



Anthropology Quality Assurance Plan

Date submitted to SSCPR: June 3, 2022

Date Self-Study Report approved by SSCPR: April 21, 2021

Date of External Review: October 18 & 19, 2021

SUMMARY

Summarize what the program has determined - through evidence - about program quality (e.g. strengths, challenges, opportunities for improvement, potential threats, etc.)

Anthropology at KPU consists of three interrelated sub-fields of undergraduate study: archaeology, biological anthropology and cultural anthropology. The three sub-fields are linked together in our program based on the theme Culture, Community, and Well-Being. Our courses address issues related to the interrelationships among the individual, society, and culture, and how these interrelationships impact on both individual and community well-being at local, regional and international levels. The goal of the KPU Anthropology program is to prepare students for life, work and research in diverse local communities, in a knowledge and information-based economy for a world that is increasingly globally connected. Anthropology students are working towards leadership-based careers integrated with local and global communities. Our students will cultivate and demonstrate skills in inter and intra-cultural communication, analysis and both scientific and humanistic methodology. The anthropology faculty are committed to our students and the applied, experiential nature of our program, and several members maintain active research programs that include community commitments and partnerships that help enhance student's abilities to engage with the community and provide job and research related skills to prepare them to enter into the employment sector or higher education.

Since this is the first program review for KPU's Anthropology department our faculty decided to frame the review around a number of important questions including how well we are doing in terms of enrollment and retention of students in our anthropology streams and where they are finding jobs? In addition, do our students feel well-trained and prepared for the job market and how has our degree helped their professional life? As far as curriculum, what kinds of skills do our students need and receive from their courses and what would they like to see offered in the future? What skills did they learn that are specific to anthropology and did they feel the program provided adequate learning resources and training in methods to make them employable? Finally, to potential employers, do they see value in our degree program and is it sufficiently preparing our graduates for the workforce? We were able to collect a range of feedback, based on the survey responses, that point out both strengths and weaknesses in our current program and ways that we can improve in the future. Based on the results of our survey and Self-Study Report, we highlight below the following Program strengths, challenges, opportunities and threats to begin our Quality Assurance Plan.

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Key Program Strengths

We argue that the strengths of our program, based on student, alumni and faculty surveys, the External Program Review Committee report and our Anthropology Self-Study include the following:

- teaching excellence where our faculty are committed to using a wide range of teaching styles and methods to enhance our students learning experiences;
- providing hands-on training and experiences through student employment in research projects;
- providing a broad-based education with skills in inter and intra-cultural communication and analysis and both scientific and humanistic approaches and methodology;
- providing field studies opportunities in both local and distant settings for students to attain employable skills and develop community relations;
- high student satisfaction with delivery modes, instructional methods and student program outcomes from those who graduate.

Key Program Challenges

Key challenges that were identified from our student, alumni, and faculty surveys as well as the External Review Committee Report and our Self Study include the following:

- student retention: lower enrollment in upper level courses and low graduation numbers relative to other Arts departments;
- to improve marketing of the program and raise greater awareness of the value of an anthropology degree;
- provide more career-related training and opportunities for students to connect with the employer sector;
- employers may be looking for skill sets that differ in emphasis from what we are currently highlighting in our curriculum;
- insufficient offerings at the upper level for students to graduate in a more-timely manner;
- how to best integrate important themes of Indigenization, social justice and civic responsibility into program offerings;
- how to increase experiential learning, research and job training opportunities for students through the development of an anthropology lab facility.

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Key Program Opportunities

Based on the various stages of our Program Review, it appears that Anthropology is doing a good job of meeting expectations, especially in regards to student satisfaction with teaching and their overall educational experiences at KPU. However, there are areas where the program could be improved, and we can find ways to do what we do well more effectively to enhance the sustainability of the program. There are a number of opportunities that will help strengthen our program which include the following:

- to improve our community connections with the establishment of a Program Advisory Committee;
- create a more robust marketing program to advertise the value of an anthropology degree to local high schools and international students;
- engage in greater interdisciplinary collaboration with other KPU programs in terms of curriculum, research opportunities and shared resources and lab space;
- engage in greater collaborations with the employer sector to determine how our program offerings can be adjusted to suite their needs;
- look to create additional field schools and field training opportunities for students for more diverse student experiences and to share faculty workload.

