

**REPORT OF THE ACADEMIC PLANNING COMMITTEE
TO THE REGULAR May 2020 SENATE**

FOR DISCUSSION

**QUALITY ASSURANCE - CYCLICAL PROGRAM REVIEW OF LAURENTIAN UNIVERSITY'S
ANTHROPOLOGY UNDERGRADUATE PROGRAM
FINAL ASSESSMENT REPORT & IMPLEMENTATION PLAN
MAY 2020**

In accordance with the Laurentian University's Institutional Quality Assurance Process (IQAP), the Final Assessment Report has been prepared to provide a synthesis of the external evaluation and Laurentian's response and action plan. This report identifies the significant strengths of the program, opportunities for program improvement and enhancement, and sets out and prioritizes the recommendations that have been selected for implementation.

The report includes an Implementation plan that identifies who will be responsible for approving the recommendations set out in the Final Assessment Report; and who will be responsible for providing any resources made necessary by those recommendations. The report also lists any changes in organization, policy or governance that will be necessary to meet the recommendations; and who will be responsible for acting on those recommendations; and timelines for acting on and monitoring the implementation of those recommendations.

**SUMMARY OF THE CYCLICAL PROGRAM REVIEW OF THE UNDERGRADUATE PROGRAM IN
ANTHROPOLOGY**

On December 17, 2018, the program submitted its self-study to the Office of Vice-President Academic and Provost of Laurentian University.

The self-study presented an overview of the program and then reviewed the program's self-perception of the faculty, physical resources, students, and program and course outcomes. It concluded with an overall assessment of the program's strengths and weaknesses. Appendices 1 – 6 provide the following information: Appendix 1. Anthropology program minors, major, specialization; Appendix 2. Anthropology pamphlet; Appendix 3. Library resources; Appendix 4. Enrolments in anthropology programs 2011-2018; Appendix 5. Faculty CVs; and Appendix 6. Course outlines.

The site visit for this review took place on October 3rd and 4th, 2019. The review committee included Dr. Carly Dokis (external reviewer, Department of Sociology and Anthropology, Nipissing University), Dr. Frank Mallory (Department of Biology, Laurentian University), Dr. Susan Glover (Department of English, Laurentian University), Sydney Cameron (student representative, Francophone), and Brianna Smith (student representative, Anglophone).

The visit included meetings with the Associate Vice-President, Learning and Teaching (Dr. Shelley Watson); the Dean, Faculty of Arts (Dr. Joël Dickinson); the Director of the School of Northern

Community Studies (Dr. Stephen Meyer); the Anthropology Program Coordinator (Dr. Darrel Manitowabi); Brent Roe (University Librarian); permanent core faculty in the Department of Anthropology (Dr. Celeste Pedri, Dr. Patrick Julig); sessional faculty in the Department of Anthropology (Dr. Andrée Beauchamp, Émilie Bourgeault-Tassé, Dr. Dawn Dubois (via teleconference)), and various students, graduates, and community stakeholders. The site visit included a tour of the library, the Map Library, the student laboratory, A-009 (the laboratory and reference collection storage), and the Indigenous Sharing and Learning Centre.

On November 14, 2019, the reviewers submitted their report. In it, they commented, “The anthropology program offers a rigorous and stimulating academic experience. The stated mission of the anthropology program is to “study what makes us unique as human beings, as well as the qualities and characteristics that unify such diverse groups of people.” The Department offers a 3-Year B.A., a 4-Year B.A., a Medical Anthropology Minor, and houses two interdisciplinary thematic minors, one in Decolonial Praxis and one in Community Leadership. The department also houses an interdisciplinary Community Leadership Certificate.” In addition, they noted that:

