

**University of Wisconsin-Whitewater**  
**Committee Form: Review of Audit & Review Progress Report**  
**Undergraduate Programs, Academic Year**  
**Majors/Minors and Standalone Minors**

Program Name: Anthropology

Date of Review Team Meeting: 04/01/2022

Date of Follow-Up Meeting: Thursday, April 14, 2022 Time: 9:50am – 10:45am Location: LT 4120  
 (Dean's Conference room)

**Evaluations submitted by:** S.A. Welch, James Collins, Fe Evangelista, Lynn Gilbertson, Katy Casey

**Review meeting attended by:** S.A. Welch, James Collins, Fe Evangelista, Lynn Gilbertson, Katy Casey

**Meeting with program attended by:** Interim Provost, Robin Fox, L&S Dean, Frank Goza, L&S College representative, Fe Evangelista, Sociology, Criminology, and Anthropology department chair, Loren Wilbers, Anthropology minor program coordinator, Jessica Walz, Anthropology minor faculty Peter Killoran.

A&R members in attendance: S.A. Welch (Chair of review team).

**Recommendation #1**

*Continue with implementation of the assessment plan shared in this report. Minimize assessments in the matrix and develop a plan for how assessment work can be sustained over time. Present relevant data in the progress report.*

**Recommendation #1 Overall Evaluation (please select your choice).**

Good Progress	5
Making Progress	0
Little/No Progress	0

**Comments related to recommendation #1**

There description of what they did, what challenges they faced, and what they plan to do was very thorough and helpful in understanding their assessment activities.

The program created a measurable and sustainable assessment plan. Assessment of program SLOs occurs on a cyclical basis. Results from the assessment of two program SLOs were shared with evidence that the program analyzed and planned based on the results.

The program completed assessment of the 2 specified SLOs in Spring 2021 and recommended ways to improve student performance. I did not see evidence that the 2nd part of the recommendation was completed. Other than deleting one of the SLOs, did the program come up with a sustainable assessment plan?

There is a clear focus on feasibility as well as "closing the loop."

DISCUSSION during the F2F meeting: The review team complimented the program for the thoroughness of the report and its clear focus on "closing the loop." There was a question about some

members of the A&R team not finding the assessment data. The members of the Anthropology program noted that this information was provided with the original progress report, but was located in a supplemental file.

Also noted was that while there was a list of courses, the exact timing of the SLO assessment for various classes seemed unclear. College Representative, Fe Evangelista shared that there is a template in the audit and review website that shows programs how to best share this information.

During the conversation, Jessica Walz shared that the program usually does SLO assessment in the program's capstone course (420). Members of the audit team suggested that doing assessment for when an SLO is first introduced, when the SLO is developed further, and finally when the SLO is determined to have been accomplished might both balance the assessment process and the heavy workload of assessing all students' work in just one course.

## Recommendation #2

*Develop more future goals for the program. Meet as a program faculty/staff group at least once per semester to discuss assessment and program goals. Engage in discussion with relevant parties (e.g., select department chairs and Dean) to discuss long-term plan for the program. Discussion topics would include: • review and revision of the elective course list to include additional courses to expand and diversify program offerings, while ensuring that all departments contributing to the minor understand their importance to it, especially if there may be a need to contribute to assessment data at some point, • commitment of staffing support for the minor to preserve the advantageous intensive learning opportunities it has been providing, • space allocation and need for other resources as appropriate to sustain and perhaps expand the program, e.g., identify needed library resources and work with the department and the library to obtain them, if possible, and • continuation of retention and recruitment efforts.*

## Recommendation #2 Overall Evaluation (please select your choice).

Good Progress	4
Making Progress	1
Little/No Progress	0

## Comments related to recommendation #2

It seems as they went way beyond answering this recommendation in one way and were skimpy in others. There only seemed to be 2 sentences about meeting with relevant parties.....UNLESS, what they wrote about student engagement, etc....was the result of these meetings with relevant parties.

The program reached out to colleagues across disciplines that complement the Anthropology program and increased the number of electives available to students. Further, the program used models from other interdisciplinary programs for comparative purposes- specifically related to curricular decisions. Strong and sustained program enrollment. New student organization established. The program is collaborating across campus to innovate and engage students in the program.

