



College of Alameda

2023-24 Program Review: **ANTHROPOLOGY**

Lead Author:

Jayne Smithson

Program Overview

Provide your program's mission statement. If your program does not have a mission statement, what is your timeline for creating a mission statement?

The Anthropology programs and courses at College of Alameda offer students the opportunity to study humankind from biological, historic, prehistoric and cultural perspectives. Anthropology introduces students to ways to investigate and understand humanity in ways that are personally enriching and have practical application in their lives.

Program Learning Outcomes for Anthropology ADT and A.A. are:

- 1) Explain core concepts of Anthropology, including biological, socio-cultural and archaeological aspects of the discipline.
- 2) Demonstrate an understanding of the scientific methods (skills) used by contemporary anthropologists.
- 3) Apply holistic perspective to discuss appreciation for the genetic and cultural diversity of humans in the past and present, around the world.

The Anthropology Programs mission statement aligns with the College of Alameda mission and vision statements:

- The Mission of College of Alameda is to serve the educational needs of its diverse community by providing comprehensive and flexible programs and resources that empower students to achieve their goals.
- The Vision of College of Alameda is that we are a diverse, supportive, empowering learning community for seekers of knowledge. We are committed to providing a creative, ethical and inclusive environment in which students develop their abilities as thinkers, workers and citizens of the world.

List your program faculty and/or staff.

Jayne Smithson, lead faculty (F/T)
Nicole Buyagawan (P/T)
David Leitner (P/T)

Carlos Bazua Morales (P/T)
 Karen Oeh (P/T)
 Iolani Sodhy-Gereben (P/T)

Describe your current utilization of facilities, including labs and other space.

The Anthropology Programs (ANTHR) are housed in CoA main campus, D-Building, room D-115. Lecture and lab classes are held in this room. Lecture and lab classes are not linked. Students may take the ANTHR 1 lecture and the complementary ANTHR 1L lab class concurrently or finish the lecture class and take the lab class in a subsequent semester. This necessitates strategic scheduling of sufficient ANTHR 1 lecture sections at different start dates (full semester, 14-week, 10 week and 8-week second session) to provide sufficient number of students for subsequent lab sections. ANTHR 2, 3, 7 and 19 are scheduled online to maximize the number of students served, as holding these classes in D-115 would limit enrollment to 35 students maximum for these high-enrollment courses.

The recently severely reduced but still substantial Anthro lab materials collection is secured in D-115 as a dedicated room. The ANTHR faculty office is located next door, in D-115A.

Enrollment in ANTHR in-person classes is limited to a maximum of 35 students per section due to the size, configuration and available seats in the room (D-115). While this is ideal for lab sections, the seating constraint is detrimental to filling lecture classes to optimal productivity standards.

ANTHR needs to have an additional lecture room available so future in-person ANTHR 1 lecture class enrollment caps can be increased to 40+ per section.

List your program goals from your most recent Program Review or APU. Then, provide an update on the status of the goal. Has your program achieved the goal? Have any of your goals been revised or are any still in progress? Lastly, make sure to discuss which College or District goal your program goal aligns to.

If no program goals exist or if this is your first program review, work to create 2-3 goals and align them with a College or District goal.

Program Goal #1	Integrate a robust and thriving Anthropology Program into the curriculum at CoA.	
Status: In-Progress or Complete?	This goal has been achieved. CoA offers an Associate of Arts in Anthropology transfer degree and a local Associate of Arts degree. Physical Anthropology and Physical Anthro Laboratory courses are specified as satisfying the biological or life-science transfer requirements in 30 programs at CoA. Cultural	