Key Program Threats

Possible threats, or external developments that can negatively impact the Anthropology program include the following:

- Competition from other institutions in the Lower Mainland with anthropology programs, including larger research universities that often draw away our students at the 3rd year level;
- Public perception about the KPU anthropology program when compared to other institutions that are viewed as “superior” in terms of resources and course offerings;
- Decreasing domestic enrollments;
- Loss of potential upper level students or graduates to larger departments with more course offerings;
- The general perception that an Arts degree has less value in the current economy.



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QUALITY ASSURANCE GOALS

List the program’s Quality Assurance Goals (broad statements about what the program intends to accomplish to ensure program quality). Identify the Recommendation(s) – drawn from the **Self-Study Report and External Review Report** - each Goal addresses. Provide a brief Rationale for each Goal (see the Quality Assurance Plan Guidelines for instructions). Add or remove rows as necessary.

GOAL 1: *To provide more experiential learning opportunities and community connections for students.*

RATIONALE FOR THIS GOAL: *Enhancing community outreach and connections will help to create more experiential learning opportunities for students and learning how the skills acquired through an Anthropology degree can be applied in the world beyond KPU, and also raise community awareness about our program.*

Recommendation(s) this Goal Addresses	Report (page number)
<p><i>“Data does not support the statement that the majority of your students end up in careers related to your discipline. This highlights several noted areas for action identified in the SSR and External Review, including focusing on a laddering of skills with an intent to empower your students with sector/discipline specific skills that are also transferable to non-traditional careers. The way these skills are articulated across the program should be informed by input from those in the sector(s) who are hiring your students. There was a significant lack of data outside the archaeological field in employer responses. This is an area that required further attention.”</i></p>	<p><i>External Review page 3</i></p>
<p><i>We need to “make a clear plan to develop our Anthropology Program Advisory Board.”</i></p>	<p><i>Self-Study page 19</i></p>
<p><i>We need to “connect with other Arts departments similar to Anthropology (Sociology, Geography and History) to see what strategies they used to create their Advisory Boards and to learn their outcomes.”</i></p>	<p><i>Self-Study page 19</i></p>
<p><i>We need to “contact the KPU future student’s office, and other Arts departments, to plan and coordinate future visits from faculty and students to high schools and community groups to enhance our community outreach and advertise the possibility and value of a degree in Anthropology related fields.”</i></p>	<p><i>Self-Study page 20</i></p>
<p><i>“Develop creative ways through our curriculum in which anthropology students can develop connections with members of the discipline/sector to further their careers or enhance their employment opportunities after graduation.”</i></p>	<p><i>Self-Study page 42</i></p>

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Recommendation(s) this Goal Addresses	Report (page number)
<i>Need “planning and implementing more seminars about jobs and careers opportunities in anthropology and related fields. Through these seminars and in-class sessions, provide students with knowledge and access to resources about the skills and knowledge needed in a constantly evolving job market; and how opportunities will be available with an anthropology degree.”</i>	Self-Study page 50
<i>“Develop plans for future collaborations with Kwantlen, Boston Bar (Nlaka’pamun) and Spuzum First Nations and with Indigenous groups abroad to continue and enhance the participation and input of these groups in community-based research projects, and provide KPU students with opportunities for employable skills development and further inter-cultural experience and understanding.”</i>	Self-Study page 62

GOAL 2: *To enhance student training and acquisition of a broader range of employable skills, through curriculum revision and interdisciplinary consultation and connections, for the job market and higher education.*

