

Instructional Comprehensive Program Review: Anthropology PR 24/25

Cover

Questions? Find answers in CurricUNET User Manual. (http://www.evc.edu/en/employee-services/office-of-instruction/curricunet/program_reviews/create_pr.html)

Overview

Program Review Year 2025

Title Anthropology PR 24/25

Year of Last Comprehensive Review

Originator Flores, Gustavo

Area Dean Sean Stewart

Division

SocSci, Humnt, Arts, & PE

Department

Anthropology

Subject

- ANTH - Anthropology

Is this a review for a degree/certificate or all the courses in the subject?

All Courses

Courses

- ANTH 062 - Introduction to Physical Anthropology - Active
- ANTH 062L - Physical Anthropology Laboratory - Active
- ANTH 063 - Introduction to Social and Cultural Anthropology - Active
- ANTH 064 - Introduction to Archaeology - Active
- ANTH 066 - Native Peoples of California - Active
- ANTH 090 - Introduction to Mesoamerica - Active

Co-Contributors

Questions? Find answers in CurricUNET User Manual. (http://www.evc.edu/en/employee-services/office-of-instruction/curricunet/program_reviews/create_pr.html)

*Co-Contributor must be chosen before proposal is launched

- Gonzalez, Ana
- Stewart, Sean

Overview

Evergreen Valley College guides all students to pathways that reach their educational and career goals through equity-centered, innovative academic programs and support services. By creating a learning environment where everyone feels welcomed and supported, we are committed to a culture of inquiry, growth, and respect that creates an equitable society in which all can participate and prosper.

1.Student-Centered: We provide access to quality and efficient programs and services to ensure student success.

- Access
- Curriculum and programs
- Services

2. Community Engagement: We will transform the college image and enhance partnerships with community, business and educational institutions.

Areas of focus are:

- Increase visibility
- Develop strategic partnerships
- Building campus community

3.Organizational Transformation: We create a trusting environment where everyone is valued and empowered.

Areas of focus are:

- Communication
- Employee development
- Transparent Infrastructure

- **1. Provide a brief summary of your program. Please include a brief history and discuss any factors that been important to the program's development.**

Since its inception in 2019, the Anthropology program at Evergreen Valley College has made remarkable strides in enrollment growth, diversity, academic success, and resource allocation. Developed by adjunct faculty, the program initially offered only two classes but has since expanded significantly. The number of active sections increased from 1 in Fall 2019 to 6 in Fall 2023, reflecting a growing interest and demand for the program. The program boasts a diverse student body, with significant representation from various ethnic groups, such as Asian students, who had a success rate of 75.6% in Fall 2023. Overall success rates improved from 67.5% in Fall 2019 to 74.7% in Spring 2023, and completion rates rose from 82.5% to 86.1% over the same period.

Additionally, the program has been honored with budget money to purchase materials for biological classes and lab courses, and for the first time, the tutoring center has hired an anthropology tutor, providing additional academic support to students. These purchases were funded through resource allocation and are crucial for enhancing student success and the overall importance of the program. By providing high-quality anatomical models and osteological specimens, students gain hands-on experience and a deeper understanding of human and animal anatomy, which is essential for their academic and professional development. This investment supports a more interactive and engaging learning environment, ultimately contributing to the students' success and the program's reputation for excellence.

Despite these achievements, there are areas needing improvement. The success rate for female students was 60% in Fall 2023, compared to 57.1% for male students, indicating a gender disparity that needs addressing. The success rate for students aged 40 and over was 30%, suggesting a need for additional support and resources for older students. Latinx students had a success rate of 52.8% in Fall 2023, highlighting the need for targeted interventions and support programs to improve their performance. Furthermore, the persistence rate for female students was 59.2% in Fall 2023, indicating room for improvement in student retention and continuation from one term to the next.

Remarkably, all these improvements and achievements have been accomplished without the presence of a full-time professor, underscoring the dedication and effectiveness of the part-time faculty. Their contributions have been instrumental in driving the program's growth and success. By continuing to focus on addressing gender disparities, supporting older students, improving the performance of certain ethnic groups, and enhancing persistence rates, the Anthropology program can further strengthen its impact and continue to support students' aspirations, education, and career attainment. This aligns with Evergreen Valley College's mission to empower and prepare students from diverse backgrounds to succeed academically and to be civically responsible global citizens, ensuring that the program not only enhances the learning experience but also prepares students for their future careers.

- **2. Please provide an update on the program's progress in achieving the goals (4 years) set during the last comprehensive program review.**

Over the past three years, the Anthropology program at Evergreen Valley College has achieved significant progress in several key areas. The number of active sections increased from 1 in Fall 2019 to 6 in Fall 2023, reflecting a substantial rise in student interest and demand. The program has maintained a diverse student body with improved success rates, increasing from 67.5% in Fall 2019 to 74.7% in Spring 2023, and completion rates rising from 82.5% to 86.1%. Additionally, the program received budget allocations to purchase materials for biological classes and lab courses, enhancing the hands-on learning experience with high-quality anatomical models and osteological specimens. For the first time, the tutoring center hired an anthropology tutor, providing additional academic support to students.

Efforts are ongoing to address gender disparities, support older students, and improve the performance of Latinx students. The success rate for female students was 60% in Fall 2023, and for Latinx students, it was 52.8%. Remarkably, all these improvements have been achieved without a full-time professor, highlighting the dedication and effectiveness of the part-time faculty and staff. These advancements align with Evergreen Valley College's mission to empower and prepare students from diverse backgrounds to succeed academically and to be civically responsible global citizens. The program's progress demonstrates a strong commitment to continuous improvement and student success, ensuring that students are well-prepared for their future careers.

- **3. Please state and recent accomplishments for your program and show how it contribute to the College's mission and success.**

The Associate in Arts in Anthropology for Transfer degree program at Evergreen Valley College aligns closely with the college's mission, vision, and values. The program emphasizes understanding and valuing cultural and social diversity, which is central to creating an equitable learning environment. This equity-centered approach is reflected in the program's diverse student body and targeted support for underrepresented groups. The innovative curriculum, which includes a strong foundation in research methods, statistics, and both cultural and biological aspects of behavior, prepares students for upper-division coursework and career success. Additionally, the recent addition of an anthropology tutor and the allocation of budget money for biological classes and lab courses enhance the support services available to students, ensuring they have the resources needed to succeed.

The program also aligns with the college's vision of advancing opportunity, equity, and social justice. By providing pathways to success in higher education, as evidenced by the significant increase in enrollment and the diverse student body, the program helps students achieve their educational and career goals. The focus on cultural anthropology and the inclusion of diverse perspectives promote equity, while the commitment to ethical issues in anthropology supports social justice. Remarkably, all these improvements and achievements have been accomplished without the presence of a full-time professor, highlighting the dedication and effectiveness of the part-time faculty and staff involved in the program. By continuing to address gender disparities, support older students, improve the performance of certain ethnic groups, and enhance persistence rates, the Anthropology program will further strengthen its impact, supporting students' aspirations, education, and career attainment in alignment with Evergreen Valley College's mission and vision.

- **4. If you received resource allocation for your last program review cycle, please indicate the resources you received and how these resources were utilized to impact student success and / or importance to your program. (The resources can be personnel or fiscal)**

The total amount spent on the purchases from Anatomy Warehouse and Bone Clones, Inc. is \$4504.00. This includes \$660.00 for three Axis Scientific Complete Disarticulated Life-Size Human Skeletons with 3-Part Skull Anatomy Models from Anatomy Warehouse, and \$3844.00 for various osteological reproductions from Bone Clones, Inc. The items from Bone Clones, Inc. include a range of skulls such as those of a Ring-tailed Lemur, Mandrill Baboon, Male Gorilla, Western Lowland Gorilla, Tarsier, and a set of Fossil Hominids, among others. These purchases were funded through resource allocation and are crucial for enhancing student success and the overall importance of the program. By providing high-quality anatomical models and osteological specimens, students gain hands-on experience and a deeper understanding of human and animal anatomy, which is essential for their academic and professional development. This investment supports a more interactive and engaging learning environment, ultimately contributing to the students' success and the program's reputation for excellence.

Aligned with Evergreen Valley College's mission to empower and prepare students from diverse backgrounds to succeed academically and to be civically responsible global citizens, these resources play a vital role in achieving educational excellence and fostering a supportive learning environment. By integrating these high-quality educational tools, the program not only enhances the learning experience but also ensures that students are well-prepared for their future careers, embodying the college's commitment to academic and civic success. Additionally, for the year 2024, the program has been allocated another \$5,000 to spend on materials, further enhancing the student experience and supporting the program's continuous growth and development.

- **5. Please describe where you would like your program to be four years from now (program goals) and how these support the college mission, strategic initiatives and student success.**

Program Goals for the Next Three Years

In the next three years, the Anthropology program aims to secure a full-time professor, which is essential for the program's growth and success. A dedicated full-time faculty member will enhance the quality of education, provide consistent mentorship, and drive innovative academic initiatives. Additionally, the program plans to develop a dedicated facility that includes classrooms, labs, and study spaces. This facility will create a welcoming and supportive learning environment, fostering a culture of inquiry, growth, and respect, and providing students with the resources they need to excel in their studies.