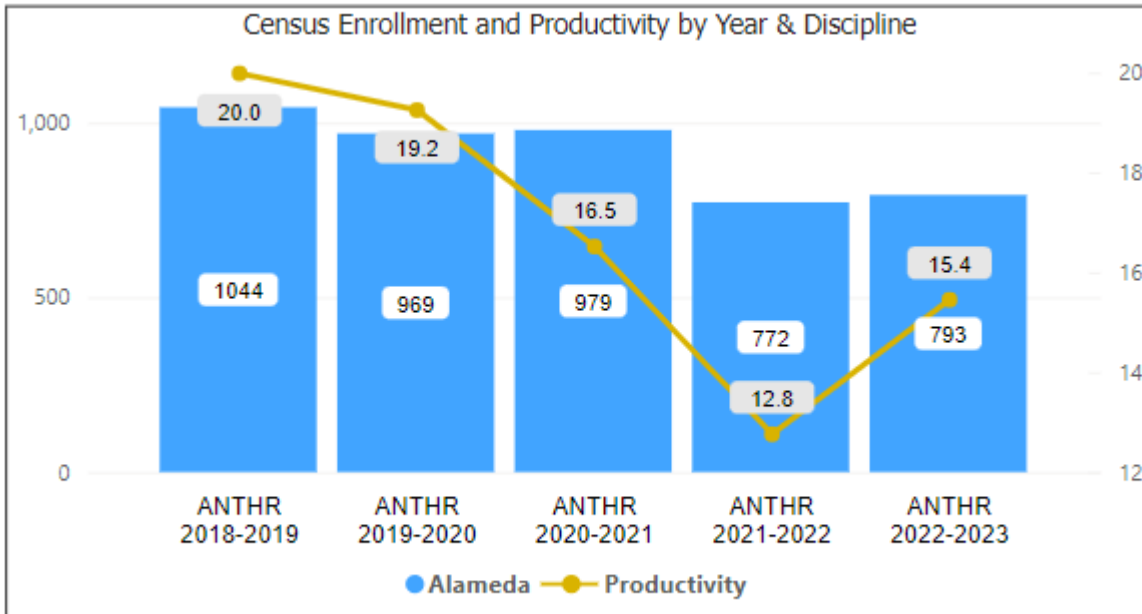
	<p>Anthropology is recommended as a course to satisfy social science requirements in multiple programs. Archaeology, Magic, Religion and Witchcraft, Sex and Gender, and Forensic Anthropology satisfy local degree and Cal-GETC GE Breadth and transfer requirements. ANTHR core courses 1(lecture), 1L (lab), 2 and 3 are C-ID articulated.</p> <p>Prior to and throughout COVID, Anthropology courses enjoyed remarkably high enrollment and high retention rates. High enrollment, retention and productivity rates continue to rebound in Anthropology courses as we adjust to the post-COVID norm, which further solidify the position of this program as an integral part of CoA curriculum.</p>
Which college or district goal is aligned with your program goal?	<p>CoA Goal 1: Develop and offer curriculum and learning that is innovative, rigorous, and aligned with industry standards and labor market demands.</p> <p>CoA Goal 4: Engage in transparent and data-driven decision-making processes to best leverage resources to meet students' needs and future workforce and community demands.</p> <p>PCCD Goals Alignment: Build Programs of Distinction; Strengthen Accountability, Innovation, and Collaboration</p>

Program Goal #2	Engage students in lively discussions (in-class and online) about course materials and applications of course content in real-life situations.
Status: In-Progress or Complete?	This ongoing goal of the CoA Anthropology Program has been met successfully every year for the past 7+ years . ANTHR classes include in-person and online discussion components to encourage robust conversations that often carry on outside of class time and after course instruction has ended, according to numerous reports from current and former students.
Which college or district goal is aligned with your program goal?	<p>CoA Goal 2: Provide quality educational and student support services that result in equitable student access to educational opportunities and success in earning a degree or certificate.</p> <p>CoA Goal 5: Foster an inclusive and caring culture that thrives on diversity and promotes social justice and equity.</p>

	PCCD Goals Alignment: Advance Student Access, Equity, and Success; Develop and Manage Resources to Advance Our Mission
--	---

