

Texas State University

Outcomes Report

General Information

Academic Year:	2022-2023
College:	Liberal Arts
Department:	Anthropology
Program:	Anthropology (BA/BS)
Program Code:	45.02
Outcome Type:	Student Learning (UG)
Degree:	Undergraduate
Coordinator/Contact:	Augustine Agwuele
Status:	Data Entry Closed

Mission Statement

The Department of Anthropology's mission for our baccalaureate degree programs is to produce students with a well-rounded anthropology-based education, who also possess the knowledge and skills needed to excel in an increasingly diverse and globalized world. We do this through our emphasis on writing intensive class work and a focus on acquiring hands-on experience in our field schools and real-world work settings in the department's internship program.

Evidence of Improvement

Comparing results of the current year with those of the previous year, we found improvement in multiple outcomes and methods. Increases in student success was evident for Outcome 1 (Method 2), Outcome 2 (Method 2), Outcome 4 (Method 1), and Outcome 5 (Method 1). We also met our goal of 90% of undergraduate majors meeting expectations for at least one method for all Outcomes. Of note are improvements in student learning of Outcome 2-Method 2 and Outcome 5-Method 1. For Outcome 2-Method 2 ("Methods to Identify Ancient Artifacts"), majors were assessed on their ability to apply archaeological methods to classify ancient artifacts and we had an increase of 9.5% in student success with 93.9% of majors meeting expectations. For Outcome 5-Method 1 ("Identifying Anthropological Theories") where majors were assessed as to their ability to correctly identify theories used in anthropology, we had an increase in student performance of 31.7% with 85% of majors met expectations. These improvements are likely a result of implementing last year's Action Plan for these Outcomes and Methods. We also saw improved student performance for Outcome 1-Method 2 ("Methods of Participant Observation in Cultural Anthropology") where majors describe the methodology of participant observation used in cultural anthropology. For this Outcome and Method there was an increase in student success of 7.8% with more than 90% of majors meeting expectations. Additionally for Outcome 4-Method 1 ("Methods in Anthropology") where majors are assessed on their ability to apply methods used in anthropology, there was an increase of 5% in student performance and 94.4% of majors met expectations.

Action Plan

Faculty are concerned about decreases in student success for Outcome 1-Method 1 and Outcome 5-Method 2 that resulted in less than 90% of majors meeting expectations. For Outcome 1-Method 1 ("Basic Concepts in Cultural Anthropology") majors describe the basic concepts of cultural relativism and ethnocentrism used in cultural anthropology and to improve student learning, faculty will enhance their instruction on the concepts of cultural relativism and ethnocentrism and provide more examples of the applications of these concepts during class to encourage higher levels of learning among students. For Outcome 5-Method 2 ("Identifying Anthropological Theories") majors were assessed as to their ability to correctly analyze theories used in anthropology and to improve student success, faculty will work individually with students outside of class during expanded office hours to develop and convey arguments used in the analysis of anthropological theories in drafts of their papers. While there were slight decreases in student performance for Outcome 3-Method 1 ("Scientific Method in Biological Anthropology") and Outcome 3- Method 2 ("Modern Humans and Hominin Ancestors"), more than 90% of majors met expectations for these methods and we will continue to use the instructional strategies that have resulted in past improvements.

Outcome 1

Anthropology majors in the required course "Cultural Anthropology" will be able to describe the four sub-fields of Anthropology and demonstrate an understanding of the basic concepts and methods of cultural anthropology such as cultural relativism, ethnocentrism, and participant observation.