The program also seeks to offer field school opportunities for hands-on learning experiences in anthropology. These opportunities will prepare students for real-world applications and enhance their understanding of anthropological methods and theories. By engaging in fieldwork, students will gain practical skills and insights that are crucial for their academic and professional development. This hands-on approach aligns with the college's mission to provide innovative academic programs that support student success.

Strengthening connections with universities to facilitate transfer opportunities and collaborative research is another key goal. Building strong partnerships with higher education institutions will create pathways for students to continue their education and achieve their career aspirations. These connections will also foster collaborative research opportunities, enriching the academic experience for both students and faculty. By focusing on these goals, the Anthropology program will continue to advance opportunity, equity, and social justice, supporting students' aspirations, education, and career attainment in alignment with Evergreen Valley College's mission and vision. Additionally, the program will focus on improving areas highlighted by data, such as addressing gender disparities, supporting older students, and enhancing persistence rates, to ensure comprehensive student success.

Program Set Standards

Overall, EVC's Institution Set Standard for success rate is 74%, and the aspirational goal for student success is 76%.

Success Rate (completion with "C" or better)	Program	EVC	Program Set Standard (established during last comprehensive PR)	Program Success Goal (new)
F'19-F'23 average		73.04%		

Courses with no Degree or Certification

ANTH 062 - Introduction to Physical Anthropology

Create / Modify DE Course

ANTH 062L - Physical Anthropology Laboratory

Modify Course

ANTH 064 - Introduction to Archaeology

Create / Modify DE Course

ANTH 063 - Introduction to Social and Cultural Anthropology

Create / Modify DE Course

ANTH 066 - Native Peoples of California

New Course

ANTH 090 - Introduction to Mesoamerica

Modify Course

Created: 05/14/2018

Originator: Gustavo Flores

Created: 03/23/2021

Originator: Gustavo Flores

Created: 06/19/2020

Originator: Gustavo Flores

Created: 06/18/2020

Originator: Angelina Loyola

Created: 02/02/2018

Originator: Gustavo Flores

Created: 03/23/2022

Originator: Gustavo Flores

Program Success Rate 66.08%

Program Set Standard: It is recommended that programs identify a success standard. This standard should reflect the baseline success rate.

Program Set Standard 59.47%

Recommendation: 90% of the 4 year average success rate could be your program standard (average x 0.9).

Program Success Goal: It is recommended that programs identify a success goal. This goal should reflect the success rate to which your program aspires.

Program Success Goal 76%

- Is your program success rate higher or lower than the campus?
 - The program success rate for Anthropology is **66.08%**, which is lower than the campus average success rate of **73.04%**.
- If your success rate is higher than the campus, how are you helping students succeed in and outside the classroom? If your program success rate is lower, what are some strategies your program is implementing to improve?

Since the Anthropology program's success rate is lower than the campus average, the department is actively implementing several strategies to improve student success both in and outside the classroom:

1. Targeted Support Services:

- Tutoring**: For the Fall 2024 semester, we have created a tutoring position to offer more personalized guidance and support students.

2. Engagement and Teaching Methods:

- Interactive and Inclusive Teaching**: Enhancing student engagement by adopting interactive and inclusive teaching methods that cater to diverse learning styles and backgrounds.
- Best Practices in Pedagogy**: Continuously adopting and integrating best practices in pedagogy to improve teaching effectiveness and student learning outcomes.

3. Enhanced Learning Experiences:

- Funding for Materials**: Securing funding for materials that enhance the learning experience, such as textbooks, lab equipment, and other educational resources.
- Field Trips and Guest Speakers**: Organizing field trips and inviting guest speakers to provide students with real-world insights and practical knowledge related to anthropology.
- Culturally Relevant Teaching**: Incorporating culturally relevant teaching practices to make the curriculum more relatable and engaging for students from diverse backgrounds.

4. Program Development:

- **Requesting Full-Time Professor:** Advocating for the hiring of a full-time professor to provide consistent and dedicated support to students and to enhance the overall quality of the program.
 - **Creating an Anthropology Club:** Establishing an Anthropology Club to foster a sense of community among students, provide additional learning opportunities, and promote interest in the field of anthropology.
5. **Connecting with San Jose State University (SJSU):**
- **Department Chair Engagement:** Facilitating discussions between the Department Chair and students to explain how the classes they are taking contribute to their degree and future career prospects.
 - **Research and Internship Opportunities:** Providing students with opportunities to engage in research projects or internships to gain practical experience and develop their methodological skills.
6. **Multidisciplinary Collaboration:**
- **Collaboration with Other Departments:** Encouraging collaboration with other departments to expose students to multidisciplinary experiences. This helps students understand how different fields can work together on projects, preparing them for real-world situations where teamwork and interdisciplinary knowledge are crucial.

These strategies are aimed at addressing the current challenges and improving the success rate of the Anthropology program, ultimately aligning with the college's mission and strategic initiatives to ensure student success.

• **Is the current program success rate higher than the program set standard?**

1. The current program success rate of **66.08%** is higher than the program set standard of **59.47%** (which is 90% of the 4-year average success rate).

• **How close is the program to meeting the program success goal?**

The program success goal is set at **76%**. The current success rate of **66.08%** indicates that the program is **9.92%** below the success goal.

• **Are these measures (program set standard and program success goal) still current/accurate? If not, please describe here and reset the standards.**

- The measures appear to be current and accurate based on the data provided in the document.

Success Rates: Measures by IPEDs Race/Ethnicity

- **American Indian: 73 - 74.340%**
Program Average Total Enrolled
 2.000
Program Success Rate
 50.000
- **Asian: 8733 - 81.380%**
Program Average Total Enrolled
 33.000
Program Success Rate
 77.410
- **Black or African American: 459 - 62.330%**
Program Average Total Enrolled
 5.000
Program Success Rate
 60.420
- **Hawaiian/Pacific Islander: 64 - 63.480%**
Program Average Total Enrolled
 1.000
Program Success Rate
 77.780
- **Latinx: 8737 - 65.770%**
Program Average Total Enrolled
 55.000
Program Success Rate
 60.860
- **Two or More Races: 595 - 71.790%**
Program Average Total Enrolled
 4.000
Program Success Rate
 70.370
- **Unknown: 933 - 73.560%**
Program Average Total Enrolled
 5.000

Program Success Rate
63.250

- **White: 1193 - 70.900%**
Program Average Total Enrolled
10.000
Program Success Rate
65.760

Success Rates: Measures by Gender

- **Female: 11409 - 74.310%**
Program Average Total Enrolled
59.000
Program Success Rate
68.110
- **Male: 9287 - 71.460%**
Program Average Total Enrolled
53.000
Program Success Rate
63.510
- **No Value Entered: 91 - 72.150%**
Program Average Total Enrolled
1.000
Program Success Rate
66.670

Success Rates: Measures by Age

- **17 & Below: 903 - 88.930%**
Program Average Total Enrolled
5.000
Program Success Rate
87.300
- **18-24: 14103 - 71.450%**
Program Average Total Enrolled
81.000
Program Success Rate
65.250
- **25-39: 4017 - 73.590%**
Program Average Total Enrolled
20.000
Program Success Rate
64.980
- **40 & Over: 1761 - 76.680%**
Program Average Total Enrolled
7.000
Program Success Rate
56.290
- **Unknown: 4 - 43.920%**
Program Average Total Enrolled
1.000
Program Success Rate
0.000
- **a. With respect to disaggregated success rates, list any equity gaps that are identified and discuss interventions your program will implement to address these equity gaps? Please include a timeline of implementation and reassessment.**

The Anthropology program has identified equity gaps among Latinx, Black/African American, and Asian students, as well as among female and male students, and those aged 18-24 and 25-39. Latinx students have lower success rates in both online (56.72%) and face-to-face (43.48%) courses. Black/African American students have a critical success rate of 0% in face-to-face courses, and Asian students have a success rate of 54.55% in face-to-face courses. Female students have lower success rates in face-to-face courses (47.37%), and male students also fall below the average in both face-to-face (55%) and online (56.92%) courses. To address these gaps, the program has implemented targeted support services, including a new tutoring position for Fall 2024 and supplemental

instruction sessions. Inclusive teaching practices, such as culturally relevant and interactive methods, are being adopted to engage diverse learning styles. Enhanced learning opportunities, including field trips, guest speakers, and research internships, are provided to offer practical experience. The program also fosters community and collaboration through the creation of an Anthropology Club and partnerships with other departments for multidisciplinary experiences. Additionally, creating additional curriculum tailored to address the specific needs and interests of these student groups is planned.

It is critical to have a full-time faculty member to monitor and create a comprehensive program plan, as part-time involvement is limited due to teaching commitments at other institutions. The timeline for implementation is 1-4 years, with step-by-step progress. Additionally, having a dedicated facility to store materials and create a lab environment where students feel immersed in an anthropology setting is essential. The timeline for implementation begins in Fall 2024, with reassessment planned for Spring 2025 and Fall 2025.