RATIONALE FOR THIS GOAL: *Revising and improving curriculum through consultation with other departments at KPU will help to identify specific courses in which a greater emphasis on teaching more employable skills can be done as well as additional courses that may be developed that focus on job preparedness for our graduates.*

Recommendation(s) this Goal Addresses	Report (page number)
<i>“Given the data on the relatively small size of the Department and relatively small number of courses offered/year, it makes sense to look at how Anthropology might look to cross-list courses with other related disciplines (nursing, criminology, Indigenous studies, geography/geology, sciences, etc.) and to think about other kinds of experiential learning opportunities.”</i>	External Review page 3
<i>“It was not entirely clear what was more applied about the KPU program than other anthropology programs at other post-secondary institutions. The degree requirements for a BA major/minor in Anthropology mirror those at most institutions (eg. Required methods and theory courses), and in some respects are even more general (eg. no thematic capstone course, for example). If the Anthropology program does believe that their program is more applied than other programs (or they wish to be), they might wish to consider looking at ways to formalize this within the structure of the program’s requirements beyond the optional field schools and to find a way to communicate this more explicitly both internally and externally. Should, for example, there be a program requirement to take one or more “applied” or project-based courses?”</i>	External Review page 4
<i>We need to be “reaching out to other related programs such as nursing, criminology and indigenous studies to have discussions about collaborative research projects, curricular needs, and possible adjustments to enhance interdisciplinary work and students experiences within our disciplines.”</i>	Self-Study page 20

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Recommendation(s) this Goal Addresses	Report (page number)
<p><i>We need to “reach out and schedule meetings with colleagues in related disciplines, such as Indigenous Studies, sociology and nursing to get suggestions on how, through our course offerings, we can provide more opportunities for students to develop awareness of indigenous issues and community engagement including through both contemporary and historical perspectives.”</i></p>	<p><i>Self-Study page 41</i></p>
<p><i>“Develop creative ways through our curriculum in which anthropology students can develop connections with members of the discipline sector to further their careers or enhance their employment opportunities after graduation.”</i></p>	<p><i>Self-Study page 42</i></p>
<p><i>Need to “hold curriculum revision workshop sessions as a department to assess any possible changes to our courses that will be needed to address any current deficiencies in our curriculum based on the outcomes of our program review. As part of this process, evaluate whether students’ experiences and opportunities are comparable or equivalent between the two streams offered in the program.”</i></p>	<p><i>Self-Study page 41</i></p>
<p><i>Need to “address the potential for adding more experiential learning opportunities to our courses for our students that specifically address employable skills such as fieldwork and data collection, laboratory analysis and document and report writing.”</i></p>	<p><i>Self-Study page 63</i></p>
<p><i>Need to “consider specific employer feedback from the current document to determine what specific changes can be incorporated into our students’ curriculum and experiences at KPU that will ensure that more of our graduates get more jobs specifically within our discipline and sector related fields.”</i></p>	<p><i>Self-Study page 41</i></p>
<p><i>“Since anthropology student outcomes do not quite meet Ministry targets for employed graduates and usefulness, we need to develop a plan for creating more focus on teaching employable skills and update the range of fields that we promote to our prospective majors and minors.”</i></p>	<p><i>Self-Study page 50</i></p>
<p><i>“I agree with the department’s recommendations to hold curriculum revision workshop sessions, and I would encourage them to expand those to take a more global view of their overall curriculum vs simply evaluating existing courses against program learning outcomes-especially since those course-specific reviews tend to only be done along sub-disciplinary (stream) lines.”</i></p>	<p><i>External Review page 7</i></p>
<p><i>“Student demand for Anthropology courses has been very high, particularly at the lower level. There continues to be some concern with the upper level courses, however. Sometimes the fill rate is too low to sustain keeping an UL course open; over the past few years a handful of UL courses have been cancelled. Better rotation of the courses could help with this (for example the theory courses), as well as working on transfer arrangements for Anthropology courses from other post-secondary institutions as this would allow transfer students to enter into 3rd and 4th year courses.”</i></p>	<p><i>Response from the Dean’s Office, Self-Study page 65</i></p>