Outcome 1 - Method 1

Majors will describe basic concepts in cultural anthropology and apply them to different social groups and social processes on 5 multiple-choice questions at the end of the semester in class. The faculty who teach this course collectively developed the questions. The same questions are used in all sections, and professors evaluate student answers. Majors who answer all 5 multiple-choice questions correctly will exceed expectations, those with 4 correct answers will meet expectations, and those with 3 or fewer correct answers will fail to meet expectations. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 1 - Method 1 - Result

In fall and spring semesters, a total of 61 anthropology majors were assessed using 5 multiple choice questions to measure their ability to describe the concepts of cultural relativism and ethnocentrism and apply them to different social groups and social processes. Faculty found that 23 students (37.7%) exceeded expectations, 28 students (45.9%) met expectations, and 10 students (16.4%) failed to meet expectations. Thus, 83.6% of

majors in "Cultural Anthropology" met expectations by demonstrating the ability to describe the basic concepts of cultural anthropology, and we did not meet our goal of 90% of majors meeting expectations. This year's result for students meeting expectations is a decrease compared to last year's results (100%). This decrease appears tied to 2 questions that students missed at a much higher rate. Faculty will enhance their instruction on the concepts of cultural relativism and ethnocentrism and provide more examples of the applications of these concepts during class to encourage higher levels of learning among students.

Outcome 1 - Method 2

Majors will critically apply their understanding of the methodology of participant observation in cultural anthropology on 5 multiple choice questions at the end of the semester in class. The faculty who teach this course collectively developed the questions. The same questions are used in all sections, and professors evaluate student answers. Majors who answer all 5 questions correctly will exceed expectations, those with 4 correct answers will meet expectations, and those with 3 or fewer correct answers will fail to meet expectations. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 1 - Method 2 - Result

In fall and spring semesters, a total of 61 anthropology majors were assessed using 5 multiple choice questions to measure their ability to describe the methodology of participant observation. Faculty found that 50 majors (82%) exceeded expectations, 9 majors (14.7%) met expectations, and 2 majors (3.3%) failed to meet expectations. Thus, 96.7% of majors in "Cultural Anthropology" met expectations by demonstrating the ability to describe the basic method used in cultural anthropology, and we exceeded our goal of 90% of majors meeting expectations. Despite revising these questions to make them more challenging student performance increased by 7.8% compared to last year's results (88.9%). This indicates that the implementation of last year's Action Plan including faculty devoting more class time to discussing methodology in cultural anthropology and instructional assistants offering optional out-of-class discussion hours to provide students with additional instruction on this topic resulted in improved student learning and faculty will continue with this approach.

Outcome 2

Anthropology majors in the required course "Introduction to Archaeology" will demonstrate an understanding of history, fundamental concepts, and theory in archaeology, and be able to apply the methods used in archaeology to classify ancient artifacts.

Outcome 2 - Method 1

Majors will demonstrate their understanding of the history, fundamental concepts, and theory of archaeology on 10 multiple-choice questions during the second half of the semester in class. The faculty who teach this course collectively developed the questions. The same questions are used in all sections, and professors evaluate student answers. Majors who answer 9-10 questions correctly will exceed expectations, those with 7-8 correct answers will meet expectations, and those with 6 or fewer correct answers will fail to meet expectations. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 2 - Method 1 - Result

In fall and spring semesters, a total of 77 anthropology majors were assessed as to their ability to answer 10 multiple choice questions on the history, fundamental concepts, and theory of archaeology embedded on an exam. Faculty found that 47 majors (61%) exceeded expectations, 26 majors (33.8%) met expectations, and 4 majors (5.2%) failed to meet expectations. Thus, 94.8% of majors in "Introduction to Archaeology" met expectations by demonstrating an understanding of the history, fundamental concepts, and theory of archaeology and we achieved our goal of having 90% of majors meeting expectations with results being essentially the same as the previous year (94.5%). Faculty continued to devote time in class to exploring the history, fundamental concepts, and theory of archaeology and instructional assistants offered optional out-of-class discussion hours to provide students with additional instruction on these topics. Because of continued success in student learning documented over the last few years, faculty will continue to implement these strategies.