- **b. With respect to disaggregated success rates (ethnicity / race, gender and age), discuss student performance in reaching your program set standard for student success as well as reaching the program success goal.**

The current program success rate is 66.08% for face-to-face courses and 60.58% for online courses, both of which are above the program set standard of 59.47% but below the success goal of 76%. Asian students have a success rate of 54.55% in face-to-face courses, Black/African American students have a success rate of 0% in face-to-face courses, and Latinx students have success rates of 43.48% in face-to-face courses and 56.72% in online courses, all below both the set standard and success goal. Female students have success rates of 47.37% in face-to-face courses and 63.89% in online courses, while male students have success rates of 55% in face-to-face courses and 56.92% in online courses, all below the success goal. Students aged 18-24 have success rates of 48.57% in face-to-face courses and 72.41% in online courses, and those aged 25-39 have success rates of 50% in face-to-face courses and 37.84% in online courses, all below the success goal.

- **c. If your program offers course sections fully online, please contact the office of Research, Planning and Institutional Effectiveness to obtain a student success report on the online sections. Address any differences in student success rates between fully online courses and classroom courses.**

The Anthropology program offers both face-to-face and fully online courses. The overall success rate for face-to-face courses is 66.08%, while for online courses it is 60.58%. Asian students have a higher success rate in online courses (83.33%) compared to face-to-face courses (54.55%). Black/African American students have a success rate of 20% in online courses and 0% in face-to-face courses. Latinx students have success rates of 56.72% in online courses and 43.48% in face-to-face courses. Female students have a higher success rate in online courses (63.89%) compared to face-to-face courses (47.37%), while male students have similar success rates in both online (56.92%) and face-to-face (55%) courses. Students aged 18-24 have a higher success rate in online courses (72.41%) compared to face-to-face courses (48.57%), while those aged 25-39 have a lower success rate in online courses (37.84%) compared to face-to-face courses (50%). To address these differences, the program is providing additional resources and support for online students, such as virtual tutoring and mentoring, and implementing strategies to increase student engagement in online courses, including interactive content and regular check-ins. Continuous monitoring and assessment will ensure the effectiveness of these interventions in meeting success goals.

Program Awards - If Applicable

If the classes in your program lead to a degree or certificate, please visit the DataMart and indicate how many degrees/certificates were awarded in your program: http://datamart.cccco.edu/Outcomes/Program_Awards.aspx (http://datamart.cccco.edu/Outcomes/Program_Awards.aspx)

You will need to select drop down menus and then “select program type by major of study” (for example, select Legal for paralegal studies).

Then at the bottom of the report, select the box “program type- four digits TOP”, then update report to get program specific information.

Degree Type

- **AA-T**
Number of Awards (Examine 2019-20, 2020-21 data, 2021-22 data and 2022-23 data)
4

Discussion

The Anthropology department is proud to have awarded 4 AA-T degrees over the past three academic years (2019-2023). While many of our students may not have received an anthropology degree, they often pursue different certificates or career paths. Our department significantly contributes to the overall success of the college, as most of our classes fulfill CSU and UC requirements by being transferable. This supports a large number of students in meeting their general education and transfer goals, enhancing their academic journey and facilitating successful transfers to four-year institutions.

Student Enrollment Types

Student Enrollment Type: Day or Evening Student

- **Day: 4195 - 48.750%**
Program Average Headcount
54.000
Program Percentage of Total
50.460
- **Day & Evening: 2069 - 23.890%**
Program Average Headcount
19.000
Program Percentage of Total
17.750

- **Evening: 827 - 9.610%**
Program Average Headcount
7.000
Program Percentage of Total
6.540
- **Unknown: 1467 - 17.760%**
Program Average Headcount
43.000
Program Percentage of Total
40.180

Student Enrollment Type: Academic Load

- **Full Time: 2740 - 32.000%**
Program Average Headcount
54.000
Program Percentage of Total
50.460
- **Half Time or less than half time: 5614 - 65.600%**
Program Average Headcount
50.000
Program Percentage of Total
46.720

- **a. Discuss any changes in program enrollment types (day vs evening, full-time vs part-time) since your last program review?**

This is from the data provided. There has been an increase in day class enrollments (50.46%) and a decrease in evening class enrollments (6.54%). Additionally, there is a significant portion of students with unknown enrollment times (40.18%). The program also has a balanced distribution of full-time (50.46%) and part-time (46.72%) students.

- **b. Discuss how do your program enrollments (Pct of total) compare to EVC?**

The Anthropology program has a higher percentage of day class enrollments (50.46%) compared to EVC (48.75%) and a higher percentage of students with unknown enrollment times (40.18%) compared to EVC (17.76%). The program also has a higher percentage of full-time students (50.46%) compared to EVC (32.00%).

- **c. Based on the data, would you recommend any changes?**

Based on the data, it is recommended to address the high percentage of students with unknown enrollment times and encourage more evening class enrollments. Working with the dean and having additional part-time or a full-time faculty member to make more in-depth decisions from the data would be beneficial. Additionally, providing more support for part-time students and resources tailored to full-time students could improve overall program effectiveness.

Student Demographics - Headcount

Student Demographic: Gender

- **Female: 4755 - 55.610%**
Program Headcount
55.000
Program Percentage of Total
52.160
- **Male: 3758 - 43.850%**
Program Headcount
52.000
Program Percentage of Total
47.530
- **No Value Entered: 46 - 0.540%**
Program Headcount
1.000
Program Percentage of Total
0.920

Student Demographic: Age

- **17 & Below: 562 - 6.570%**
Program Headcount
6.000
Program Percentage of Total
6.220
- **18-24: 5092 - 59.440%**
Program Headcount
77.000
Program Percentage of Total
69.930
- **25-39: 2004 - 23.480%**
Program Headcount
19.000
Program Percentage of Total
17.870
- **40 & Over: 897 - 10.480%**
Program Headcount
7.000
Program Percentage of Total
6.640
- **Unknown: 3 - 0.030%**
Program Headcount
1.000
Program Percentage of Total
0.640

Student Demographic: Race/Ethnicity (IPEDs Classification)

- **American Indian: 29 - 0.340%**
Program Headcount
2.000
Program Percentage of Total
1.300
- **Asian: 3526 - 41.210%**
Program Headcount
31.000
Program Percentage of Total
28.540
- **Black or African American: 213 - 2.500%**
Program Headcount
5.000
Program Percentage of Total
3.680
- **Hawaiian/Pacific Islander: 26 - 0.310%**
Program Headcount
2.000
Program Percentage of Total
2.110
- **Latinx: 3519 - 41.150%**
Program Headcount
53.000
Program Percentage of Total
49.950
- **Two or More Races: 248 - 2.920%**
Program Headcount
4.000
Program Percentage of Total
3.640
- **Unknown: 419 - 4.830%**

Program Headcount

5.000

Program Percentage of Total

5.080

- **White: 578 - 6.750%**

Program Headcount

10.000

Program Percentage of Total

8.670

- **a. Based on the program total headcount and percent change year to year, discuss if your program growing or declining. If so, what do you attribute these changes in enrollment to and what changes will the program implement to address them?**

The Anthropology program has experienced fluctuations in enrollment over the past few years. The total headcount has shown variability, indicating periods of both growth and decline. These changes can be attributed to several factors, including shifts in student interest, economic conditions, the availability of courses, and the impact of the pandemic. To address these changes, the program plans to implement targeted marketing strategies to attract new students, enhance the visibility of the program through community engagement, and offer more flexible scheduling options, including evening and online classes, to accommodate diverse student needs.

In order to effectively address these gaps, it is crucial to focus on marketing efforts, which require significant time and resources. Part-time faculty can only do so much, highlighting the need for a full-time faculty member who can dedicate the necessary attention to these initiatives and ensure their successful implementation.

- **b. Discuss any gaps have you identified in your program. Discuss how your program enrollment is similar or different from the campus. Discuss which gender, age, and/or ethnic group are proportionally smaller than campus make up.**

The program has identified several gaps in enrollment. Compared to the overall campus demographics, the Anthropology program has a higher percentage of Latinx students (49.95%) and a lower percentage of Asian students (28.54%). Additionally, the program has a higher proportion of female students (52.16%) compared to male students (47.53%). Age-wise, the program has a higher percentage of students aged 18-24 (69.93%) compared to the campus average. These differences highlight the need for targeted recruitment efforts to attract a more diverse student body, including underrepresented ethnic groups and older students.

- **c. Discuss what interventions the program can implement to address any gaps in enrollment.**

To address the identified gaps in enrollment, the program can implement several interventions. These include developing outreach programs to high schools and community organizations to attract a more diverse student population, offering scholarships and financial aid specifically for underrepresented groups, and creating mentorship programs to support students from diverse backgrounds. Additionally, enhancing the curriculum to include more culturally relevant content and providing professional development for faculty to adopt inclusive teaching practices can help create a more welcoming and supportive environment for all students. Working closely with the dean and hiring a full-time faculty member to focus on these initiatives will be crucial for their success.

With the addition of a full-time faculty member, the program can also focus on creating a robust presence on campus by establishing field school opportunities locally and abroad, and organizing events sponsored by the anthropology department to showcase the value of taking anthropology classes. These efforts aim to highlight the practical applications and benefits of studying anthropology, thereby attracting more students to the program.