- The anthropology program aligns quite well with the mission, values, and priorities identified in the Laurentian University Strategic Plan 2018-2023. The anthropology curriculum, the minor in medical anthropology, interdisciplinary thematic minors, and faculty research programs support and enhance a number of strengths and priority areas identified in the Strategic Plan including Indigeneity and Reconciliation (2 of the 2.5 permanent faculty are Indigenous), interdisciplinarity, a focus on northern communities, health and wellbeing, and working in relationship.
- The Strategic Plan states that Laurentian University is committed to “prepar[ing] leaders who bring innovative and intelligent solutions to local and global issues.” The anthropology program contributes significantly to this vision.
- In response to the departure of archaeology and to recommendations of the last program review (2012 by Dr. Ann Herring), the Anthropology program now offers a thematic approach to curriculum with courses organized around the following themes: 1) Environment and Human Ecology; 2) Health, Culture, and Community, and 3) Visual and Material Culture.
- Curriculum changes have worked to make more effective use of the small faculty complement, and have, at least theoretically, made it easier for students to fulfill their degree requirements. Given the substantive nature of the changes to the anthropology program, the faculty should be commended for their dedication to developing a dynamic and flexible program structure that works to meet students’ needs with the limited existing faculty resources. A number of students pointed out that the faculty are “incredibly accommodating” and committed to their students.
- Overall, the committee has found that the anthropology program provides students with a positive learning experience and quality instruction. A key component of student satisfaction is the dedication and effectiveness of the anthropology faculty. Our report highlights a number of innovations and program changes undertaken since the last review that have enhanced the delivery and quality of the program.

- In general, the committee shares the optimism expressed in the Self-Study that, given the required support, anthropology will grow. The anthropology program is integral to a number of programs and priorities at Laurentian and enhances the overall learning environment at the university.

On December 16, 2019, the Office of the Provost received the joint reaction of the Unit and Dr. Joël Dickinson, Dean of Arts. It forms the basis of what follows.

SUMMARY OF THE REVIEW TEAM’S RECOMMENDATIONS (R) THE DEPARTMENT’S (U) RESPONSES AS WELL AS THOSE OF THE DEAN OF ARTS (D)

R1: The department should develop a course cycling plan so that ANTR 3026 and ANTR 3016 are offered on a regular basis.

U1: The anthropology program plans to revise its program to integrate theory and method across the curriculum. For example, ANTR 3216 Visual Anthropology and ANTR 4086 Applied Anthropology currently have a methodology focus; the methods in these courses will be enhanced and offered on a regular basis with a recommendation that students take at least one of these courses. Furthermore, a number of ANTR courses already integrate theory such as: ANTR 2166 Living with Things, ANTR 3046 Environmental Anthropology, ANTR 3086 Medical Anthropology, ANTR 3116 Anthropology of the Arts, ANTR 4116 Critical Perspectives in Medical Anthropology and ANTR 4086 Applied Anthropology. Course syllabi in these courses will emphasize theory to a greater extent and will be included as learning objectives. ANTR 4086 in particular will be enhanced to include both theory and method in the learning objectives and will continue to be offered biennially as it is at present. ANTR 3026 and ANTR 3016 will be banked and removed from the ANTR Specialization requirement. STAT 2126 will also be removed from the ANTR Specialization; however STAT 2126 and SOCI 3126 will be included in the ANTR approved elective list. Furthermore, students will now have the option to take up to 12 credits from the elective list (currently 9 credits are allowed from the elective list).

D1: I agree with the unit’s response/plan to this recommendation.

R2: The Dean should undertake a review of how credits are allocated to individual departments to ensure that innovative programs can offer their required courses, while also having the opportunity to grow by offering a range of elective courses.

U2: The anthropology program is in support of more teaching credit allocations in ANTR to increase the range of elective courses available.

D2: A review has already started this year and once the budget is stabilized next year, we will be able to have a more predictable supply of sessional allocations to departments.

R3: The department will need at least one full-time faculty member to replace the member with expertise in archaeology and biological anthropology upon retirement. The

department should consider hiring a candidate with general expertise in these fields with the ability to contribute to the area(s) of cultural resource management and/or museum studies.

- U3: The anthropology program strongly supports hiring a generalist anthropologist replacement faculty member with the ability to teach cultural resource management and/or museum studies. A generalist will ensure more elective course offerings are available and can contribute to growth in the program.
- D3: The priority of faculty hires is done at a council level currently, as our budget allows. I encourage the Department to put in their FTE requests to be considered. In the meantime, I encourage the department to have a short-term solution should no member be hired in the near future.
- R4: In order to maintain the linguistic sub-field in anthropology the department should receive reliable institutional funding to mount at least one course in linguistic anthropology every year.**
- U4: Currently ANTR 2156 Ethnolinguistics and ANTR 2906 Introduction to Linguistics are offered every year via sessional faculty and these courses have strong enrollment, contributing to Laurentian University's BA linguistic awareness requirement. The anthropology program strongly supports the offering of 6 credits in linguistics every year.
- D4: There is discussion about creating a "Speech Pathology" path on the English side in the faculty of Arts. Diana Collili in Modern Languages should be contacted to explore this option.
- R5: The department should explore partnerships with other programs such as the School of Speech-Language Pathology, Indigenous Studies, Communication Studies, and Modern Languages in order to grow the linguistics component of the program and facilitate pathways that could lead to interdisciplinary majors or minors.**
- U5: The anthropology program currently leads an interdisciplinary minor and certificate program in Community Leadership and both full-time faculty members in ANTR make significant contributions to the Master of Indigenous Relations program in the areas of governance, teaching and supervision of students. Additional resources are required to pursue other interdisciplinary opportunities such as in linguistics or Indigenous Studies. The current focus is ensuring 6 credits in linguistics are offered every year. It is also noted ANTR offers courses every year that contribute to the linguistic awareness, scientific literacy and Indigenous content BA requirements.
- D5: See response D4.
- R6: The department should hold a working retreat to discuss program curriculum with the aim of developing a cycling plan so that diverse electives can be offered on a regular, cyclical**