Program Goal #3	Provide interdisciplinary cross-over learning opportunities and dialog to strengthen and support student success.
Status: In-Progress or Complete?	This ongoing goal of the CoA Anthropology Program has been met successfully every year for the past 7+ years. Anthropology faculty and students continue to engage with other disciplines on campus as part of the Anthropology tenets of applying scientific rigor, holistic perspective and cultural relativism to all studies.
Which college or district goal is aligned with your program goal?	<p>CoA Goal 3: Leverage existing resources to maximize academic opportunities for all students and provide accessible and inclusive physical and virtual learning environments that promote equitable academic excellence.</p> <p>CoA Goal 6: Be rooted in the community and engage in ongoing partnerships with our sister colleges, P-16 educational partners, community organizations, and local and regional industry partners.</p> <p>PCCD Goals Alignment: Engage and Leverage Partners; Strengthen Accountability, Innovation, and Collaboration; Develop and Manage Resources to Advance Our Mission</p>

Enrollment Trends



[Enrollment Trends Dashboard link](#)

Discuss enrollment trends over the past three years

For additional analysis, click on the Enrollment Trends Dashboard, set the filters to Alameda and your discipline

When compared to CoA enrollment and productivity as a whole over the past three years, Anthropology has consistently achieved higher enrollment and higher productivity than the CoA averages. Comparisons: CoA productivity 2020-2021 = 13.4, ANTHR productivity 2020-2021 = **16.5**; CoA productivity 2021-2022 = 11.9, ANTHR productivity 2021-2022 = **12.8**; CoA productivity 2022-2023 = 13.5, ANTHR productivity 2022-2023 = **15.4**. Anthropology is a proven leader in CoA enrollment and productivity, and a major contributor to STEM productivity overall.

Enrollment and productivity continue to be hampered by continuing problems of "fake" student enrollment (financial aid fraud). Anthropology courses continue to receive more "fake" student enrollments than other disciplines simply by being at the beginning of the alphabet and having no prerequisite courses that hinder enrollment ("fake" or otherwise). Anthropology faculty have been diligent in reporting and removing "fake" students from our rosters for the past two years, which led in some cases to the loss of nearly 50% of students enrolled in seemingly full classes at or near the start of the semester (for example ANTHR 1, 3 and 7 in 2021-2022).

Anthropology was among the first few non-CE disciplines at the end of COVID-19 to offer in-person classes to encourage students to return to campus. This early outreach resulted in considerably lower enrollments than usual in Anthro in-person offerings for 2021-2022 and 2022-2023. Anthropology started offering hybrid sections in spring 2023 as an attractive enrollment alternative to fully in-person sections. Having reassurance that the low enrollment numbers resulting from these early attempts to bring students back to campus would not be held against Anthropology (in terms of apparently lower productivity than normal) has supported and encouraged our efforts.

A strategically balanced variety of Anthropology course offerings (full-semester, 14-week, 10-week and 8-week second session) and modalities (hybrid, synchronous and asynchronous online) and Administration's cooperation in timely modification of modalities prior to the start of the current semester has resulted in the full enrollment of all Anthropology courses offered at CoA for fall 2023.

Describe effective and innovative teaching strategies used by faculty to increase student learning and engagement.

Anthropology is the scientific study of biological and cultural components that drive and reflect what makes us "human" throughout time and around the world. Some of the innovative strategies that we employ include

- Innovative use of imagery in Anthropology courses shows students the many facets of the human variation and lets students see themselves as integral parts of the world-wide experience.
- Collaborative research projects help students understand connections between theoretical and practical application of their classwork.
- Connecting multiple assignments together over the semester as achievable steps towards completion of a larger project makes learning more concrete with successful outcomes.
- Constant communication with and between students is essential for student support and learning.

How does the discipline, department, or program maintain the integrity and consistency of academic standards with all methods of delivery, including face to face, hybrid, and Distance Education courses?

Anthropology courses offer the same high standards of academic content, student-to-student interaction, instructor/student and student/instructor communication and course integrity consistently across all modes of course delivery. Department meetings, faculty discussions, SLO assessments, DE reviews of online course content and collaborative discussions with other Anthropology faculty outside of CoA help maintain consistency and high standards for all Anthropology courses at CoA regardless of delivery modality.