Institutional Effectiveness

EVC Capacity: 61.69% EVC Productivity: 13.26

Program Capacity

62.63%

Program Productivity

15.93

Is your capacity rate higher or lower then the campus?

Higher

Is your productivity goal higher or lower than the campus?

Higher

If the program capacity and/or productivity is lower than the campus, please provide rationale

Curriculum

Related Assessments

Test- Created: 12/20/2021 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/2038)

Test- Created: 02/23/2023 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/3218)

Test- Created: 10/16/2023 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/5040)

Test- Created: 12/12/2023 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/5151)

Anth 062 Spring 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2823)

Anth 62 Spring 2021- Created: 03/23/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2405)

Anth-62 Summer 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2826)

Anth-62L Summer 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2827)

Anth-63 Summer 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2828)

Anth-63 Spring 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2825)

Anth 063 Spring 2021- Created: 08/04/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2712)

Anth-63 Spring 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2824)

Anth-64 Spring 2021- Created: 08/04/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2713)

- **2. Identify all the courses offered in the program and describe how these courses remain relevant in the discipline. For courses your program has not offered in the past two years, please discuss a plan on how to deal with these courses (if your program is not going to de-activate these courses, please explain why).**

Courses Offered in the Anthropology Program

ANTH 062: Introduction to Physical Anthropology (3 Units) covers biological evolution, human origins, genetics, human variation, bio-cultural adaptations, prehistoric humans, and primate behavior, emphasizing the scientific method. This foundational course remains relevant for understanding human evolution and diversity, which are core aspects of physical anthropology. **ANTH 062L: Physical Anthropology Laboratory (1 Unit)** complements ANTH 062 with practical applications in biological anthropology, including genetics, osteology, and primate behavior, offering essential hands-on experience that is crucial for fieldwork and research in anthropology.

ANTH 063: Introduction to Social and Cultural Anthropology (3 Units) explores the development of anthropology, culture, language, economic systems, kinship, political systems, belief systems, and globalization. It provides a comprehensive overview of cultural anthropology, crucial for understanding human societies and cultural diversity, which are central to the discipline. **ANTH 064: Introduction to Archaeology (3 Units)** introduces archaeological research, fieldwork, cultural resource management, and the study of ancient cultures, offering theoretical and practical knowledge vital for students interested in archaeology, a key subfield of anthropology.

ANTH 066: Native Peoples of California (3 Units) examines the cultures of California's native inhabitants, their environmental adaptations, social structures, and responses to change, highlighting their rich cultural heritage and contributions. This course is relevant as it provides insights into the historical and contemporary issues faced by indigenous populations, an important area of study in anthropology. **ANTH 090: Introduction to Mesoamerica (3 Units)** explores the major indigenous civilizations of Mesoamerica, their achievements, and their impact on modern Mexican American culture, providing insights into the historical and cultural foundations of these civilizations. This course is relevant for understanding the complex societies and cultural dynamics that are central to anthropological studies.

Plan for Courses Not Offered Recently

ANTH 066: Native Peoples of California explores the diverse cultures of California's native inhabitants from prehistoric times to the present. It covers their environmental adaptations, social structures, and responses to external influences, showcasing their significant contributions to regional history. Although not recently offered, it is scheduled for Fall 2025, reflecting its continued importance in the curriculum. This course remains relevant as it addresses the ongoing significance of indigenous studies within anthropology.

ANTH 090: Introduction to Mesoamerica examines the origins, evolution, and achievements of major indigenous civilizations such as the Olmecas, Maya, and Mexicas. It highlights their geographical locations, subsistence patterns, political structures, and cultural contributions, emphasizing their impact on modern Mexican American heritage. Despite low enrollment and pandemic disruptions, the course has been adapted for online delivery to increase accessibility and maintain its relevance. This course is crucial for understanding the historical and cultural contexts of Mesoamerican civilizations, which are integral to the broader field of anthropology. It is scheduled to be offered in Spring 2025.

These courses are essential for providing a comprehensive education in anthropology, covering biological, cultural, and archaeological perspectives. The department's plans to adapt and reintroduce courses ensure they remain relevant and accessible to students, thereby maintaining the integrity and breadth of the anthropology discipline.

- **3. If you have a degree or certificate, please include a diagram of your program's guided pathways program map. (A program map indicates courses suggested for each semester, across two years, upon completion a student would qualify for a degree/certificate).**

Anthropology Associate in Arts for Transfer Pathway to CSU 2024 - 2025

This program map from the 2024-2025 catalog year represents one possible pathway through the program and is for reference only.

1st Term - Fall 2024 (15.0 Units)

- **ANTH 063:** Introduction to Social and Cultural Anthropology - 3.0 Units
- **ENGL 001A:** English Composition - 3.0 Units
- **Arts:** Choose a course from Area C1 - 3.0 Units
- **Social Sciences:** Choose a course from Area D - 3.0 Units
- **Lifelong Learning and Self-Development:** Choose a course from Area E - 3.0 Units

2nd Term - Spring 2025 (16.0 Units)

- **ANTH 062:** Introduction to Physical Anthropology - 3.0 Units
- **MATH 063:** Elementary Statistics - 3.0 Units
- **ANTH 062L:** Physical Anthropology Laboratory - 1.0 Unit
- **Critical Thinking:** Choose a course from Area A3 - 3.0 Units
- **Humanities:** Choose a course from Area C2 - 3.0 Units
- **Social Sciences:** Choose a course from Area D - 3.0 Units

3rd Term - Fall 2025 (15.0 Units)

- **ANTH 064:** Introduction to Archaeology - 3.0 Units
- **GEOG 010:** Introduction to Physical Geography - 3.0 Units
- **Physical Sciences:** Choose a course from Area B1 - 3.0 Units
- **Transferable Electives:** Choose a course - 3.0 Units
- **Transferable Electives:** Choose a course - 3.0 Units

4th Term - Spring 2026 (14.0 Units)

- **ANTH 090:** Introduction to Mesoamerica - 3.0 Units
- **Arts and Humanities:** Choose a course from Area C - 3.0 Units

- **Oral Communication:** Choose a course from Area A1 - 3.0 Units
- **Ethnic Studies:** Choose a course from Area F - 3.0 Units
- **Transferable Electives:** Choose a course - 2.0 Units

Submit Graduation Petition: Schedule a counseling appointment to submit your graduation petition.

This structured pathway ensures that students complete their degree requirements efficiently while gaining a comprehensive education in anthropology and fulfilling general education requirements for transfer to CSU.

- **4. Identify and describe innovative strategies or pedagogy your department/program developed/offered to maximize student learning and success. How did they impact student learning and success?**

The **structured pathway programs**, such as the Anthropology Associate in Arts for Transfer, streamline student progress towards degree completion, reducing time to graduation and improving retention rates. We integrate **opportunities in the field with research and support with tutoring**, which, although in its infancy, enhances student learning and academic performance. Additionally, we incorporate **hands-on learning opportunities** like laboratory work and field studies, which improve understanding and retention of course material through experiential learning. The use of **technology** for interactive learning increases accessibility and flexibility, accommodating diverse schedules and learning preferences. Our approach is **student-centered**, focusing on the holistic development of each learner. We also emphasize **culturally relevant teaching**, ensuring that our curriculum reflects diverse perspectives and fosters an inclusive learning environment. Furthermore, we emphasize **reading and writing through anthropological thinking** to prepare students for well-paying jobs where these skills are essential. These strategies collectively create a supportive and effective educational experience, significantly contributing to student success and academic achievement.

- **5. Discuss plans for future curricular development and/or program degrees & certificates included) modification.**

Our department is ambitiously planning future curricular developments and program modifications to enhance student success and employability. We are focused on creating a comprehensive program with certificates that enable students to secure jobs immediately after completing their two years at Evergreen Valley College (EVC).

Future Curricular Development Plans:

1. Development of Field Methods Class:

- **Objective:** To provide students with practical skills and hands-on experience in anthropological fieldwork.
- **Impact:** This class will equip students with essential techniques and methodologies used in the field, making them more competitive in the job market.

2. Field School Curriculum:

- **Objective:** To offer immersive field school experiences where students can apply theoretical knowledge in real-world settings.
- **Impact:** By participating in field schools, students will gain valuable insights and practical experience, enhancing their resumes and job prospects.

3. Certificate Programs:

- **Applied Anthropology Certificate:** Designed to prepare students for various applied anthropology roles.
- **Archaeology Certificate for Cultural Resources Management:** Focused on equipping students for positions in cultural resources management.
- **Impact:** These certificates will provide students with specialized skills and credentials, increasing their employability upon graduation.

Additionally, we aim to **increase the representation and role of Indigenous, Latinx, African American, Asian, and other ethnicities** that are currently underrepresented in the anthropology field. This will be achieved through culturally relevant teaching and inclusive curriculum development, ensuring that our program reflects diverse perspectives and fosters an inclusive learning environment.

By implementing these strategies, our department aims to create a robust educational framework that not only supports academic achievement but also prepares students for successful careers. We are committed to continuously improving our programs to meet the evolving needs of our students and the job market.

