

**University of Toronto Quality Assurance Process (UTQAP)
Cyclical Review: Final Assessment Report & Implementation Plan**

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| Program(s): | Anthropology (General), BA: Major, Minor Anthropology (Biological), BSc: Major Anthropology (Society, Culture, and Language), BA: Specialist, Major Archaeology, BA: Specialist, Major, Minor Anthropology, MA, MSc, PhD |
| Division/Unit: | Department of Anthropology, Faculty of Arts & Science |
| Commissioning Officer: | Dean, Faculty of Arts & Science |
| Reviewers (Name, Affiliation): | 1. Dr. Ann Stahl, Professor and Chair, Department of Anthropology, University of Victoria 2. Dr. Susan Gal, Mae & Sidney G. Metzl Distinguished Service Professor, Department of Anthropology, University of Chicago 3. Dr. Robert Hoppa, Associate Dean, Research, Canada Research Chair in Skeletal Biology and Professor, Department of Anthropology, University of Manitoba |
| Date of review visit: | January 12-13, 2012 |
| Date reported to AP&P: | October 29, 2012 |

1. Outcome:

- The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.

2. Significant program strengths:

- Top tier status of Department relative to others in Anglophone anthropology
- Well conceptualized undergraduate programs
- Excellence in graduate education; “incredibly high” rates of competitive external funding for graduate students
- “Impressive” array of international learning opportunities for students
- Excellence in research; “incredible growth” of faculty research funding
- High morale

3. Opportunities for program improvement and enhancement. The reviewers recommended that the following be considered:

- Ensuring that BSc students have the same exposure to issues around knowledge production and ethics as students from other program options
- Ensuring that permanent faculty are teaching substantively at the undergraduate level
- Finding ways to foster stronger links within doctoral cohorts
- Reviewing the major research paper requirement for the master’s programs
- Ensuring that the student funding model is aligned with the program’s goals for students and faculty, and international student enrolment
- Exploring ways to enhance Tri-Campus communication and collaboration

4. Implementation Plan

The Dean undertook in consultation with the Department to support the following changes:

- Immediate Term (6 months)
 - Ensuring that BSc students have exposure to issues around knowledge production and ethics
 - i. The Department brought forward a major modification to the Anthropology (Biological) program that used a distributed approach to address the matter of ethics and knowledge production; the Faculty approved the proposal in early 2012
 - Ensuring that permanent faculty are teaching substantively at the undergraduate level
 - i. The Department clarified that tenure-stream faculty do teach a significant proportion (two thirds) of undergraduate courses, and emphasized the importance of having courses offered by full-time colleagues at the Royal Ontario Museum and by senior doctoral students and postdoctoral fellows

- Enhancing Tri-Campus communication and collaboration
 - i. The recent creation of a Department of Anthropology at UTSC through their departmentalization process should facilitate Tri-Campus consultation regarding the use of graduate expansion funds to support students
- Medium Term (1-2 years)
 - Finding ways to foster stronger links within doctoral cohorts
 - i. The Department will study the possibility of adding a course to support doctoral cohort formation, or enhancing the existing colloquium to foster stronger links through colloquium participation
 - Reviewing the major research paper requirement
 - i. Anthropology's Tri-Campus board will examine appropriate methods of assessment with a goal of ensuring that both MA and MSc students continue to have the opportunity to engage in intensive research
 - Ensuring that the student funding model is aligned with the program's goals
 - i. The Vice-Dean Graduate Education and Program Reviews will work with the Department to determine options for supporting additional international students; the Faculty has identified international student scholarships as a fundraising priority
 - ii. The Vice-Dean Graduate Education and Program reviews will ensure that best practices for funding field-based science graduate students are discussed by the appropriate Faculty Committee
 - Exploring ways to enhance Tri-Campus communication and collaboration
 - i. The Department will explore using video-conferencing to facilitate the participation of members from different campuses in meetings; UTSC and UTM already have video-conferencing facilities

The Dean's Office will follow up annually with the unit on these plans to assess progress.

5. Executive Summary

The reviewers identified the programs' strengths as well-conceptualized undergraduate programs, excellent graduate education and research, impressive array of international learning opportunities and high morale in a top-tier Department. The reviewers recommended that the following issues be addressed: ensuring coverage of knowledge production and ethics in the BSc program, undergraduate program delivery, the major research paper requirement for the master's programs, links within doctoral cohorts, Tri-Campus collaboration, and the optimal distribution of graduate student funding. The Department has implemented a distributed approach to addressing ethics and knowledge production for the BSc program. The Department has clarified that a significant portion of tenure-stream faculty teach in the undergraduate program, with several other courses taught by specialists from the ROM and by senior doctoral students and postdoctoral fellows who expose students to the latest research. The Department will review the major research paper requirement for the master's programs and explore possibilities for fostering links between doctoral cohorts through a course or colloquium. The Department will explore using video-conferencing to facilitate Tri-Campus participation in meetings. The Vice-Dean Graduate Education and Program reviews will work with the Department to identify ways to support additional international students, and ensure discussion at the Faculty level of best practices for funding field-based graduate students. The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.