Curriculum

Have all your course outlines of record in CurriQunet been reviewed within the past three years?



<https://peralta.curricunet.com/>

Yes No, please explain:

Course outlines of record (CORs) for every course offered by CoA Anthropology are reviewed and updated in CurriQunet every three years (or more often if there are District-wide changes). Timing for Anthropology COR reviews and updates correspond to CoA full program review cycle "C". The most recent updates for all Anthropology courses were approved at CoA Curriculum Committee on 8/29/2023.

Please list any planned changes from the current semester forward for curriculum (courses, degrees, and/or certificates) and the rationale for those changes (e.g., labor market data, advisory committee recommendations, transfer institution changes, industry trends, state-wide transfer model curriculum).

We are considering creating several new courses in Anthropology over the next few semesters: "Media and Digital Anthropology", "Introduction to Applied Anthropology" and "Medical Anthropology". Student interest and employment opportunities in these areas are leading the development of these and other new Anthropology courses over the next three years.

How is your program meeting the needs of students, and/or articulation with four-year institutions?

A background in Anthropology courses is highly desired by employers in corporations and in health and medical fields, including tech companies (Microsoft, Intel), multinational companies (Google, IBM, ADP, Citicorp), IT and AI companies (Indeed, IDEO), clinical and medical research and forensic science institutions, government agencies and human rights organizations.

ANTHR 1 (Physical Anthro), 1L (Physical Anthro Lab), 2 (Archaeology and Prehistory) and 3 (Cultural Anthro) are C-ID articulated and satisfy the core requirements for degrees in Anthropology at universities.

All Anthropology courses offered at CoA are articulated as transfer-satisfying requirements and/or electives for CSU's and UCs and appear in appropriate categories on CalGETC and support local A.A./A.S. degrees and other certificates at CoA and other Peralta District colleges.

Student Learning Outcomes Assessment

List your Student Learning Outcomes

ANTHR 1: Introduction to Physical Anthropology

1. Analyze genetic inheritance and selection factors that contribute to human variation.
2. Compare and contrast the biological and behavioral evolution of non-human primates.
3. Critically discuss the components of forensic methodology, paleoanthropology and modern medicine.

ANTHR 1L: Physical Anthropology Laboratory

1. Describe and discuss the full range of primate behaviors.
2. Explain cranial/post cranial human evolution and the role(s) of environmental factors in shaping human morphology and behaviors.
3. Analyze the concepts of evolution, natural selection, adaptation, fossilization, population genetics and human variation.

ANTHR 2: Introduction to Archaeology and Prehistory

1. Discuss the ethical importance of historic and prehistoric preservation and the relevance of archaeology to contemporary societies.
2. Explain field methods and laboratory methods used by contemporary archaeologists.
3. Demonstrate knowledge of prehistoric and historic archaeological cultures.

ANTHR 3: Introduction to Social and Cultural Anthropology

1. Define and analyze the concept of culture.
2. Apply holistic perspective to understand local and global communities.
3. Demonstrate the awareness of ethnocentric bias and appreciate the cultivation of tolerance.

ANTHR 7: Magic, Religion, and Witchcraft

1. Apply anthropological theory and methods to explain functions of supernatural beliefs in various societies around the world.
2. Compare and evaluate past and present religious practices in the context of when and where they are/were practiced.
3. Analyze and demonstrate understanding of cultural diversity in belief systems within the U.S.A. and global communities.

ANTHR 19: Anthropology of Sex and Gender

1. Analyze the social, cultural, economic and political underpinnings of sexual and gender identities in cultural groups around the world.
2. Evaluate various rituals that socialize young people into adult sexual and gender roles.
3. Recognize the diversity of gender identities and degree of cultural acceptance, including positive and negative responses.

ANTHR 21: Introduction to Forensic Anthropology

1. Demonstrate understanding of anthropological methods used in the recovery and identification of human skeletal remains.
2. Apply basic principles of taphonomy and trauma to analyze a crime scene.
3. Explain the legal and ethical responsibilities and limitations of a forensic anthropologist.