- **6. Describe how your program is articulated with High School Districts, and/or other four year institutions. (Include articulation agreements, CID, ADTs...)**

San José State University (SJSU) has established articulation agreements with Evergreen Valley College (EVC) to ensure a smooth transition for students transferring between the two institutions. These agreements outline how specific courses at EVC can be transferred and applied to degree requirements at SJSU and other institutions. Here are the details for the Anthropology courses you mentioned:

1. **ANTH 011 Cultural Anthropology** at EVC is articulated with **Anth 063 Introduction to Social & Cultural Anthropology** at SJSU.
2. **ANTH 012 Introduction to Human Evolution** at EVC is articulated with **ANTH 062 Introduction to Physical Anthropology** at SJSU.
3. **ANTH 013 Archaeology** at EVC is articulated with **ANTH 064 Introduction to Archeology** at SJSU.

Additionally, here are more courses and their articulations:

4. **C-ID ANTH 110: ANTH 110 Introduction to Biological Anthropology** at EVC is articulated with **ANTH 062 Introduction to Physical Anthropology** (Spring 2017).
5. **C-ID ANTH 115L: ANTH 115L Biological Anthropology Laboratory** at EVC is articulated with **ANTH 062L Physical Anthropology Laboratory** (Fall 2021).
6. **C-ID ANTH 120: ANTH 120 Introduction to Cultural Anthropology** at EVC is articulated with **ANTH 063 Introduction to Social and Cultural Anthropology** (Spring 2015).
7. **C-ID ANTH 150: ANTH 150 Introduction to Archaeology** at EVC is articulated with **ANTH 064 Introduction to Archeology** (Fall 2018).

These course-to-course articulations help students ensure that the credits they earn at EVC will be recognized and applicable towards their degree programs at SJSU and other institutions. Additionally, these agreements often include Course Identification Numbering System (CID) designations and Associate Degrees for Transfer (ADTs), which further facilitate the transfer process and ensure that students meet the necessary requirements for their intended majors.

- **7. If external accreditation or certification is required, please state the certifying agency and status of the program.**

N/A

Student Learning Outcome and Assessment

Related Assessments

Test- Created: 12/20/2021 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/2038)
 Test- Created: 02/23/2023 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/3218)
 Test- Created: 10/16/2023 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/5040)
 Test- Created: 12/12/2023 New Section Level SLO Assessment Report Originator: Grace Estrada (/Form/Module/Index/5151)
 Anth 062 Spring 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2823)
 Anth 62 Spring 2021- Created: 03/23/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2405)
 Anth-62 Summer 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2826)
 Anth-62L Summer 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2827)
 Anth-63 Summer 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2828)
 Anth-63 Spring 2022- Created: 09/11/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2825)
 Anth 063 Spring 2021- Created: 08/04/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2712)
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 Anth-64 Spring 2021- Created: 08/04/2022 New Section Level SLO Assessment Report Originator: Gustavo Flores (/Form/Module/Index/2713)

Student Learning Outcomes

ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Describe the scientific process as a methodology for understanding the natural world. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Define the scope of anthropology and discuss the role of biological anthropology within the discipline. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Identify the main contributors to the development of evolutionary theory. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Explain the basic principles of Mendelian, molecular and population genetics. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Evaluate how the forces of evolution produce genetic and phenotypic change over time. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (In Review)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Demonstrate an understanding of classification, morphology and behavior of living primates. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (Historical)
 ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (Rejected)
 ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (Active)
 ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (Historical)

ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (Active)

ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (In Review)

ANTH 062 - Introduction to Physical Anthropology - Summarize methods used in interpreting the fossil record, including dating techniques. (In Review)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (In Review)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (In Review)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (Active)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (Historical)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (Active)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (Rejected)

ANTH 062 - Introduction to Physical Anthropology - Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution. (Historical)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (Historical)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (Rejected)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (Active)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (Historical)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (Active)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (In Review)

ANTH 062 - Introduction to Physical Anthropology - Identify the biological and cultural factors responsible for human variation. (In Review)

ANTH 062L - Physical Anthropology Laboratory - Demonstrate how human traits are inherited. (Draft)

ANTH 062L - Physical Anthropology Laboratory - Demonstrate how human traits are inherited. (Active)

ANTH 062L - Physical Anthropology Laboratory - Demonstrate how human traits are inherited. (Historical)

ANTH 062L - Physical Anthropology Laboratory - Describe structure and function of DNA and RNA. (Historical)

ANTH 062L - Physical Anthropology Laboratory - Describe structure and function of DNA and RNA. (Active)

ANTH 062L - Physical Anthropology Laboratory - Describe structure and function of DNA and RNA. (Draft)

ANTH 062L - Physical Anthropology Laboratory - Identify anatomical and behavioral features of non-human primates. (Draft)

ANTH 062L - Physical Anthropology Laboratory - Identify anatomical and behavioral features of non-human primates. (Active)

ANTH 062L - Physical Anthropology Laboratory - Identify anatomical and behavioral features of non-human primates. (Historical)

ANTH 062L - Physical Anthropology Laboratory - Compare the morphology of primates and early hominids. (Historical)

ANTH 062L - Physical Anthropology Laboratory - Compare the morphology of primates and early hominids. (Active)

ANTH 062L - Physical Anthropology Laboratory - Compare the morphology of primates and early hominids. (Draft)

ANTH 062L - Physical Anthropology Laboratory - Describe the biological and the behavioral adaptations of the genus Homo. (Draft)

ANTH 062L - Physical Anthropology Laboratory - Describe the biological and the behavioral adaptations of the genus Homo. (Active)

ANTH 062L - Physical Anthropology Laboratory - Describe the biological and the behavioral adaptations of the genus Homo. (Historical)

ANTH 062L - Physical Anthropology Laboratory - Identify defining features of anatomically modern humans. (Historical)

ANTH 062L - Physical Anthropology Laboratory - Identify defining features of anatomically modern humans. (Active)

ANTH 062L - Physical Anthropology Laboratory - Identify defining features of anatomically modern humans. (Draft)

ANTH 063 - Introduction to Social and Cultural Anthropology - Define the scope of anthropology and discuss the role of cultural anthropology within the discipline. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Define the scope of anthropology and discuss the role of cultural anthropology within the discipline. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Define the scope of anthropology and discuss the role of cultural anthropology within the discipline. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Define the scope of anthropology and discuss the role of cultural anthropology within the discipline. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Define the scope of anthropology and discuss the role of cultural anthropology within the discipline. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Define the scope of anthropology and discuss the role of cultural anthropology within the discipline. (Historical)

ANTH 063 - Introduction to Social and Cultural Anthropology - Describe the methods, theories, and perspectives used to study and understand human cultures. (Historical)

ANTH 063 - Introduction to Social and Cultural Anthropology - Describe the methods, theories, and perspectives used to study and understand human cultures. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Describe the methods, theories, and perspectives used to study and understand human cultures. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Describe the methods, theories, and perspectives used to study and understand human cultures. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Describe the methods, theories, and perspectives used to study and understand human cultures. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Describe the methods, theories, and perspectives used to study and understand human cultures. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the importance of the ethnographic method in the study of culture. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the importance of the ethnographic method in the study of culture. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the importance of the ethnographic method in the study of culture. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the importance of the ethnographic method in the study of culture. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the importance of the ethnographic method in the study of culture. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the importance of the ethnographic method in the study of culture. (Historical)

ANTH 063 - Introduction to Social and Cultural Anthropology - Employ the relativist perspective while discussing cultural variation. (Historical)

ANTH 063 - Introduction to Social and Cultural Anthropology - Employ the relativist perspective while discussing cultural variation. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Employ the relativist perspective while discussing cultural variation. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Employ the relativist perspective while discussing cultural variation. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Employ the relativist perspective while discussing cultural variation. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Employ the relativist perspective while discussing cultural variation. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems. (Historical)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups. (Historical)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own. (In Review)

ANTH 063 - Introduction to Social and Cultural Anthropology - Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own. (Rejected)

ANTH 063 - Introduction to Social and Cultural Anthropology - Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own. (Active)

ANTH 063 - Introduction to Social and Cultural Anthropology - Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own. (Historical)

ANTH 064 - Introduction to Archaeology - Practice and apply archaeological methods, theories and techniques (Historical)

ANTH 064 - Introduction to Archaeology - Practice and apply archaeological methods, theories and techniques (Active)

ANTH 064 - Introduction to Archaeology - Practice and apply archaeological methods, theories and techniques (In Review)

ANTH 064 - Introduction to Archaeology - Critically analyze and interpret archaeological data (In Review)

ANTH 064 - Introduction to Archaeology - Critically analyze and interpret archaeological data (Active)

ANTH 064 - Introduction to Archaeology - Critically analyze and interpret archaeological data (Historical)

ANTH 064 - Introduction to Archaeology - Apply archaeological principles for solving human problems on the local, regional and world scales (Historical)

ANTH 064 - Introduction to Archaeology - Apply archaeological principles for solving human problems on the local, regional and world scales (Active)

ANTH 064 - Introduction to Archaeology - Apply archaeological principles for solving human problems on the local, regional and world scales (In Review)

ANTH 064 - Introduction to Archaeology - Apply scientific method to archaeological research (In Review)

ANTH 064 - Introduction to Archaeology - Apply scientific method to archaeological research (Active)

ANTH 064 - Introduction to Archaeology - Apply scientific method to archaeological research (Historical)

Program Learning Outcomes

- 1. On the program level, defined as a course of study leading to degree or certificate, list the Program Learning Outcomes (PLOs), and how they relate to the GE/ILOs. Please also indicate how the course SLOs have been mapped to the PLOs. If you are completing this program review as a department or discipline and do not offer any degrees or certificates, please write N/A in this space.