Outcome 2 - Method 2

Majors will demonstrate their ability to apply archaeological methods to classify ancient artifacts on 2 laboratory quizzes. These quizzes will be completed in the first half of the semester during students' scheduled laboratory times. The faculty who teach this course collectively developed the questions. The same questions are used in all sections, and professors evaluate student answers. Students will exceed expectations if their application of methodology is accurate, they will meet expectations if their application is mostly accurate, and they will fail to meet expectations if they are unable to apply methodology correctly. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 2 - Method 2 - Result

In fall and spring semesters, a total of 49 anthropology majors were assessed as to their ability to apply archaeological methods to classify ancient artifacts. Faculty found that 32 majors (65.3%) exceeded expectations, 14 majors (28.6%) met expectations, and 3 majors (6.1%) failed to meet expectations. Thus, 93.9% of majors in "Introduction to Archaeology" met expectations for being able to classify ancient artifacts, and we exceeded our goal of 90% of majors meeting expectations. These results are an increase of 9.5% from last year's (84.4%). Faculty implemented last year's Action Plan where faculty worked with lab instructors to improve their ability to clearly explain appropriate archaeological methodology to students and increased the amount of hands-on experience students have with ancient artifacts during labs. These approaches seem successful, and faculty will continue to implement these strategies.

Outcome 3

Anthropology majors in the required course "Biological Anthropology" will demonstrate an understanding of modern evolutionary theory, the forces of evolution, and evolutionary change in relation to human evolution.

Outcome 3 - Method 1

In lecture, students learn about the characteristics biological anthropology shares with other sciences and the steps of the scientific method. They will be assessed on their ability to explain the characteristics and their ability to apply the steps of the scientific method on an assignment. This assignment will be completed in the first half of the semester during students scheduled laboratory times. The same assignment is used in all sections for all students, and professors evaluate student answers. Students will exceed expectations if their explanation is accurate, they will meet expectations if their explanation is adequate, and they will fail to meet expectations if they are unable to explain the characteristics that biological anthropology shares with other sciences and identify the steps and application of the scientific method. Our goal is for 75% of students to meet or exceed expectations.

Outcome 3 - Method 1 - Result

In fall and spring semesters, a total of 79 anthropology majors were assessed as to their ability to define the characteristics that biological anthropology shares with other sciences and identify the steps and application of the scientific method to develop and test hypotheses based on an assignment completed during students' scheduled laboratory times. Faculty found that 58 majors (73.4%) exceeded expectations, 14 majors (17.7%) met expectations, and 7 majors (8.9%) failed to meet expectations. Thus, 91.1% of majors in "Biological Anthropology" met expectations by demonstrating an understanding of the scientific method and we achieved our goal of having 90% of majors meeting expectations. Nevertheless, these results are a slight decrease from last year (95.2%). Since the change from last year is a small decrease and over 90% of majors are meeting expectations, we will continue our current instructional strategies for this method.

Outcome 3 - Method 2

Majors working in small teams will be assessed on their ability accurately compare and describe the defining morphological characteristics of modern humans with those of our hominid ancestral species in a laboratory exercise. This lab exercise will be completed in the second half of the semester during students' scheduled laboratory times. The same assignment is used in all sections for all students, and professors evaluate student answers. Students will exceed expectations if their comparison and descriptions are accurate and complete, they will meet expectations if their comparison and descriptions is adequate, and they will fail to meet expectations if they are unable to compare and describe these species. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 3 - Method 2 - Result

In fall and spring semesters, a total of 79 anthropology majors were assessed on their ability to compare and describe the defining morphological characteristics of modern humans with those of our hominid ancestral species. Faculty found 62 majors (78.5%) exceeded expectations, 13 majors (16.5%) met expectations, and 4 majors (5%) failed to meet expectations. Thus, 95% of majors in "Biological Anthropology" met expectations by demonstrating an understanding of the morphology of modern humans and our ancestors, and we exceeded our goal of 90% of majors meeting expectations. Nevertheless, these results are a decrease from last year (100%). Since the decline is slight and over 90% of majors met expectations, we will continue the instructional strategies that have worked in the past.

Outcome 4

Anthropology majors will gain practical experience in either the application of anthropological methods in a techniques course or in the application of key anthropological concepts to a work setting through participation in the internship program.