ANTHR 48AF: Anthropology Field Studies Abroad

- Enhance understanding of cultural differences and similarities through first-hand observation and interaction.
- Encourage broader perspectives of citizenship and international relations through first-hand experience.

ANTHR 049: Independent Study in Anthropology

- Investigate, assess and communicate findings of specific independent project(s) as discussed with instructor.

ANTHR 801: Cultural Field Studies Abroad (fee-based version of ANTHR 48AF)

- Enhance personal understanding of cultural differences and similarities through first-hand observation and interaction.
- Encourage broader perspectives of citizenship and international relations through first-hand experience.

Please provide a high-level summary and your program's interpretation of your SLO findings over the past year.

The SLO assessment schedule for ANTHR courses follows a three-year repeatable pattern. Each SLO is assessed in fall semester and again the following spring semester to measure improvement in student success that results of changes implemented fall to spring semesters.

SLO 1 for each ANTHR course offered was assessed in fall 2019 and again in spring 2020

SLO 2 for each ANTHR course offered was assessed in fall 2020 and again in spring 2021

SLO 3 for each ANTHR course offered was assessed in fall 2021 and again in spring 2022

This three-year cycle has started over with SLO 1 assessments in fall 2022 - spring 2023.

The SLO assessment process has been useful for fine-tuning teaching approaches from semester to semester and demonstrate consistently high achievement rates of student success in all Anthropology courses at CoA over the past seven years. There are no discernible learning gaps in any category of SLO assessments in any Anthropology courses.

What were the most important things your department learned from assessment? Did implementation of your action plans result in better student learning?

We have learned that Anthropology courses are on the right track! Small changes in teaching approaches (for example: going over particular sections of class material in more detail) generally result in slight but measurably higher student success rates from fall to spring semesters for the same SLO. SLO assessments demonstrate that Anthropology courses consistently surpass the criteria established for success (*75% of the students who completed this assessment must earn at least 70% of the points in order to meet the expectations for this outcome*) over the past four years in CurriQunet and for at least three years prior to that in TaskStream.

What percent of your programs have been assessed? (Mainly based on evidence in the report, attach other evidence as necessary; note: a complete program assessment means all Program Learning Outcomes (PLOs) have been assessed for that program)

100% of all courses and programs in Anthropology at CoA are assessed regularly according to the above-detailed schedule.

College of Alameda Institutional Learning Outcomes (ILOs) were created to guide educational programs and services. They include:

- **Problem Solving:** Solve problems and make decisions in life and work using critical thinking, quantitative reasoning, community resources, and civil engagement.
- **Communication and Technology:** Use technology and written and oral communication to discover, develop, and relate critical ideas in multiple environments.
- **Creativity:** Exhibit aesthetic reflection to promote, participate and contribute to human development, expression, creativity, and curiosity.
- **Diversity:** Engage in respectful interpersonal communications, acknowledging ideas and values of diverse individuals that represent different ethnic, racial, cultural, and gender expressions.
- **Civic Responsibility:** Accept personal, civic, social and environmental responsibility in order to become a productive local and global community member.

How does your program participate in assessing the Institutional Learning Outcomes (ILOs)? If your program has not participated, how will you plan to incorporate these outcomes within your program?

All SLOs for CoA Anthropology courses are linked to specific CoA ILOs through the Institutional Outcome Map feature in CurriQunet. ILOs are therefore assessed regularly through SLO assessments in Anthropology courses.

Course Completion & Retention (completion section)

REVISED 9/20/2023			
Alameda	Total Graded	Course Completions	Course Completion Success Rate
2022-2023	790	544	69%
ANTHR	790	544	69%
Hybrid	64	55	86%
In-Person	20	13	65%
Online	706	476	67%
2021-2022	827	611	74%
ANTHR	827	611	74%
In-Person	15	15	100%
Online	812	596	73%
2020-2021	951	771	81%
ANTHR	951	771	81%
Online	951	771	81%
2019-2020	861	685	80%
ANTHR	861	685	80%
In-Person	257	213	83%
Online	604	472	78%
2018-2019	1038	838	81%
ANTHR	1038	838	81%
In-Person	370	335	91%
Online	668	503	75%

Consider your course completion rates over the past three to five years (% of students who earned a grade of "C" or better).