Program Learning Outcomes

Program Learning Outcomes	ILOs	SLOs

<p>• Appraise past and present cross-cultural experiences.</p>	<ul style="list-style-type: none"> • Communication • Inquiry and Reasoning • Information Competency • Social Responsibility • Personal Development 	Anth-62L
		1. Practice and apply concepts of evolution in a laboratory setting.
		2. Critically analyze and interpret physical anthropological data.
		3. Apply anthropological principles for solving human problems on the local, regional and world scales.
		4. Evaluate important and distinctive features on early hominid skeletons.
		5. Identify all of the bones of the human body and the major features on those bones.
		Anth-62
		1. Describe the scientific process as a methodology for understanding the natural world.
		2. Define the scope of anthropology and discuss the role of biological anthropology within the discipline.
		3. Identify the main contributors to the development of evolutionary theory.
		4. Explain the basic principles of Mendelian, molecular and population genetics.
		5. Evaluate how the forces of evolution produce genetic and phenotypic change over time.
		6. Demonstrate an understanding of classification, morphology and behavior of living primates.
		7. Summarize methods used in interpreting the fossil record, including dating techniques.
		8. Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution.
		9. Identify the biological and cultural factors responsible for human variation.
		Anth-63
		1. Define the scope of anthropology and discuss the role of cultural anthropology within the discipline, including key methods, the
		2. Explain the importance of ethnographic methods in the study of culture and employ the relativist perspective to discuss cultura
		3. Summarize key anthropological concepts such as ethnicity, gender, political organization, economic systems,
		4. Analyze and evaluate the ethical issues anthropologists encounter and the professional ethical obligations
		Anth-64
		1. Practice and apply archaeological methods, theories and techniques
		2. Critically analyze and interpret archaeological data
		3. Apply archaeological principles for solving human problems on the local, regional and world scales
		4. Apply scientific method to archaeological research
		Anth-90
		1. Classify the advancements and achievements of the major civilizations throughout Mesoamerica.
		2. Compare and contrast the similarities and differences of the major Mesoamerican civilizations.
		3. Trace the origins and explain the evolution of various Mesoamerican civilizations.
		4. Identify the geographical locations and time periods associated with Mesoamerican civilizations.
		5. List and explain the various theories associated with the decline of each of the major Mesoamerican civilizations.
		6. Provide examples and explain the influence from Mesoamerica on modern day Mexicans, Central Americans and Chicana/os.
		Anth-66
		Practice and apply understandings of native peoples of California.
		Apply anthropological principles for solving human problems on the local, regional and world scales.
		Critically analyze and interpret anthropological data pertaining to the native peoples of California.

<p>• Critically analyze and interpret anthropological data.</p>	<ul style="list-style-type: none"> • Communication • Inquiry and Reasoning • Information Competency • Social Responsibility • Personal Development 	Anth-62L
		1. Practice and apply concepts of evolution in a laboratory setting.
		2. Critically analyze and interpret physical anthropological data.
		3. Apply anthropological principles for solving human problems on the local, regional and world scales.
		4. Evaluate important and distinctive features on early hominid skeletons.
		5. Identify all of the bones of the human body and the major features on those bones.
		Anth-62
		1. Describe the scientific process as a methodology for understanding the natural world.
		2. Define the scope of anthropology and discuss the role of biological anthropology within the discipline.
		3. Identify the main contributors to the development of evolutionary theory.
		4. Explain the basic principles of Mendelian, molecular and population genetics.
		5. Evaluate how the forces of evolution produce genetic and phenotypic change over time.
		6. Demonstrate an understanding of classification, morphology and behavior of living primates.
		7. Summarize methods used in interpreting the fossil record, including dating techniques.
		8. Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution.
		9. Identify the biological and cultural factors responsible for human variation.
		Anth-63
		1. Define the scope of anthropology and discuss the role of cultural anthropology within the discipline, including key methods, the
		2. Explain the importance of ethnographic methods in the study of culture and employ the relativist perspective to discuss cultura
		3. Summarize key anthropological concepts such as ethnicity, gender, political organization, economic systems,
		4. Analyze and evaluate the ethical issues anthropologists encounter and the professional ethical obligations
		Anth-64
		1. Practice and apply archaeological methods, theories and techniques
		2. Critically analyze and interpret archaeological data
		3. Apply archaeological principles for solving human problems on the local, regional and world scales
		4. Apply scientific method to archaeological research
		Anth-90
		1. Classify the advancements and achievements of the major civilizations throughout Mesoamerica.
		2. Compare and contrast the similarities and differences of the major Mesoamerican civilizations.
		3. Trace the origins and explain the evolution of various Mesoamerican civilizations.
		4. Identify the geographical locations and time periods associated with Mesoamerican civilizations.
		5. List and explain the various theories associated with the decline of each of the major Mesoamerican civilizations.
		6. Provide examples and explain the influence from Mesoamerica on modern day Mexicans, Central Americans and Chicana/os.
		Anth-66
		Practice and apply understandings of native peoples of California.
		Apply anthropological principles for solving human problems on the local, regional and world scales.
		Critically analyze and interpret anthropological data pertaining to the native peoples of California.

<p>• Apply anthropological principles for solving human problems on the local, regional and global scales.</p>	<ul style="list-style-type: none"> • Communication • Inquiry and Reasoning • Information Competency • Social Responsibility • Personal Development 	Anth-62L
		1. Practice and apply concepts of evolution in a laboratory setting.
		2. Critically analyze and interpret physical anthropological data.
		3. Apply anthropological principles for solving human problems on the local, regional and world scales.
		4. Evaluate important and distinctive features on early hominid skeletons.
		5. Identify all of the bones of the human body and the major features on those bones.
		Anth-62
		1. Describe the scientific process as a methodology for understanding the natural world.
		2. Define the scope of anthropology and discuss the role of biological anthropology within the discipline.
		3. Identify the main contributors to the development of evolutionary theory.
		4. Explain the basic principles of Mendelian, molecular and population genetics.
		5. Evaluate how the forces of evolution produce genetic and phenotypic change over time.
		6. Demonstrate an understanding of classification, morphology and behavior of living primates.
		7. Summarize methods used in interpreting the fossil record, including dating techniques.
		8. Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution.
		9. Identify the biological and cultural factors responsible for human variation.
		Anth-63
		1. Define the scope of anthropology and discuss the role of cultural anthropology within the discipline, including key methods, the
		2. Explain the importance of ethnographic methods in the study of culture and employ the relativist perspective to discuss cultura
		3. Summarize key anthropological concepts such as ethnicity, gender, political organization, economic systems,
		4. Analyze and evaluate the ethical issues anthropologists encounter and the professional ethical obligations
		Anth-64
		1. Practice and apply archaeological methods, theories and techniques
		2. Critically analyze and interpret archaeological data
		3. Apply archaeological principles for solving human problems on the local, regional and world scales
		4. Apply scientific method to archaeological research
		Anth-90
		1. Classify the advancements and achievements of the major civilizations throughout Mesoamerica.
		2. Compare and contrast the similarities and differences of the major Mesoamerican civilizations.
		3. Trace the origins and explain the evolution of various Mesoamerican civilizations.
		4. Identify the geographical locations and time periods associated with Mesoamerican civilizations.
		5. List and explain the various theories associated with the decline of each of the major Mesoamerican civilizations.
		6. Provide examples and explain the influence from Mesoamerica on modern day Mexicans, Central Americans and Chicana/os.
		Anth-66
		Practice and apply understandings of native peoples of California.
		Apply anthropological principles for solving human problems on the local, regional and world scales.
		Critically analyze and interpret anthropological data pertaining to the native peoples of California.

- 2. Since your last program review, summarize SLO assessment activities and results at the course and program level. Please include dialogue regarding SLO Assessment results with division/department/college colleagues and/or GE areas. Provide evidence of the dialogue (i.e. department meeting minutes or division meeting minutes, etc.) List any SLOs or PLOs that have not been assessed in the last two years and provide an explanation of why they have not been assessed. This will be reviewed by the IEC to determine if your Program Review is approved or not.

At the PLO level, assessments have not been completed. We are planning on completing the PLO assessment in the fall of 2025.

The following chart summarizes the SLO assessments that were last reported for each course. Please note that Anth-90 and Anth-66 are not being offered. Anth 90 is being offered in Spring 2025 and Anth-66 will be offered in Fall 2025. We do not have department meetings since we do not have a full-time faculty.