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The program has made impressive progress. The only area that I don't see addressed is whether or not the program met at least once per semester to review progress; did this occur or perhaps I missed it?

Has a group been identified that meets regularly to discuss assessment and program goals? Kudos to both Jessica Walz and Pete Killoran who have kept this program going. I would like to understand better the staffing needs of this program given that their core personnel are both academic staff.

Would current staffing allow this program to grow?

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There is a breadth of efforts and actions completed or ongoing. The only clarification that I missed was if there was an established meeting structure to discuss assessment?

DISCUSSION during the F2F meeting: The A&R team complimented the program on its efforts to connect with colleagues and departments from diverse areas so that more electives may be offered to students. The team also complimented the program on utilizing models from other inter-disciplinary programs for comparison. For their answer about the A&R's question about schedule meetings, the members of the program as well as SCA Chair, Loren Wilbers shared that the full SCA department (including the minor faculty) meet each spring. The Anthropology minor faculty (Jessica Walz and Pete Killoran) shared that they meet in a more casual format, either over coffee or by email. The minor coordinator, Jessica Walz noted that meetings were held with the SCA chair (Loren Wilbers) to determine what electives should be offered.

The discussion about staffing and resources was lengthy, and many ideas/suggestions were discussed. Dean Goza shared some positive news: a new faculty member has been hired for History, but that this new faculty member might also be able to assist in covering some Anthropology electives. Dean Goza also made an observation (that has been on the minds of many) that if either Jessica Walz or Peter Killoran were to leave, the minor may be forced to terminate. Interim Provost Robin Fox shared that FTE is more difficult to obtain than financial resources. This observation led to an in-depth discussion about possible help for the minor beyond a new faculty hire.

It was at this point of the meeting that Jessica Walz shared the extensive workload she has as the minor program coordinator (the following list is in order shared, not importance): report writing, assessment, advising (including all personalization), answering student questions about courses and internships and finally, coordinating with Greg Jeffers (a SCA faculty member) for supervising student internships. In addition to the work that Jessica Walz does, Peter Killoran, in addition to teaching classes, works with the liberal studies aspect of the minor (many of the Anthropology courses fit in with the liberal studies programs).

Interim Provost Robin Fox, Dean Frank Goza, and College coordinator, Fe Evangelista all asked that members of the minor please notify them if the program needs any physical resources. Interim Provost Fox suggested some possible contacts for help with the program's internship program. There was discussion about possibly finding some funds for a ground penetration radar.

**Recommendation #3**

*Submit a progress report to the Dean and Audit & Review in Spring 2022.*

**Recommendation #3 Overall Evaluation (please select your choice).**

Good Progress	5
Making Progress	0
Little/No Progress	0

**Comments related to recommendation #3**

This was one of the most thorough progress reports I have ever seen and I have been involved with A&R for 12 years. COMPLIMENTS to the department for this report and their efforts.

The report was submitted, and it was very nicely written as well.

It is clear that the individuals who drive the program have been active in curricular efforts to support students' success as well as furthering their research and creative activity.

**Recommendations for next review. Additional progress reports required?**

Yes, Please List Due Dates (e.g. in 1 year, 2 years)?	0
No	5

**Next report should specifically address the following:**

Next report should specifically address the following:

Just discuss more about decisions made in meetings with relevant parties. The information IS there, just share more about the discussions and THEN describe (as you did so well) the outcomes of these meetings.

The recommended actions from the last self-study.

- Future goals of the program - Staffing - Continuation of assessment work

**Additional comments:**

See comment about being one of the most thorough progress reports I have ever seen in a previous section! KUDOS to the Anthropology department!

DISCUSSION during the F2F meeting: The A&R team complimented the Anthropology minor program for the thoroughness of the report and the obvious effort that went into writing the report. Dean Goza commented that he wished he could do more for the program but did note the possible help with some classes with his hiring the new History professor. Interim Provost Robin Fox, Dean Goza, and College representative, Fe Evangelista all enthusiastically noted that the Anthropology minor program is doing fantastic work with limited resources.

The F2F meeting ended at 9:45am.