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GOAL 3: *To create and maintain a constant stream of students into our program and to ensure that they progress through each year in a timely manner and successfully complete their program.*

RATIONALE FOR THIS GOAL: *Enhancing student recruiting and retention will be necessary for the future growth and sustainability of our program, and will also help address our challenge of low enrollment in upper level classes.*

Recommendation(s) this Goal Addresses	Report (page number)
<i>We need to “contact the Future Students Office and other Arts departments to plan and coordinate future visits from faculty and students to high schools and community groups to enhance our community outreach and advertise the possibility and value of a degree in anthropology and related fields.”</i>	<i>Self-Study page 20</i>
<i>“Conduct further investigations into the decline in retention and graduates from anthropology from 2015/2016 to 2017/2018. Determine whether sample size or department size issues might be responsible for the trends. If the patterns are due to other factors, try to identify them, and then develop a plan to help increase our future student retention and graduation numbers.”</i>	<i>Self-Study page 20</i>
<i>“Study continuing enrollment and graduation trends in our program from Dashboard data provided by OPA to assess strength and long-term sustainability of our program and determine what kind of changes need to be made to enhance enrollment and retention rates.”</i>	<i>Self-Study page 20</i>
<i>“Contact Arts advisors and the KPU Marketing department to discuss possible plans for how we can improve on advertising our program to existing High School, current KPU students and members of the local community. With an emphasis on the value of an anthropology degree for future employment or further educational opportunities.”</i>	<i>Self-Study page 20</i>

GOAL 4: *To provide more specific hands-on training in scientific laboratory methods and consultation with collaborative community-based projects through the development of a designated Anthropology research and experiential learning space, based on needs identified by the employment and higher educational sectors.*

RATIONALE FOR THIS GOAL: *Enhancing experiential learning opportunities and creating designated lab space will be imperative to the continued growth and development of our program. This will assist in the teaching of laboratory analysis methods to our students to prepare them for the employment sector upon graduation and further enhance our reputation among Anthropology*



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programs in the Lower Mainland that we are a viable and quality program and destination for students interesting in acquiring an Anthropology degree and successfully entering into the workforce.

Recommendation(s) this Goal Addresses	Report (page number)
<i>“Limitations to curriculum development appear to be caused by a lack of laboratory space dedicated to anthropology and the necessity for upper level courses to have a certain number of students.”</i>	External Review page 6
<i>“Upper level courses similar to Material Culture Analysis was mentioned by the archaeology pathway students and alumni as lacking and faculty referenced the lack of lab space as a reason for not being able to teach this course. A course like Material Culture Analysis as well as osteology courses and a zooarchaeology course would greatly benefit the students’ experiential learning.”</i>	External Review page 6
<i>“I strongly support the Department’s need for formal lab space to enable these opportunities to take place. Beyond the practical difficulty of having lab materials stored on different campuses, a dedicated space for both work on material remains (archeological, osteological etc.) and ethnographic work (eg. Ethnographic interview space) is needed if the department is going to be able to realize their ambitions at cultivating an applied focus.”</i>	External Review page 7
<i>“Became clear that there is a facilities need that impacts all Anthropology students: a lab facility.”</i>	External Review page 9
<i>“Seemed that bio-arch took precedence in this program in terms of focus, resources, and opportunities for students to enrich their experiences and skills, it was surprising to hear the way in which a lab would provide space for students in all Anth pathways.”</i>	External Review page 9
<i>“One area identified by virtually everyone we talked to (and visible in the SSR), is the lack of lab space. Given the role that lab work plays in supporting the Department’s experiential learning, I’d again highlight the need for dedicated laboratory space (for all three sub-disciplines). I’d also note that this is not simply a pedagogical need, but I’d suspect that there is a legal requirement that the cultural materials excavated as part of the archaeological field school be processed and reported on in a timely fashion. If the University is going to support this field school going forward (which I sincerely hope they do), then there is a need to support the back-end analysis/reporting, which requires space.”</i>	External Review page 9
<i>“Since faculty seem to have low satisfaction with regards to instructional delivery and training in lab methods received by students, discuss honestly what exactly may be causing these shortcomings, and develop a plan for improving and enhancing the way lab methods are taught within the program.”</i>	Self-Study page 50
<i>“The department needs space and financial resources to maintain a lab. We encourage the department to specify exactly what is necessary, and in which location. In this context, we would suggest that the department work to develop a plan for the use and maintenance of the lab.”</i>	Response from the Dean’s Office, Self-Study page 65