[Course Completion Dashboard link](#)

How does the course completion rate for your program or discipline compared to your college's Institution-Set Standard for course completion of 72% and the stretch goal of 78%?

Anthropology course completion rates generally surpass CoA's Institution-Set Standard for all years represented in the above chart, with the exception of spring 2023. Anthropology was particularly hard-hit by "fake" student enrollment in spring 2023. Unfortunately, Anthropology instructors were slow to remove "fake" students from our rosters in spring 2023, as we had been assured that the problem no longer existed. By the time that "fake" students were removed from rosters, Census had already taken place. There is no way for instructors to remove non-participating students after

the Census Report is filed until the Attendance Roster is filed, which resulted in an unusually high number of non-completions in online Anthropology courses for spring 2023.

Are there substantial differences in course completion rates between face to face and Distance Education/hybrid courses? If so, how does the discipline, department, or program address this?

When looking at aggregated numbers like those presented in the above chart, it appears that online course completion rates generally lag somewhat behind in-person course completion rates in Anthropology, however, this is not the full story. Prior to COVID, online and in-person course completion rates were relatively comparable, with in-person courses being slightly ahead in course completions overall. Post-COVID comparisons in the above chart are not a true representation of comparative completion rates due to the very low number of in-person students that Anthropology courses have been able to attract in fall 2022 and spring 2023.

The spring 2023 hybrid course offering in ANTHR 1 suggests that perhaps this course delivery mode might be more successful in course completion rates than online course offerings, but it is far too early to draw conclusions at this point. We will continue to cautiously expand our hybrid section offerings in the coming year and continue to assess the success of this modality.

Finally, course completion rates need to be considered in conjunction with student retention rates. An unusually high percentage of SAS students were enrolled in the in-person spring 2023 ANTHR 1 courses. Unfortunately some of these students were not prepared to be successful in this biological science course, but they stayed in class and enjoyed learning at their own pace. SAS students (and all students) are encouraged to repeat Anthropology courses and often do well the second time around!

If your program offers dual enrollment courses, examine the data, and discuss the course completion rates compared to the overall program rate.

Anthropology has not been involved in dual enrollment courses at CoA, although we have offered and asked for opportunities to participate numerous times.

Course Completion & Retention (retention section)

REVISED 9/20/2023			
Alameda	Census Enrollment	Total Retained	Course Retention Rate
2022-2023	801	648	81%
ANTHR	801	648	81%
Hybrid	64	58	91%
In-Person	20	15	75%
Online	717	575	80%
2021-2022	852	734	86%
ANTHR	852	734	86%
In-Person	15	15	100%
Online	837	719	86%
2020-2021	981	862	88%
ANTHR	981	862	88%
Online	981	862	88%
2019-2020	977	774	79%
ANTHR	977	774	79%
In-Person	285	241	85%
Online	692	533	77%
2018-2019	1057	936	89%
ANTHR	1057	936	89%
In-Person	371	354	95%
Online	686	582	85%

On average the course retention rate (number of students are retained in the course) for College of Alameda has been **85%** for the past three years. Examine the course retention rates for your program over the last three years. How does your program or discipline course retention rates compare to the college?

Again, Anthropology courses generally achieve high levels of student retention, often matching or exceeding the average course retention rates for CoA. Please refer to the response for the previous question about course completion rates for a detailed analysis of exceptions to retention rates in the in-person class noted for spring 2023.

College of Alameda continues to focus on access, equity, and success. The goal is to create an inclusive environment where all students can thrive and meet their education and career goals.

To address equity gaps and work towards achieving equity in educational outcomes, examine your program data for evidence of disproportionate impact (DI). Using the percentage point gap method to identify DI, subgroups whose course completion rate falls more than -3 percentage points below the All-Students success rate are highlighted red. The Margin of Error value (MOE) is used to determine the presence of DI using the Point Gap Method. Values lower than the corresponding MOE are reflective of disproportionate impact (i.e., pink highlighted cells). Groups with 10 students or less are excluded from the analysis.