Outcome 4 - Method 1

In a techniques course, majors will be assessed on their ability to apply methods used in anthropology on a class project. Portions of the class project will be assigned to each student. A professor will evaluate majors' work at the end of the semester. Majors will exceed expectations if they precisely apply correct methodology, meet expectations if they adequately apply correct methodology, and fail to meet expectations if they are unable to apply correct methodology. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 4 - Method 1 - Result

In the fall and spring semesters, 36 anthropology majors were assessed in "Methods in Skeletal Biology" on their ability to apply the methods they learned when completing five lab-based projects. Faculty found 15 majors (41.7%) exceeded expectations, 19 majors (52.8%) met expectations, and 2 majors (5.5%) failed to meet expectations. Thus, 94.5% of majors in "Methods in Skeletal Biology" met expectations by demonstrating their ability to correctly apply anthropological methods, and we exceeded our goal of 90% of majors meeting expectations. These results are an increase (5%) in the percentage of students meeting expectations compared to the previous year (89.5%). Faculty have spent more class time on one-on-one interactions with students to develop their understanding of and skill in applying the methods taught and will continue this strategy.

Outcome 4 - Method 2

In the internship program, majors will be assessed on their ability to apply anthropological concepts in a work setting by evaluation of their internship logs and internship report, which are submitted at the end of the semester. The internship coordinator will evaluate majors' work. Majors will exceed expectations if they demonstrate a strong ability to apply anthropological concepts to a work setting, they will meet expectations if they demonstrate competency applying anthropological concepts in a work setting, and they will fail to meet expectations if they are unable to

demonstrate application of anthropological concepts to a work setting. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 4 - Method 2 - Result

In fall and spring semesters, 15 anthropology majors were assessed on their ability to apply anthropological concepts in a work setting by evaluation of their internship logs and final report. Faculty found 14 majors (93.3%) exceeded expectations, 1 major (6.7%) met expectations, and no major failed to meet expectations. Thus, 100% of majors met expectations by demonstrating the ability to apply anthropological concepts in a work setting and we achieved our goal of having of 90% of majors meeting expectations. This is the same result as the previous year (100%) and faculty will continue the strategy of identifying struggling students early in the semester and encouraging them to meet with faculty to improve their abilities to write persuasive internship logs and reports.

Outcome 5

Anthropology majors will demonstrate their command of theories used in anthropology in the capstone course "Theories and Issues in Anthropology."

Outcome 5 - Method 1

Majors will be evaluated on their ability to correctly identify the theory used in assigned readings in short writing assignments during the first half of the semester. The class instructor will evaluate majors. Students will exceed expectations if they are able to identify the theory in every paper correctly, they will meet expectations if they are able to identify the theory in most of the papers correctly, and they will fail to meet expectations if they are unable to identify the theory in half or fewer of the papers correctly. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 5 - Method 1 - Result

In the spring semester, 20 anthropology majors were assessed as to their ability to correctly identify theories used in anthropology. Faculty found 4 majors (20%) exceeded expectations, 13 majors (65%) met expectations, and 3 majors (15%) failed to meet expectations. Thus, 85% of majors met expectations by demonstrating their ability to correctly identify the theories used in anthropology. Although, we did not achieve our goal of having of 90% of majors meeting expectations, and we did have an increase in success compared to the previous year (53.3%). Faculty devoted more time to discussing theories used in anthropology and how they are applied to develop a more comprehensive understanding of anthropological theories as outlined in the last year's Action Plan. Additionally, the in-class game called "Name That Theory," was revised and appears to be a useful tool for encouraging students to identify the theories used in anthropology.

Outcome 5 - Method 2

Majors will be evaluated on their ability to write an abstract and theory-based analysis of a theoretical topic of their choice in a paper during the second half of the semester. The class instructor will evaluate students. Students will exceed expectations if they are able to analyze a theoretical topic accurately, they will meet expectations if their analysis a theoretical topic is mostly accurate, and they will fail to meet expectations if they are unable to accurately analyze a theoretical topic. Our goal is for 90% of majors to meet or exceed expectations.

Outcome 5 - Method 2 - Result

In the spring semester, 20 anthropology majors were assessed as to their ability to correctly analyze theories used in anthropology. Faculty found 8 majors (40%) exceeded expectations, 6 majors (30%) met expectations, and 6 majors (30%) failed to meet expectations. Together, 70% of majors met or exceeded expectations by demonstrating their ability to analyze theories used in anthropology and we did not achieve our goal of 90% of majors meeting expectations. This is a significant decrease in the percentage of students succeeding (-20%) compared to the previous year. To improve student learning, faculty will work individually with students outside of class during expanded office hours to develop and convey arguments used in the analysis of anthropological theories in drafts of their papers.