basis. Courses that cannot be offered should be “banked” or deleted from the list of available course offerings.

U6: The anthropology program will hold a strategic planning meeting in the fall 2020 to revise the curriculum where the banking of courses will be discussed and the planning of cyclical course offerings.

D6: I agree with this suggestion.

R7: The department needs to hire one full time faculty member either in medical anthropology (to teach the medical anthropology courses) or as a generalist with expertise in one or more additional sub-areas. It is recommended that the department consider a candidate with expertise in economic anthropology as an area of potential growth.

U7: The anthropology program supports the hiring of an additional faculty member to diversify program offerings such as in economic anthropology or applied anthropology with field course options/experiential learning and consider interdisciplinary opportunities as identified in the response to Recommendation 5.

D7: See response D3

R8: STAT 2126 should be changed from a required course for the specialization in anthropology to a recommended course for the specialization and major in anthropology.

U8: STAT 2126 will be removed from the requirements of the Specialization and it will be moved to the approved anthropology program electives list.

D8: I would want to look at how the program outcomes from the specialization and major differ before commenting on this response. My initial reaction is to not be in agreement with it. It is not uncommon to have courses that are required for a specialization that are not required for a major. Students are mostly frustrated with statistics courses and I feel that the decision should be a pedagogical one and not one in response to frustration.

R9: Given the geographic location and economic base of the region, the department may want to develop a course on “Extractive Industries” to complement some of the sub-areas of the minor in Community Leadership, and to cover some recent intellectual trends in anthropology, and Canadian anthropology in particular.

U9: ANTR 3046 *Environmental Anthropology* currently includes content related to extractive industries and this course is offered biennially with the next offering being 2020-2021. Furthermore, the content in ANTR 2206 *Foundations of Community Leadership* includes northern and regionally focused topics.

D9: I trust the unit’s response to this recommendation.

R10: The university should commit specific funding for honoraria for Indigenous Knowledge Keepers to support the incorporation of these forms of expertise in student learning.

U10: The anthropology program is in support of this recommendation and will liaise with the Associate Vice-President Academic and Indigenous Programs to explore if this is possible.

D10: Another option is to use Departmental funds to support this recommendation.

R11: The university should provide financial and human resources support to address the loss of applied teaching opportunities, experiential learning, and practicum placements. A co-op placement should be considered for the School of Northern and Community Studies, with appropriate staff to coordinate student placements.

U11: ANTR 4086 Applied Anthropology and ANTR 2206 Foundations of Community Leadership currently include applied learning opportunities. The anthropology program is considering field or co-op course collaborations with other programs such as Geography and Labour Studies. A new faculty member can also contribute to this need, see response to Recommendation 7.

D11: It is my long-term plan to offer faculty level support to these initiatives.

R12: A-009 should be repaired to prevent water damage so that it might be suitable for collections storage and for use as a laboratory/instructional space.

U12: The use of A-009 for lab/instructional space presents a challenge since it is not wheelchair accessible. The anthropology program supports the recommendation for an instructional/laboratory space that is wheelchair accessible and not prone to water damage.

D12: If the department puts in a request to Facilities I can fully support it, however I currently don't have access to the type of space required.

R13: The department should assist students to re-establish the Anthropology Student Club so that anthropology students can build a sense of community.

U13: The anthropology program will host a student gathering in the fall 2020 to discuss reintroducing an Anthropology Student Club.

D13: I fully support this recommendation and the Communications student who works for our office can be provided for support.

R14: The department, with the support of the Dean, should implement innovative approaches to program governance including the cycling or distribution of program governance, perhaps through co-chairs.

