% majors (threshold <i>not</i> met) • Course grades B or above: AN114 100% majors (threshold met); AN324 29% majors (threshold <i>not</i> met); AN362 100% majors (threshold met) 	
	Indirect: Surveys: exit questionnaire	100% of the graduating anthropology majors answered “MUCH” for this area on the exit survey (threshold met)	

Describe how faculty members were involved in using assessment data to improve student learning.

Anthropology faculty (full-time and adjunct) routinely discuss assessment results, offer suggestions to improve the existing rubrics and course embedded assignments, and brainstorm methods to improve teacher and student performance. Our efforts have focused primarily on the assignments that also assess USLO in the General Education courses; thus, in AY2014-2015 during curriculum review we will extend our assessment revisions to required upper division courses.

Describe how stakeholders are engaged in your assessment plan and process.

The anthropology assessment liaison (Dr. Mary Sundal, who is also the General Education course coordinator) compiles all PSLO and USLO data and facilitates communication of assessment methods and results with all anthropology faculty and the department chair. In our required courses, most faculty post their evaluation rubrics before and after assessment so students can learn from these tools and are aware of our assessment efforts. Dr. Margaret Wood is the Social Science Division Representation on the Assessment Committee and communicates its actions to our department while bringing any concerns of the anthropology program to the committee as well.

SECTION III

2017-2018 Academic Year

During this year, if any PSLO was addressed through new or unique experiences outside the classroom, explain where and how the opportunities were provided to students in your program (i.e. internships, field experiences, visiting lectures, collaborative projects, and other creative ideas you have employed).

2016-2017 Academic Year

During this year, if any PSLO was addressed through new or unique experiences outside the classroom, explain where and how the opportunities were provided to students in your program (i.e. internships, field experiences, visiting lectures, collaborative projects, and other creative ideas you have employed).

2015-2016 Academic Year

During this year, if any PSLO was addressed through new or unique experiences outside the classroom, explain where and how the opportunities were provided to students in your program (i.e. internships, field experiences, visiting lectures, collaborative projects, and other creative ideas you have employed).

N/A

2014-2015 Academic Year

During this year, if any PSLO was addressed through new or unique experiences outside the classroom, explain where and how the opportunities were provided to students in your program (i.e. internships, field experiences, visiting lectures, collaborative projects, and other creative ideas you have employed).

N/A

2013-2014 Academic Year

During this year, if any PSLO was addressed through new or unique experiences outside the classroom, explain where and how the opportunities were provided to students in your program (i.e. internships, field experiences, visiting lectures, collaborative projects, and other creative ideas you have employed).

N/A

SECTION IV

2017-2018 Academic Year

In light of what you have learned through your assessment efforts this year, what are your plans for the next academic year?

2016-2017 Academic Year

In light of what you have learned through your assessment efforts this year, what are your plans for the next academic year?

2015-2016 Academic Year

In light of what you have learned through your assessment efforts this year and in past years, what are your plans for the next academic year?

Anthropology faculty are in the process of reviewing PSLOs and the assessment map so that we ensure all PSLOs are taught and assessed in required lower and upper division courses. This past year we began our discussion of rearranging the sequence of our required courses (e.g., moving AN324 from senior to junior level). We will continue this discussion during our AY2016-2017 curriculum review so that we have identified the best assessment alignment.

We will also have two new anthropology faculty in AY2016-2017 who will partake in curriculum and assessment review, thus we anticipate several changes in course embedded activities to measure corresponding PSLOs.

2014-2015 Academic Year

In light of what you have learned through your assessment efforts this year and in past years, what are your plans for the next academic year?

We will continue curriculum review during the AY2015-16 focusing specifically on PSLOs assessment. One goal is to make our program assessment less course-based to allow our students increasing knowledge of our student learning outcomes as they progress through the major. As previously mentioned, we are also revising our capstone course that will enable us to evaluate student achievement of our PSLOs. Finally, we still need to examine our threshold measurements for course embedded assignments, course grades, and the percent distribution for “Advanced,” “Target,” etc.

2013-2014 Academic Year

In light of what you have learned through your assessment efforts this year and in past years, what are your plans for the next academic year?

During AY 2014-2015 we will undertake curriculum review for the anthropology program. Curriculum review will ensure that the anthropology faculty have appropriately identified PSLOs for every required anthropology course, created course embedded assignments and rubrics for each PSLO, and revised the assessment plan calendar and map. In addition, we will examine our threshold measurements for course embedded assignments, course grades, and the percent distribution for “Advanced,” “Target”, etc. The robust curriculum review will ultimately strengthen our program, curriculum map, and assessment efforts.

Supporting documents (rubrics, summary data tables/charts, etc.) should be in your department’s assessment subfolder on the shared drive in the correct academic year subfolder.