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Recommendation(s) this Goal Addresses	Report (page number)
<i>“Based on student satisfaction levels, devote a portion of time at department meetings to think of new and creative ways that we can provide more experiential learning opportunities for our students in classroom, lab and community settings.”</i>	<i>Self-Study page 50</i>
<i>“Reach out to other departments, such as Geography, that also have field and laboratory components in their curriculum, and see whether we want to send our students to take more of their course offerings to enhance their training and employable skills, and whether they would like to do the same.”</i>	<i>Self-Study page 41</i>
<i>“As a department, develop a plan and set of strategies for identifying and creating more student research opportunities within the anthropology program and how this can create more experiential learning opportunities for students.”</i>	<i>Self-Study page 50</i>
<i>“Have a discussion at an upcoming department meeting about student satisfaction levels from the survey data on available lab and computer space and technical equipment, and the desire for more experiential learning opportunities in our program and how these can be addressed.”</i>	<i>Self-Study page 55</i>
<i>“Develop a plan of exactly what is needed, in terms of space and resources, to better serve our students’ needs, and provide them with more experiential learning opportunities and competitive, employable skills for the job market.”</i>	<i>Self-Study page 55</i>
<i>“Since student and faculty survey results and comments suggest a need for more lab space and resources to bolster delivery, develop a plan which clarifies how dedicated lab space in the program will enhance experiential learning opportunities and allow students to acquire more employable skills. Consider resources needed to enhance field schools as part of this process.”</i>	<i>Self-Study page 50</i>

GOAL 5: *To increase and enhance the reputation of anthropology at KPU and enrich our program offerings and educational opportunities for our students.*

RATIONALE FOR THIS GOAL: *Enhance and increase interdisciplinary connections and work within KPU. This will create more opportunities for collaborative projects may participate in and course offerings that our students may take that could contribute to their degree program and further their experiential learning opportunities and acquisition of employable skills. It would also help promote our department and course offerings to students in other programs.*

Recommendation(s) this Goal Addresses	Report (page number)
<i>“Given the data on the relatively small size of the Department and relatively small number of course offered/year, it makes sense to look at how Anthropology might look to cross-list courses with other related disciplines (nursing, criminology, Indigenous Studies, Geography/Geology, sciences etc.) and to think about other kinds of experiential learning opportunities.”</i>	<i>External Review page 3</i>

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Recommendation(s) this Goal Addresses	Report (page number)
<i>Need to be “reaching out to other related programs such as nursing, criminology and Indigenous studies to have discussion about collaborative projects, curricular needs and possible adjustments to enhance interdisciplinary work and student experiences within our disciplines.”</i>	<i>Self-Study page 20</i>
<i>“Reach out and schedule meetings with colleagues in related disciplines, such as Indigenous Studies, Sociology and Nursing to get suggestions and advice on how, through our course offerings, we can provide more opportunities for students to develop awareness of indigenous issues and community engagement through both contemporary and historical perspectives. This would be with an eye towards future collaborations between our programs.”</i>	<i>Self-Study page 61</i>
<i>“Connect with other Arts departments similar to Anthropology (Sociology, Geography and History) to see what strategies they used to create their Advisory Boards and to learn their outcomes.”</i>	<i>Self-Study page 19</i>
<i>“As well, we urge the department to initiate discussions with other departments to explore opportunities for collaboration. For example, there are synergies that might be pursued between forensic anthropology and several areas within Criminology.”</i>	<i>Response from the Dean’s Office, Self-Study page 65</i>