Anth64- SLO	FALL 2021	SPRING 2022	FALL 2022	SPRING 2023
1. Practice and apply archaeological methods, theories and techniques	Gustavo Flores			Gustavo Flores
2. Critically analyze and interpret archaeological data		Gustavo Flores		
3. Apply archaeological principles for solving human problems on the local, regional and world scales			Gustavo Flores	
4. Apply scientific method to archaeological research	Gustavo Flores			Gustavo Flores
Anth-63- SLO	FALL 2021	SPRING 2022	FALL 2022	SPRING 2023
1. Define the scope of anthropology and discuss the role of cultural anthropology within the discipline.		Gustavo Flores		Gustavo flores
2. Describe the methods, theories, and perspectives used to study and understand human cultures.			Gustavo Flores	
3. Explain the importance of the ethnographic method in the study of culture.			Gustavo Flores	
4. Employ the relativist perspective while discussing cultural variation.	Gustavo Flores			Gustavo Flores
5. Summarize anthropological concepts including ethnicity, gender, political organization, economic systems, kinship, rituals and belief systems.		Gustavo Flores		
6. Explain the interconnectedness of the economic, political and sociocultural forces of globalization amongst diverse cultural groups.	Gustavo Flores			Gustavo Flores
7. Analyze and evaluate the ethical issues anthropologists encounter, and professional ethical obligations that must be met in the study of and application in cultural groups different from their own.			Gustavo Flores	
Anth-62-SLO	Spring/Fall 2021	SPRING 2022	FALL 2022	SPRING 2023
1. Describe the scientific process as a methodology for understanding the natural world.	Gustavo Flores			Gustavo Flores
2. Define the scope of anthropology and discuss the role of biological anthropology within the discipline.			Gustavo Flores	
3. Identify the main contributors to the development of evolutionary theory.		Gustavo flores		
4. Explain the basic principles of Mendelian, molecular and population genetics.	Gustavo Flores			Gustavo Flores
5. Evaluate how the forces of evolution produce genetic and phenotypic change over time.			Gustavo Flores	
6. Demonstrate an understanding of classification, morphology and behavior of living primates.		Gustavo Flores		Gustavo Flores
7. Summarize methods used in interpreting the fossil record, including dating techniques.	Gustavo Flores			
8. Recognize the major groups of hominid fossils and describe alternate phylogenies for human evolution.			Gustavo Flores	
9. Identify the biological and cultural factors responsible for human variation.				Gustavo Flores
Anth-62L SLO	FALL 2021	SPRING 2022	FALL 2022	SPRING 2023
1. Practice and apply concepts of evolution in a laboratory setting.		Gustavo Flores		
2. Critically analyze and interpret physical anthropological data.			Gustavo Flores	
3. Apply anthropological principles for solving human problems on the local, regional and world scales.		Gustavo Flores		
4. Evaluate important and distinctive features on early hominid skeletons.				Gustavo Flores

5. Identify all of the bones of the human body and the major features on those bones.

Gustavo Flores

- **3. What plans for improvement have been implemented to your courses or program as a result of SLO assessment? Please share one or two success stories about the impacts of SLO assessment on student learning.**

Plans for Improvement:

1. **Enhanced Assessment Tools:** Based on SLO data, we have revised and developed more effective assessment tools to better measure student learning and provide meaningful feedback.
2. **Interactive Learning:** Increased the use of interactive and hands-on learning experiences, such as simulations and fieldwork, to engage students more deeply with the material.
3. **Full-Time Faculty:** Hiring a full-time faculty member is essential to help implement these plans for improvement and provide ongoing guidance and support.

Success Stories:

1. **Anth-62:** The simulation exercise for understanding human variation was highly successful. Students enjoyed role-playing as scientists, which significantly improved their grasp of genetic concepts. This led to 97% of students scoring 95% or above.
2. **Anth-63:** The ethnographic method assignment, where students conducted interviews and wrote short ethnographies, resulted in high engagement and understanding. This activity helped 79% of students score 79% or above, demonstrating the effectiveness of practical application in learning.

These improvements and successes highlight the positive impact of SLO assessments on student learning and program development. Hiring a full-time faculty member will further enhance our ability to implement these improvements and support student success.

Faculty and Staff

Part D: Faculty and Staff

- **1. List current faculty and staff members in the program, areas of expertise, and describe how their positions contribute to the success of the program.**

1. Gustavo Flores - Part-Time Adjunct Faculty Teaching all core sub-fields and electives (Anth-62, Anth 62L, Anth-64, Anth-63, Anth-90, Anth-66)

- **Areas of Expertise:**
 - Applied Anthropology/Archaeology
 - Ethnohistory
 - Paleography (18th and 19th Century Spanish documents)
 - Cultural and Physical Anthropology
 - Archaeological Methods and Fieldwork

These contributions have led to the program's growth and increased the number of classes offered, ensuring a comprehensive and dynamic learning environment for students.

Contributions to Program Success: Gustavo Flores has significantly contributed to the success of the program through his creation and maintenance of the ADT degree. His efforts in program development include:

Curriculum Development: Consistently updating and expanding the program. **Collaboration:** Working with other departments in the college to enhance the program's offerings. **Fieldwork:** Taking students into the field, providing hands-on research opportunities. **Faculty Expansion:** Hiring additional part-time faculty to support the growing number of classes. **Student Engagement:** Actively involving students in research projects and practical experiences.

2. My name is **Ana Lucia Gonzalez (Part-Time Adjunct Faculty)**, and I am an anthropologist; my specialization is archaeology. My work experience as an archaeologist having worked in the private sector includes the identification of faunal remains from archaeological assemblages, and the excavation of archaeological sites, including historic burials. The experience of working with skeletal remains has given me the opportunity to teach courses such as Biological/Physical anthropology lab classes where students have the possibility to analyze bones and fossils as part of the lab assignments. I have brought my experience of teaching forensic anthropology at other schools to teach these topics to students at Evergreen Valley College. Some of these topics in forensic anthropology include the identification of human remains that are recovered in mass graves from genocides or from human trafficking for example.

My experience also includes taking students abroad on archaeology field and service-learning projects such as in the Andes of Ecuador where we not only work on archaeological sites but also work with local communities in learning about their culture. At EVC, I am able to provide examples from my field studies in anthropology and results from our work with communities abroad. I bring my knowledge of working in other countries and use this knowledge to teach students about the field of anthropology in general. I am also a first-generation college student and the first in my family to also go to graduate school. I bring my own life experiences, knowledge of the field, life-skills and professionalism to the classroom and to the college community.

- **2. In addition to major professional development activities completed by faculty and staff in the past, in particular with regards to students' success, equity, distance education, SLO assessment, guided pathways and/or innovative teaching/learning strategies, are there any additional professional development needs of your department in the future? What are they? Please provide details about a timeline.**

To enhance student success, equity, distance education, SLO assessment, guided pathways, and innovative teaching/learning strategies, the department has identified several professional development needs and program enhancements. These will be implemented over the next two years, with specific activities planned for each semester and summer session.

Professional Development Needs:

- 1. **Distance Education Training** (Spring 2025):
 - Focus on new technologies and methodologies for online teaching.
- 2. **Equity and Inclusion Workshops** (Summer 2025):
 - Training on best practices for fostering inclusive classrooms.
- 3. **SLO Assessment and Data Analysis** (Fall 2025):
 - Enhancing skills in assessing student learning outcomes.
- 4. **Guided Pathways Implementation** (Spring 2026):
 - Strategies for effectively guiding students through their educational journey.
- 5. **Innovative Teaching Strategies** (Summer 2026):
 - Sharing and implementing new teaching methods.
- 6. **Training in Anthropology Subfields** (Fall 2026):
 - Workshops on the latest research and methodologies.
- 7. **Conferences and Workshops** (Ongoing 2025-2026):
 - Encouraging faculty to attend and present at national and international conferences.
- 8. **Field School Opportunities** (Ongoing 2025-2026):
 - Developing hands-on research programs.

Program Enhancement through SLO Analysis:

- 1. **Strengthening Curriculum:**
 - Revise course content based on SLO data (every two years).
- 2. **Increasing Student Engagement:**
 - Incorporate more interactive and hands-on learning (next academic year).
- 3. **Enhancing Assessment Tools:**
 - Develop better assessment tools (annually).
- 4. **Hiring Additional Faculty:**
 - Prioritize hiring new faculty (within six months).
- 5. **Expanding Research Opportunities:**
 - Provide more research projects (over the next two years).

Additional Information

Part G: Additional Information

Prior Budget Usage

Did you request Resource Allocation funds in your last Program Review / Annual Resource Request?

Yes

If yes, how much funding did you request? 5500.00

How much discretionary funding did you receive including the Fund 10, Fund 17, and any budget transfers? Select from each category below and tell how much funding you received

Equipment

Supplies 5500.00

Technology

Other (Contract, Subscriptions, Memberships, etc.)

Total

Are you requesting additional resources?

Yes

If yes, please fill out the Resource Allocation Request page below.

Future Needs and Resource Allocation Request

Classified/Faculty

1. Faculty Member(s)

Number of positions and which department for each position

1 Faculty to teach all the sub-fields.

Total FTES 2019FA=4.09828 2020 SP=11.329241 2023FA=3.97408

Is there an ongoing cost for this item

Yes

If so, what is it?

175000

Equipment, Technology and Supplies

1. Equipment

Total Amount Requested

13100

Provide a detailed list of each item being requested in this category to include item name(s), amount(s), and quantity.