DATA TBD

What can your discipline, department, or program do to improve course completion for disproportionate impacted groups?

Unfortunately, the data required to address this question is not available at the time that this full program review was written (mid-to-late September 2023). After discussion amongst CoA Anthropology faculty members, we decided to implement the following improvements:

- Increase visual representation of diverse ethnic, religious, gender and differently-abled individuals in course presentations to empower impacted groups.
- Carefully vet lessons to eliminate unconscious bias in instructors or course materials.
- Include time for more far-reaching discussions about applications for course material to appeal to and keep the interest of students who might not identify with current examples.
- Continue to reach out to students who stop participating in class and ascertain how to help (direct them to needed student services, for example, or just listen as needed).

Degrees & Certificates Conferred

Does your program offer any degree/certificate programs? If your program does not, skip this section and continue to **Engagement**.

Since the last program review, what has the discipline, department, or program done to improve the number of degrees and certificates awarded?

Over the past four years (2019 – 2023), CoA awarded seven (7) Anthropology ADT degrees (a consistent average of nearly two degrees awarded every academic year). For comparison over the same time frame: the number of BCC and Laney Anthropology degrees awarded consistently declined every year, while Merritt's Anthropology degrees awarded rate remained relatively constant at an average of two awards per year (similar to CoA). Anthropology is never going to be awarding a high number of degrees as a stand-alone discipline, but we hold our own every year and plan to increase our number of degree and certificate awards incrementally over time.

For more information on awards: [**Degrees & Certificates Dashboard link**](#)

Increasing the number of students who complete a certificate or degree is a shared goal across CoA's Ed Master Plan Goals, PCCD Goals, the Chancellor's Office Vision for Success, the Student-Centered Funding Formula, and Guided Pathways. What is planned for the next 3 years to increase the number of certificates and degrees awarded?

Anthropology courses are integral and essential to over thirty degree and certificate programs at CoA, per Guided Pathways data. Supporting the completion and increase of other degrees and certificates within Guided Pathways is an important function of this department.

A stackable certificate program is in the planning stages for Anthropology. We envision offering a certificate that encompasses three 3-unit courses to serve as an "onramp" to learning the fundamentals of Anthropology and a second stackable certificate of three more 3-unit Anthro courses that together will form an 18-unit certificate in Anthropological perspective. These certificate(s) will increase SCFF funding upon completion and be useful as a gateway to internships and entry-level employment in tech industries, HR positions and government agencies while students continue to broaden their general education and upper division pathways to their terminal degrees.

Engagement

Discuss how faculty and staff have engaged in institutional efforts such as committees, presentations, and departmental activities. Please list the committees that full-time faculty participate in.

Jayne Smithson (F/T) has been heavily involved in committees, community presentations and departmental activities for many years. Jayne was the CoA Curriculum Committee chair and a CIPD representative for four years until stepping down recently to focus on other CoA committees. Jayne is an active participant in the ZTC taskforce at CoA and a past participant in District and CoA DE committees and IEC activities for several years. Ongoing activities include the IEPI advisory committee, Enrollment Management Taskforce, MESA Connect grant advisor and recently appointed CoA Academic Senate representative to District Academic Senate, as well as FDIP mentor and serving as a resource for new instructors and administrators. **David Leitner (P/T)** serves as a member of the CoA DE committee and has done so for several years. **Iolani Sodhy-Gereben (P/T)** served as a member of the CoA Curriculum Committee, recently stepping down after two years to be a representative on the State ASCCC Curriculum Committee. CoA adjunct faculty members are valuable ambassadors to other campuses within and beyond Peralta District as they take their skills and expertise outside of CoA and bring back new ideas and innovations in teaching.

Discuss how faculty and staff have engaged in community activities, partnerships and/or collaborations.