RECOMMENDATIONS THE QUALITY ASSURANCE PLAN DOES NOT ADDRESS

List the Recommendations from the Self-Study and External Review this Plan does not address. Provide a brief rationale for why these Recommendations cannot be addressed. Add or remove rows as necessary.

Recommendations	Report (page number)	Rationale
<i>Consider the role or relevance of the two-stream model in the program.</i>	<i>External Review pages 4 and 7</i>	<i>Have too many other goals from this program review to prioritize. May consider in future program reviews.</i>
<i>Consider formalizing the two-stream model more into program curriculum and laddering.</i>	<i>External Review pages 4 and 7</i>	<i>Have too many other goals from this program review to prioritize. May consider in future program reviews.</i>
<i>The current role or relevance of “Culture, Community and Well-Being” theme of the department.</i>	<i>External Review page 7</i>	<i>Have too many other goals from this program review to prioritize. May consider in future program reviews.</i>
<i>Possible microcredentials tied to field experiences.</i>	<i>Dean’s office response, Self-Study page 66.</i>	<i>A good idea and may stem from further curriculum and collaborative discussions. More discussion among faculty and field school directors needed about feasibility of the idea and whether this is a direction the department would like to pursue.</i>



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QUALITY ASSURANCE FIVE-YEAR ACTION PLAN

Describe the Quality Assurance Strategies (specific plans of action) the program must achieve to attain its Goal over the next five year. Detail the **steps** the program will take to achieve each Strategy. Add or remove Strategies and tables as necessary.

MONTH/YEAR WHEN THE FIVE-YEAR ACTION PLAN BEGINS: Fall 2022

STRATEGY 1: *Create more tangible and ongoing community partnerships*

GOAL(S) THIS STRATEGY SUPPORTS: *Goal #1: Provide more experiential learning opportunities and community connections for students; Goal #2: To enhance student training and acquisition of a broader range of employable skills, through curriculum revision and interdisciplinary consultation and connections, for the job market and higher education; Goal #3: Create and maintain a constant stream of students into our program and to ensure that they progress through each year in a timely manner and successfully complete their program; Goal #4: Provide more specific hands-on training in scientific laboratory methods and consultation with collaborative community-based projects through the development of a designated Anthropology research and experiential learning space, based on needs identified by the employment and higher education sectors; Goal #5: Increase and enhance the reputation of anthropology at KPU and enrich our program offerings and educational opportunities for our students;*

Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>1. Meet and create an action plan to develop our Anthropology advisory board.</i>	Larissa Petrillo	09/2022	10/2022	
<i>2. Connect with other Arts departments to learn their Advisory board strategies.</i>	Chair	09/2022	10/2022	Would plan to have the Program Advisory Board Formed by 12/2022
<i>3. Contact future student's office to plan visits to high schools and community groups.</i>	Chair	10/2022	12/2022	
<i>4. Develop/change curriculum to create more student connections/opportunities with discipline/sector.</i>	Curriculum Rep	10/2022	04/2023	
<i>5. Meet with Arts advisors and Dean's office to plan more job seminars that discuss career opportunities for Anthropology graduates.</i>	Chair	11/2022	02/2023	

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Resource Implications (if applicable)
What are the resources required to achieve this Strategy? Small refreshment budget for meetings with possible community members.
When are these resources required? Starting in October 2022
What Faculty and/or Institutional support is required? Consultations with Arts BA Advisors; Future Student’s Office; Coordination help from Department Assistant.

