TO:   OSU Graduate Council  
FROM:  Donald B. Jump  
RE:   Follow-up on Three-year Progress Report on the Applied Anthropology Graduate Program Action Plan  
DATE:   December 7, 2015

Anthropology is in the College of Liberal Arts, School of Language, Culture and Society. Anthropology has a Masters (MA) and Ph.D. program in Applied Anthropology. The Ph.D. program is relative new; it began in 2006.

The Action Plan was prepared by Brian Tilt (Applied Anthropology Graduate Program Director) and Leah Minc (Anthropology Program Coordinator). Since then, the leadership of the AAGP has changed. Kenneth Maes, Ph.D. is the AAGP Program Director and Sarah Cunningham, Ph.D. is the Graduate Program Assistant. Dr. Maes (Graduate Program Coordinator) oversees the AAGP program and provides the day-to-day management of the program. Sarah Cunningham is an instructor who is involved in collecting & maintaining program data.

I met with both Ken and Sarah on Friday, November 13, 2015 at 1:15 to 2:30 PM in 228 Waldo Hall.

The AAGP review committee recommended the program be “maintained” and offered 26 recommendations for improvements. Drs. Tilt and Minc grouped these recommendations under 9 headings. Each was discussed in our meeting on Nov. 13th.

1. Reorganization: Fit in the SLCS, vision and culture. The reorganization issues cited in the program review document have been mitigated and were not discussed further.

2. Improve quality of graduate student admissions. The current census of the AAGP is 38 MA and 22 PhD students. There are 3 international Ph.D. students, two of whom are close to advancing to candidacy, and 1 international MA student. Yearly applications to the program from 2012 to 2015 range from 27 to 55 for the MA and 11-24 for the Ph.D. Acceptance rates for each program range from 40-60%. The acceptance rate is fairly high because many applicants who are accepted to OSU will matriculate at other competing institutions. Annual matriculation of newly accepted students ranged from 8-13 for the MA and 3-7 for the Ph.D. Data was provided on GPA or GRE scores for newly matriculated students (see below). The GRE verbal scores ranged from 64 to 80 percentile while the GRE quantitative scores ranged from 49 to 61 percentile. These GRE scores, along with the GPAs (> 3.4), are likely comparable to most graduate programs at OSU.
<table>
<thead>
<tr>
<th>Year</th>
<th>GRE Verbal</th>
<th>GRE Quant</th>
<th>GPA</th>
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<tbody>
<tr>
<td>MA Accepted</td>
<td>2013</td>
<td>159</td>
<td>150</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>157</td>
<td>149</td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>154</td>
<td>152</td>
</tr>
<tr>
<td>PhD Accepted</td>
<td>2013</td>
<td>157</td>
<td>145</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>159</td>
<td>151</td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>160</td>
<td>151</td>
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Time to completion of the MA and Ph.D. programs averages at 2 and 4.5 years, respectively. Yearly graduation rates from 2012 to 2015 ranged from 6-14 and 0-2 for MA and Ph.D. candidates, respectively. As a mid-size graduate program that is predominantly a MA program, the AAGP program meets the academic guideline of 5 MA graduates per year, but the program does not meet the 3 per year for the Ph.D. candidates. The AAGP has had 7 Ph.D. graduates since the program was initiated in 2006.

Attrition within the programs is low. In AY 14-15, 3 MA students dropped out of the program (2 quit and 1 took a job) and 1 PhD student dropped out to take a job.

3. **Improve level of financial support for students.** At the time of the review of the AAGP, GTA support was at 0.2 FTE. The level of support has improved to 0.3 FTE. The majority of funds supporting GTA support are derived from the Anthropology Program’s E-campus course revenue. Both MA and Ph.D. candidates are supported by GTAs. On average, MA and Ph.D. students receive 6 and 12 terms of GTA support, respectively. These are the Program’s upper limits on GTAs, which serve to incentivize students to finish their degrees on time. These averages have remained steady since 2012, after rising rapidly over the previous 5-10 years. In addition, both MA and Ph.D students have been the recipient of several awards, scholarships, fellowships and grants. Most significant is the NSF Cultural anthropology dissertation improvement grant, as well as several Sasakawa Young Leaders Fellowship Fund awards. So the program has succeeded in diversifying its graduate student funding portfolio.