Outcome 6

The academic program will promote and realize gains in student success.

Outcome 6 - Method 1

Student retention success will be measured by observing one year retention rates of students enrolled in the academic program from their freshman to sophomore year. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Rates of retention success will be expected to be at or above the university average for this level of program.

Outcome 6 - Method 1 - Result

A total of 73.8% (31 out of 42) of anthropology undergraduate majors were retained from their first year in the program (Fall 2021) to their second year in the program (Fall 2022). This is 6.2% less than the 80% (4,959 out of 6,196) of all Texas State University undergraduate students who were retained from their first year to their second year. Compared with last year's data, retention increased by 3% for the university, while it decreased for anthropology undergraduate majors by 18.9%. To improve retention, faculty and college advisors will meet with freshman majors at least once in fall and spring semesters to discuss the adjustment to college life, students' academic goals, and career planning. Faculty have also developed opportunities for undergraduate majors to interact with faculty and each other outside of the classroom setting through the Anthropology Society for majors from all anthropology subdisciplines as well as subdiscipline specific groups. This group and faculty advisors organize activities like "Meet the Profs," workshops on careers and graduate school in anthropology, organized discussions of current topics and culturally relevant popular films,

and an Anthropology Student Research Conference for students at all levels held annually since spring 2021.

Outcome 6 - Method 2

Student graduation success will be measured by observing the number of graduates from the academic program in during the fall, spring, and summer semesters and comparing the number of graduates to the number of students enrolled in the program. Data will be obtained from the university's certified enrollment records for the fall, spring, and summer semesters. The number of graduates is expected to be at or above the university rate of graduation for this level of program.

Outcome 6 - Method 2 - Result

In academic year 2022, the percent of anthropology undergraduate majors who graduated was 23.2% (N=72) of the number of students enrolled in the program (N=310). This 2.3% more than the 21% of all university undergraduate students who graduated in academic year 20212 (7,088 out of 33,832). Compared with last year's data, the number of anthropology students who graduated decreased by 4% while it decreased by 1.7% for the university. To sustain and possibly improve the current graduation rate, the department chair, faculty, and college advisors will continue to work closely with majors to identify roadblocks and ensure degree completion.

Outcome 7

The academic program will promote and realize diversity among its student population.

Outcome 7 - Method 1

Student racial and ethnic diversity will be measured by recording race and ethnicity of students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student racial and ethnic diversity will be expected to mirror percentages in the general population of Texas State students.

Outcome 7 - Method 1 - Result

For the 2022 academic year, student racial and ethnic diversity among anthropology majors was 50% (N=155) out of 310 majors compared to racial and ethnic diversity of 58.4% among all undergraduates at the university. Thus, anthropology has less diversity among majors when compared to the university. To enhance diversity among anthropology majors, faculty will continue to use the revised recruiting materials developed for display in the anthropology department and for use during Bobcat days and high school visits. Faculty who teach the general education courses will discuss careers in anthropology as part of the course curriculum to let students know about the wide array of careers available to anthropology majors.

Outcome 7 - Method 2

International student majors will be measured by recording the number of international students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. International student majors will be expected to increase from year to year.

Outcome 7 - Method 2 - Result

For the 2022 academic year, there were 2 majors who are international students which is 6.5% of all anthropology majors (N=310). This is an increase of 50% compared to last year with 1 anthropology major who is an international student (1/305). Thus, we have met our goal of increasing the number of anthropology majors who are international students. To sustain this improvement, faculty will continue to recruit international students at research conferences and from international undergraduates already at the university through events like Bobcat Days. Faculty who teach courses that attract students outside the major will emphasize the international nature of anthropology to attract more international students to our program.

Approval History

Approval History Event

Outcomes Approved Level 1

Outcomes Approved Level 2

Outcomes Audit Report Submitted

Results Approved Level 1

Results Approved Level 2

Results Audit Report Submitted

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