- 1. AmScope SM-4T Series Circuit Zoom Stereo Microscope 3.5X-90X Magnification with 144 LED Light + 5MP Digital Camera, 779.99 quantity 1,x 779.99 =779.99,
- 2. AmScope B120 Series Student & Professional LED Binocular Compound Microscope w/Siedentopf Head, 3D Mechanical 3. Stage & Optional Digital Camera 6,x 284.99=1709.94
- 3.Kits Dendrochronology: Tree Ring Dating Kit 6,x 76.95=461.70
- 4.Soil Sieves 6,x 63.75= 382.50
- 5.Calipers and Measuring Tools 4,x19.49= 97.45
- 6.Skeletal Models articulated 1,x 550.00=550.00
- 7. Field Equipment (GPS) 1,x 400.00=400.00
- 8.Lucy Skeleton, Disarticulated 1,x 3,072.00 =3,072.00
- 9. Forensic Anthropology K-12 Set 1,x 4,385.00 =4,385.00
- 10. Fossil Hominid Tools set of 6 1,x 462.00 =462.00
- 11. Color-Coded Human Sagittal Cut Half Skull with Brain Hemisphere 1,x 625.00=625.00
- 12. Sea Otter Skull 1,x194.00=194.00

If there is any Ongoing Cost of this item?

No

If so, what is it?

2. Other

Total Amount Requested

Provide a detailed list of each item being requested in this category to include item name(s), amount(s), and quantity.

Anthropology needs a home. Having a permanent space with storage and suitable facilities for lab practicums is particularly beneficial for students at a community college. It provides them with the opportunity to engage in hands-on, experiential learning, which is crucial for understanding complex anthropological concepts. This dedicated space allows students to work with real artifacts and specimens, enhancing their practical skills and preparing them for future academic or professional pursuits. Additionally, it fosters a sense of community and belonging, as students have a consistent place to collaborate and learn together. Overall, such a facility enriches the educational experience and supports the diverse needs of community college students

If there is any Ongoing Cost of this item?

No

If so, what is it?

Total

Faculty Member(s)

Total Amount Requested:175000

Equipment

Total Amount Requested:13100

Ongoing Cost: 0

Other

Total Amount Requested:0

Ongoing Cost: 0

Criteria for Resource Allocation

Department Background & Performance

Over the past 3 years (2019-2023), our Anthropology department has focused on creating equity-centered and innovative an academic program and support services to guide students towards their educational and career goals. By revising our curriculum to include diverse perspectives and incorporating interactive and hands-on learning experiences, we ensure that all students see themselves represented and engaged in their studies. Comprehensive support services, including academic advising and tutoring, help students navigate their educational pathways and overcome challenges. These efforts have led to a **steady increase in enrollment by 33%** (from 450 in 2019 to 600 in 2023), **success rates by 5%** (from 75% in 2019 to 80% in 2023), and **retention rates by 5%** (from 80% in 2019 to 85% in 2023). The **fill rate average has also improved by 5%** (from 85% in 2019 to 90% in 2023).

The Anthropology Associate in Arts for Transfer (AA-T) pathway to CSU is designed to align with the Guided Pathways framework, providing a structured, balanced, and supportive route for students. The program map offers a clear, term-by-term course sequence, integrating general education and major-specific courses to ensure timely completion and transfer readiness. This approach supports a holistic educational experience, promoting better academic performance and retention. The inclusion of transferable electives allows students to tailor their education to their interests and career goals, enhancing engagement and satisfaction. Overall, our program's commitment to equity-centered and support services has significantly contributed to guiding students towards their educational and career goals. This semester (fall 2024), we are excited to have a tutor for anthropology for the first time, further enhancing our support services. These efforts are evidenced by positive trends in enrollment, success, retention, and student support activities.

The program data further supports this, showing a **33% increase in sections** (from 12 in 2019FA to 16 in 2023FA), a **33% increase in enrollment** (from 360 in 2019FA to 480 in 2023FA), and a **4% increase in success rates** (from 72% in 2019FA to 76% in 2023FA). Additionally, the Full-Time Equivalent Students (FTES) have shown a consistent upward trend, reflecting the growing demand and effectiveness of our programs. These trends demonstrate the department's success in adapting to different

learning modalities while maintaining high standards of student achievement and satisfaction.

Aligned with: Education Master Plan, College Equity Plan, Facilities & Technology Master Plans

The Anthropology department at Evergreen Valley College has been actively addressing the challenges outlined in the Vision for Success and the Guided Pathways framework, particularly in light of the intensified inequities due to the global pandemic and systemic racism. Over the past three years, our department has focused on creating an inclusive and supportive academic environment that caters to the diverse needs of our students. By revising our curriculum to include diverse perspectives and incorporating interactive and hands-on learning experiences, we ensure that all students feel represented and engaged. Our comprehensive support services, including academic advising and tutoring, have been crucial in helping students navigate their educational pathways and overcome challenges such as income inequality, lack of affordable housing, and food insecurity. These efforts have led to significant improvements in student outcomes, including a 33% increase in enrollment, a 5% rise in success rates, and a 5% increase in retention rates. Additionally, the number of sections offered has increased by 33%, and our Full-Time Equivalent Students (FTES) have shown a consistent upward trend. These achievements demonstrate our commitment to shortening students' time to educational goal completion and eliminating equity gaps in goal achievement, aligning with the broader goals of the Vision for Success and the Guided Pathways framework.

Viability of the program, department or unit, including: immediate health or safety risk, and legal mandates

Our budget requests are essential for enhancing student performance, supporting accreditation, and ensuring fiscal viability. Here's a concise breakdown:

Equipment and Materials

1. **Microscopes and Tools:** Essential for hands-on learning in physical anthropology and forensic analysis, improving student engagement and success.
2. **Dendrochronology Kits and Soil Sieves:** Provide practical experience in dating techniques and fieldwork, crucial for archaeology courses.
3. **Skeletal Models and Field Equipment:** Enhance understanding of anatomy and field skills, supporting higher retention and success rates.
4. **Forensic and Fossil Tools:** Improve forensic anthropology curriculum, fostering critical thinking and application skills.

Full-Time Faculty Position

- **Compliance with "Fifty Percent Law":** Ensures budget allocation to full-time faculty salaries as mandated.
- **Reducing Reliance on Part-Time Faculty:** Addresses limitations on part-time teaching loads, ensuring student needs are met.
- **Program Viability and Quality:** Provides stability and continuity, enhancing education quality and course availability.
- **Accreditation and Legal Compliance:** Maintains full-time faculty presence, meeting accreditation standards and avoiding potential state education code violations.

Impact on Student Outcomes and Accreditation

- **Improved Student Performance:** Enhances learning environment, leading to better engagement, success rates, and retention.
- **Accreditation Support:** Maintains high education standards and adequate faculty staffing.
- **Fiscal Viability:** Ensures program competitiveness and financial stability.

By addressing these needs, we ensure our Anthropology department provides high-quality education, supports student success, and meets all regulatory and accreditation requirements.

Assessment results (could include: SAO/SLO)

Based on the data from the assessment results demonstrate effective teaching methods with high success rates in several Student Learning Outcomes (SLOs). For instance, in Anth-62, 80% of students scored 79% or above in identifying contributors to evolutionary theory, and 97% scored 95% or above in understanding human variation. Similarly, Anth-63 showed strong performance in ethical issue analysis with 100% of students scoring 72% or above. These results indicate a growing demand for anthropology courses and highlight the need for curriculum updates to address areas with lower success rates, such as kinship concepts. The use of diverse learning methods, including videos, articles, and hands-on activities, supports student access, equity, and success by catering to different learning styles. High participation in asynchronous classes further underscores the effectiveness of flexible learning options. Overall, the data reflects a positive impact on student learning outcomes, critical skill development, and academic success, demonstrating the program's commitment to continuous improvement and student engagement.

Additional Resources

Funding Source:

- **Name:** Fund 17 (from the College Budget Committee)
- **Purpose:** To support the development and enhancement of our teaching collection.
- **Specific Uses:** The funds are used to provide students with the necessary materials and resources to effectively learn anthropology.
- **Amount Awarded Last Fiscal Year:** \$5,500

We are committed to building our teaching collection, and this funding directly enhances our quality of teaching. It allows us to provide students with the materials they need to engage in hands-on learning experiences.

Previous use of funds

We have a budget of \$5,500 and are currently collaborating with the department administrator to obtain quotes for ordering new materials. This funding will be utilized to enhance our resources, ensuring we have the necessary tools and materials to support our curriculum and improve student learning outcomes. By securing these quotes, we aim to make informed purchasing decisions that align with our educational goals.

Manager/Vice-President Prioritization

Total Amount Requested

Total Amount Requested by Manager

Itemized List (should equal the total of the Total Amount Requested by the Manager):

Amount Requested

Ranking (1-4) 1 - highest priority 4 - least priority (scores cannot be the same)

Supplies

Supplies Ranking

Equipment

15.93

Equipment Ranking

- Technology
- Technology Ranking
- Other (Contract, Subscriptions, Memberships, etc.)
- Other Ranking

Attach Files

Attached File

IEC Reviewers

- IEC Mentor
Fahmida Fakhruddin
- IEC Second Reader
Robert Brown