4. **Revise graduate curriculum and clarify program expectations.** The AAGP updates the Graduate Program Handbook; and the updated Handbook appears on the AAGP website. Dr. Maes also provided the AAGP Ph.D. requirements that were recently approved by the faculty. A key feature of the PhD program is that entering students must have an MA or MS in anthropology or a related discipline. The new overall course load for the Ph.D. is 110; 11 credits fewer than the previous total and 2 credits over the University’s requirement. These new requirements are undergoing the University’s curriculum review process.

As mentioned above, GTA support for MA students is limited to 6 academic terms; PhD student GTA support is limited to 12 academic terms. As such, this provides motivation for the student to move through the program in a timely fashion.

All students are expected to take ANTH 585 and 595. These courses deal with research design, legal and ethical issues in dealing with human remains and IRB proposals.

5. **Improve level of quality of staffing and infrastructure.** The most significant addition to the AAGP is Sarah Cunningham (Graduate Program Assistant, 0.25 FTE); (0.75 FTE, other Anthropology
program duties). Dr. Cunningham’s duties include fielding questions from prospective graduate students and directing students to faculty members that share their interests, answering questions from current students regarding program policy and procedures, working with the office staff to keep website and documents up to date, serving as liaison between Anthropology Graduate Program and the Graduate School, and circulate email announcements to faculty and staff. There has been little improvement of infrastructure in terms of space or access to computers or software. These limitations have not impeded students’ progression through their programs.

6. *Improve program visibility.* The AAGP has a website that describes the overall program, the application process and requirements and curriculum. While prospective students have access to faculty websites, not all faculty update information on their websites.

7. *Improve student productivity and engagement with the scholarly community.* While there is no requirement for publication in the AAGP degree programs, there is a strong recommendation for the Ph.D. candidates to publish their research. In 2015, 1 peer-reviewed edited volume was published by a MA student; 7 peer-reviewed journal articles and 2 edited volumes were published by Ph.D. students. In the Spring 2015 survey, graduate students reported 92 conference presentations.

The AAGP students are involved in organizing the program seminar series and the Tan Sack Seminar, which includes inviting and interacting with outside speakers. As noted earlier, students present at conferences, e.g., the annual meetings of the American Anthropological Association and the Society for Applied Anthropology. Many graduate students in the program are members of these two organizations.

8. *Monitor outcomes.* As noted above (Item 2), Dr. Maes provided data on graduation rates. Most AAGP MA students, upon graduation, enter the job market. There is a need for MA trained in applied anthropology in the construction industry as archeology/cultural monitors and cultural resource managers. Most AAGP Ph.D. graduates are employed in administrative positions in higher education.

9. *Growth.* Dr. Maes does not expect addition of new faculty to the program. Two faculty will retire in the next year or so. There may be some delay in replacing retiring faculty (see comment #5 below). Dr. Maes also does not anticipate an increase the number of AAGP graduate students.

Dr. Maes wanted to make the Graduate Council aware of the following issues affecting the AAGP program.

1) Prior to 2014, the AAGP had a number of GRA positions that were offered to graduate students. Specifically, each tenured or tenure-track faculty had 1 GRA position to give to a student every other year. In 2014-2015, budget reductions instituted by the School’s Director, forced the elimination of these GRA positions. Obviously, AAGP would like to see these GRA positions returned.

2) The School Director also cut the graduate student research awards. The AAGP graduate students competed for these awards; the awards provided funds (~$1500) for pilot research. Loss of these awards is detrimental to the success of the AAGP graduate students.

3) Starting fall 2015, the School Director instituted a new policy by which PhD students were be entitled to funding to cover/defray the costs of presenting research at two
academic conferences over the course of their graduate career. MA candidates are funded to attend one conference.

4) Dr. Maes expressed concern with having sufficient # of students in the program to meet the academic guidelines of \( \geq 6 \) for students/class. This issue is relevant to the elective stand-alone and ‘slash’ graduate courses, but not core graduate courses.

5) The number of graduate students recruited yearly will be affected until 2016-17 by the fact that the AAGP cannot hire replacements for retiring faculty. This will decrease the number of graduate students supported by the program for a couple years.

**Summary:** In general, the AAGP has addressed the recommendations of the ten-year review team. There remain issues related to the budget and funding graduate students, which are not easy to resolve in the context of shrinking College/School budgets. The program is predominantly a MA program with some Ph.D. candidates. Most MA graduates are employed in government and industry positions and most of the Ph.D. graduates are employed in higher education-administrative positions; 1 is in a tenure-track position.

**Assessment:** While AAGP has addressed many of the recommendations from the Review Committee, budget issues remain a concern.