U14: In the past 2 years, the anthropology program has been faced with unanticipated limitations in course offerings due to faculty member research and administrative course releases. It is

anticipated more course cycling will take place once full-time faculty members return to predictable teaching schedules, which will allow for more electives. Distributed program governance will be explored in future years.

D14: I have also recommended that the program allow the Director of SNCS to contribute to program governance as an option.

ACAPLAN’S RESPONSE

ACAPLAN endorses the recommendations of the Review Team but notes the Unit and the Dean will not follow up the following recommendations as they are either redundant or outside of their current scope of focus:

R9: Given the geographic location and economic base of the region, the department may want to develop a course on “Extractive Industries” to complement some of the sub-areas of the minor in Community Leadership, and to cover some recent intellectual trends in anthropology, and Canadian anthropology in particular.

The unit will not be following up on this recommendation as it feels that ANTR 3046 *Environmental Anthropology* currently includes content related to extractive industries and this course is offered biennially with the next offering being 2020-2021. Furthermore, the content in ANTR 2206 *Foundations of Community Leadership* includes northern and regionally focused topics.

LAURENTIAN QUALITY ASSURANCE IMPLEMENTATION PLAN FOR THE UNDERGRADUATE PROGRAM in ANTHROPOLOGY

Recommendation	Proposed Follow-up	Responsibility for Leading Follow-up	Timeline
<p>R1 & R6: The department should a) develop a course cycling plan so that ANTR 3026 and ANTR 3016 are offered on a regular basis; b) hold a working retreat to discuss program curriculum with the aim of developing a cycling plan so that diverse electives can be offered on a regular, cyclical basis. Courses that cannot be offered should be “banked” or</p>	<p>Department to hold a working retreat to review its course offerings and revise its program offerings</p>	<p>Chair</p>	<p>September 2020</p>

deleted from the list of available course offerings			
R2: The Dean should undertake a review of how credits are allocated to individual departments to ensure that innovative programs can offer their required courses, while also having the opportunity to grow by offering a range of elective courses.	Dean to review credit allocations to departments in the Faculty of Arts to optimize course offerings across departments	Dean of Arts	September 2020
R3 & R7 & R11: Hiring new full-time faculty member	Department to have a short-term solution should no member be hired in the near future	Chair and Dean of Arts	September 2020
R4 & R5: In order to maintain the linguistic sub-field in anthropology the department should a) receive reliable institutional funding to mount at least one course in linguistic anthropology every year. b) explore partnerships with other programs such as the School of Speech-Language Pathology, Indigenous Studies, Communication Studies, and Modern Languages in order to grow the linguistics component of the program and facilitate pathways that could	Department should collaborate more with other departments to cover off areas of identified need	Chair working with Chairs/Directors of other departments/schools	September 2020

lead to interdisciplinary majors or minors.			
R8: STAT 2126 should be changed from a required course for the specialization in anthropology to a recommended course for the specialization and major in anthropology.	Review inclusion of this course as a required course within the program requirements of the specialization.	Chair and Dean of Arts	September 2020
R10: The university should commit specific funding for honoraria for Indigenous Knowledge Keepers to support the incorporation of these forms of expertise in student learning.	Department should review its budget and consult with other departments/units in the university to see if this recommendation is feasible.	Chair and Dean of Arts	September 2020
R12: A-009 should be repaired to prevent water damage so that it might be suitable for collections storage and for use as a laboratory/instructional space.	Department to consult with Facility Services to review whether repairs are feasible or a new space can be found	Chair and Dean of Arts	September 2020
R13: The department should assist students to re-establish the Anthropology Student Club so that anthropology students can build a sense of community.	Department should support the re-introduction of the Anthropology Student Club with a social gathering in fall 2020	Chair	Fall 2020
R14: The department, with the support of the	Department should explore innovative	Chair and Dean of Arts	Fall 2020

<p>Dean, should implement innovative approaches to program governance including the cycling or distribution of program governance, perhaps through co-chairs.</p>	<p>approaches to program governance</p>		
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The Dean of Arts shall be responsible for monitoring the implementation plan. The details of progress made shall be presented in the Dean’s Annual Report and filed with the Vice-President Academic and Provost. The executive Summary and the monitoring reports will be posted on Laurentian University’s web site.

CONCLUSION

The Anthropology Undergraduate Program is approved to continue and it will be reviewed in the fall of 2027.