All CoA Anthropology faculty members participate in a number of community service projects, including Alameda coastal clean-up, CoA student recruitment activities on campus and in the community, and inter-college and inter-district discussions where knowledge and information are exchanged and enhanced.

Discuss how adjunct faculty members are included in departmental training, discussions, and decision-making.

CoA Anthropology adjunct faculty members are valued team members who are consulted often and involved in all decision-making within the department, including scheduling, course offerings and long-term department planning and goals-setting. Adjunct faculty members Nicole, David, Carlos, Karen and Iolani were included in the construction of this full program review and contribute regularly to Anthropology department meetings and one-on-one conversations with the lead Anthro faculty and with faculty, staff and administrators throughout the Peralta District and beyond.

Prioritized Resource Requests Summary

In the boxes below, please add resource requests for your program. If there are no resource requested, leave the boxes blank.

Resource Category	Description/Justification	Total Estimated Cost
Personnel: Classified Staff	No classified staff are requested specifically for Anthro	
Personnel: Student Worker	No student worker(s) are requested specifically for Anthro	
Personnel: Part Time Faculty	As funding/FTEF hopefully increases over the next three years, additional part-time faculty members might be needed.	\$25,000 to \$50,000
Personnel: Full Time Faculty	<p>A replacement full-time faculty member will be needed by spring 2026 when the current full-time faculty member plans to retire. The new full-time faculty member is likely to come in at a lower step on the salary scale, which should result in a net savings for Anthro faculty costs starting in 2026-2027.</p> <p>NOTE: there are enough sections of Anthropology offered every semester to support having two full-time faculty members in this department (replacing several part-time instructors, with the attendant cost-savings). We do not recommend hiring a second full-time Anthropology instructor, mention this option in light of the CoA President’s stated plan to expand F/T instructor course coverage to comply with state mandate.</p>	Top priority for 2025-2026 funding and faculty hire prioritization

Resource Category	Description/Justification	Total Estimated Cost
-------------------	---------------------------	----------------------

Professional Development: Department wide PD needed	No specific department-wide PD is requested, other than the opportunity to participate in campus and district-wide PD offerings.	
Professional Development: Personal/Individual PD needed	Opportunities to attend state-wide Anthropology society meetings as they arise, for example: American Anthropological Association general meeting in Toronto November 15-19, 2023, and/or the Community College Anthropology Teachers Conference January 12-13, 2024 in Tulare, CA.	\$1,000
Supplies: Software	Continuing subscription to Labster simulations (District?)	unknown
Supplies: Books, Magazines, and/or Periodicals	Support for CoA Library collections	unknown
Supplies: Instructional Supplies	CoA Anthropology recently lost a substantial portion of our teaching supplies and specimens due to having them recalled from loan for the past seven years by a long-term benefactor. Generous Instructional supplies funds allocated to Anthropology for 2023-2024 will go a long way towards replacing many of these items, but another \$10,000 will be needed over the next three years to bring the Anthro lecture and lab collection back to its former inventory.	\$10,000
Supplies: Non-Instructional Supplies	All supplies used by Anthropology are for instructional purposes and student support.	
Supplies: Library Collections	Anthropology courses use ZTC and OER materials that do not need to be housed in CoA Library reserved books or collections.	
Technology & Equipment	The Anthropology lecture and lab room (D-115) needs a working sound system connected to the classroom computer/projector unit for optimal in-person course content delivery. Old speakers hang from the ceiling but it not known if these speakers are operative as they do not appear to be attached to anything.	\$500 +
Library: Library materials/collections	CoA Library is aware of the need to replace the recently removed outdated Anthropology books to support the CoA Anthro programs and students.	\$3,000
Facilities: Classrooms/Labs	Please fix the air-flow balance in D-115. This will require a District engineer to visit and address the air-pressure coming from the overhead duct vents.	Top priority for immediate attention
Facilities: Offices	No Anthropology office facilities upgrades are needed at the moment.	
Other	D-115 is in an old building that is prone to water leaks, electrical problems, no heating or air-conditioning and other concerns that are inherent in this kind of setting. Expenses will crop up over the next three years.	