STRATEGY 2: *Make curriculum changes that increasingly reflect employable skills, interdisciplinarity and collaborative educational and research opportunities;*

GOAL(S) THIS STRATEGY SUPPORTS: *Goal #1: Provide more experiential learning opportunities and community connections for students; ; Goal #2: To enhance student training and acquisition of a broader range of employable skills, through curriculum revision and interdisciplinary consultation and connections, for the job market and higher education; Goal #4: Provide more specific hands-on training in scientific laboratory methods and consultation with collaborative community-based projects through the development of a designated Anthropology research and experiential learning space, based on needs identified by the employment and higher education sectors; Goal #5: To increase and enhance the reputation of anthropology at KPU and enrich our program offerings and educational opportunities for students;*

Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<p><i>1. Hold curriculum workshop sessions to assess possible changes to address current deficiencies brought to our attention based on the program review outcomes which include:</i></p> <ul style="list-style-type: none"> • <i>More opportunities to connect with members of the discipline/sector;</i> • <i>More training in employable skills, such as report-writing;</i> • <i>More opportunities to develop awareness of indigenous issues, the environment and community engagement;</i> • <i>More experiential learning opportunities.</i> 	Curriculum rep	09/2022	12/2022	
<p><i>2. Contact other related programs to discuss curricular needs, possible collaborative projects and possible adjustments to enhance interdisciplinary experiences for our students.</i></p>	Curriculum rep	09/2022	01/2023	
<p><i>3. Contact Indigenous Studies, Nursing and Sociology departments to get suggestions on how our course offerings can provide more opportunities for students to develop awareness of Indigenous issues and community engagement.</i></p>	Curriculum rep	09/2022	02/2023	

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Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>4. Revise course content to include more projects that further develop connections between students and members of the discipline/sector.</i>	Curriculum Rep	11/2022	08/2023	
<i>5. Revise course content to ensure further student acquisition of employable skills, based on employer feedback from the SSR, such as fieldwork and data collection, laboratory analysis and report writing.</i>	Curriculum Rep	02/2023	10/2023	

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? None. Will occur through department meetings and workshops
When are these resources required? N.A.
What Faculty and/or Institutional support is required? Department Curriculum rep; Department Assistant; Consultations with Associate Dean and Arts Curriculum Committee Chair; Consultations with the Teaching and Learning Center.

STRATEGY 3: *Develop more robust marketing strategies to increase enrollment and retention.*

GOAL(S) THIS STRATEGY SUPPORTS: *Goal #3: To create and maintain a constant stream of students into our program and to ensure that they progress through each year in a timely manner and successfully complete their program.*

Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>1. Contact the future student's office to plan visits to high schools and community groups by Anthropology faculty to advertise the value of an Anthropology degree and training.</i>	Chair	10/2022	12/2022	

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Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>2. Analyze Dashboard data on recent enrollment in anthropology classes and retention and graduation rates. If declines are noted, develop a plan to address these shortcomings and increase enrollment and retention.</i>	Chair	12/2022	03/2023	
<i>3. Contact Arts advisors and KPU Marketing department to discuss plans on how to improve on advertising our program to high schools, existing KPU students and the local community.</i>	Chair	01/2023	03/2023	

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? Possible small budget for marketing or advertising resources used by the department.
When are these resources required? Starting in January 2023
What Faculty and/or Institutional support is required? Consultation with the KPU Office of Planning and Accountability, Future Student's Office; and KPU Marketing.

STRATEGY 4: *Develop a robust plan to develop a designated anthropology lab space for increased experiential learning and student research opportunities.*

GOAL(S) THIS STRATEGY SUPPORTS: *Goal #1: To provide more experiential learning opportunities and community connections for students; Goal #4: Provide more specific hands-on training in scientific laboratory methods and consultation with collaborative community-based projects through the development of a designated Anthropology research and experiential learning space, based on needs identified by the employment and higher education sectors; Goal #5: Enhance and Increase Interdisciplinary Connections and Work Within KPU.*

Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>1. Meet and develop a plan for improving the way lab and research methods are taught within the program.</i>	Curriculum Rep	02/2023	03/2023	This will help to establish a set of parameters for Step 2.

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Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>2. Develop a plan to clarify how dedicated lab space will enhance experiential opportunities and allow students to acquire more employable skills, and define exactly what is required in terms of space and resources to serve our student's needs.</i>	Field School Directors	03/2023	05/2023	This will allow us to determine what kinds of space options are available (or unavailable) and clarify what the budgetary needs will be.
<i>3. Work together with the Dean of Arts Office and create a detailed plan for a permanent Anthropology lab and research facility. Including space needs and how current classrooms could be utilized, as well as required numbers of tables, counter space for equipment, and storage capacity requirements for skeletal, archaeological and ethnographic teaching and research collections.</i>	Ken Andrews	04/2023	06/2023	This is where discussions with facilities and the KPU Space Committee will also occur.
<i>4. Meet with the Dean of Arts Office and the KPU Office of Research and Scholarship to discuss possible sources of funding for the creation or renovation of available space towards developing a permanent lab and research facility at KPU.</i>	Chair	04/2023	07/2023	
<i>5. Work together with the Dean of Arts Office and Office of Research and Scholarship to identify appropriate funding sources and develop a grant proposal that may help with the development of an Anthropology lab and research facility.</i>	Chair	05/2023	08/2023	
<i>6. Contact the Geography department to discuss possible collaborative projects, curriculum and common training opportunities for students in both departments.</i>	Chair	11/2022	01/2023	This will help determine how the proposed lab space may be utilized and possibly shared among programs.

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? None. This will involve the development of a strategic plan and how to move forward.
When are these resources required? N.A.
What Faculty and/or Institutional support is required? Consultations with the Associate Dean; Teaching and Learning Center; KPU Space Committee; KPU Facilities

Anthropology Quality Assurance Plan

STRATEGY 5: Discuss and develop possible collaborative partnership initiatives with related programs in terms of curriculum, common research and training opportunities for students.

GOAL(S) THIS STRATEGY SUPPORTS: Goal #1: Provide more experiential learning opportunities and community connections for students; Goal #2: To enhance student training and acquisition of a broader range of employable skills, through curriculum revision and interdisciplinary consultation and connections, for the job market and higher education; Goal #4: Provide more specific hands-on training in scientific laboratory methods and consultation with collaborative community-based projects through the development of a designated Anthropology research and experiential learning space, based on needs identified by the employment and higher education sectors; Goal #5: Increase and enhance the reputation of anthropology at KPU and enrich our program offerings and educational opportunities for our students.

Step(s) Required to Achieve this Strategy	To be Led by	To Start on (M/YY)	To be Completed By (M/YY)	Notes
<i>1.Contact Indigenous Studies, Nursing and Sociology and meet to discuss and plan complementary and collaborative curriculum, research projects and opportunities to enhance students' experiences.</i>	Chair	10/2022	12/2022	
<i>2.Contact the Geography department to discuss field and laboratory training opportunities for students between our departments.</i>	Chair	01/2023	03/2023	
<i>3.Look into possibility of cross-listed courses with related disciplines.</i>	Curriculum rep	01/2023	03/2023	
<i>4.Discuss with related departments strategies for developing Program Advisory Boards and possibility of shared advisory boards between smaller departments.</i>	Chair	10/2022	12/2022	

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? None; can be conducted at the inter-department level.
When are these resources required? N.A.
What Faculty and/or Institutional support is required? Consultation with Arts Advisor's Office; Teaching and Learning Center and coordination and meeting scheduling help from departmental assistant.



Anthropology Quality Assurance Plan

PLAN SUPPORTED BY:

Provost's Name

Shelley Boyd

Dean's Name

Provost's Signature

Dean's Signature

Date

August 28, 2022

Date