**Oakland University Assessment Committee**

**Assessment Plan Template**

**Step 1: Basic Information**

Program Name: Anthropology

School or College your program resides in: CAS

Program Level (check all that apply):

Undergrad X

Master’s ☐

Doctoral ☐

Date Plan Submitted: 02.15.23

Current Assessment Contact Representative (& E-mail): Holly Yatros hyatros@oakland.edu

Current Department or Program Chair (& E-mail): Jo Reger reger@oakland.edu

Current Dean (& E-mail): Elaine Carey ecarey@oakland.edu

**Step 2: Type of Assessment Plan**

**Option A.** Programs that have an external accrediting agency other than the Higher Learning Commission may be eligible to use their accreditor’s response in lieu of following the UAC’s standard process. These programs use the UAC’s ‘external accreditation mapping’ form instead of this form. For more information, please contact the UAC/OIRA liaison Reuben Ternes ([ternes@oakland.edu](about:blank)). Programs without external accreditation should proceed to option B.

**Option B**. If you are not accredited by an external body (or your accreditor’s standards do not meet the standards set by the Higher Learning Commission), then proceed to Steps 3-5 to create your assessment plan. Members of the UAC are always willing to work with individuals from any department to develop or revise their assessment plans. In addition, the Office of Institutional Research and Assessment (OIRA) has some very helpful tools for faculty and departments listed [on their website](about:blank). If at any time you have any questions, need any assistance, or would like to schedule a meeting with any UAC representatives, please contact the UAC and OIRA liaison, Reuben Ternes ([ternes@oakland.edu](about:blank)).

**Step 3: Aligning Program Goals, Student Learning Outcomes, and Assessment Measures**

| **Program Goals** | **Student Learning Outcomes (SLOs) that Correspond with Each Goal** | **Assessment Measure** |
| --- | --- | --- |
| The BA of Anthropology degree provides appropriate knowledge of theory and methodology across the four fields of the discipline. | *Demonstrate Written Explanation(s) and Application(s) of:*  (1) historical and/or modern anthropological concepts  (2) historic and/or modern theories  (3) anthropological methodology | Capstone Research Paper  A randomized sample of collected final research papers from enrolled person(s) in the Anthropology major capstone course AN 4391 will be reviewed by a team(s) of reviewers. Appendix A   * Graded Rubric * Competency Based * Direct Measure |
| The BA of Anthropology degree seeks to develop reading and writing skills that reflect critical and analytical thinking, research skills, and data analysis which can be applied to graduate programs in the discipline and/or applied anthropological fields. | *Apply written evidence to support:*  (4) critical and analytical thinking from scholarly works.  (5) adherence to a correctly written standard of academic formatting. (eg: APA, MLA, etc.)  (6) original research or expansion of work from previous scholarly research. |
| The BA of Anthropology degree prepares graduates with knowledge of future career preparedness in the discipline and/or preparedness to apply for graduate programs within the discipline. | *Demonstrate Explanation(s) and Application(s) of:*  (7) Career prospective in the field of Anthropology (ready to enter workforce) and/or feel prepared for graduate programs. | Capstone Knowledge Capture Quiz  Person(s) enrolled in the Anthropology major capstone AN 4391 will take this quiz at the end of the program. Appendix B   * Graded Quiz * Competency Based * Direct Measure |
| The BA of Anthropology degree teaches the value of active & informed citizenship with a focus on global and cross-cultural awareness. | *Demonstrate Awareness of:*  (8) Understanding their role in both active/informed citizenship and how their skills are transferable into the world. | Anthropology Program Exit Survey  Person(s) enrolled in the Anthropology major capstone AN 4391 will take this questionnaire at the end of the program. Appendix C   * Collected Questionnaire * Content Based * Indirect Measure |

**Step 4: Participation in Assessment Process**

| Who Will Participate in Carrying Out the Assessment Plan | What Will Be Their Specific Role/s |
| --- | --- |
| All FT faculty members in Anthropology | Dr. Jon Carroll will administer all of the assessments to students of the Anthropology Capstone course (Capstone Research Paper, Program Quiz, Program Questionnaire). The Quiz and Questionnaire data will be computed and means reported.  The research paper will be initially graded by Dr. Carroll for purposes of a student grade within the capstone. However, a random selection of papers will be brought to the anthropology assessment committee (involvement will rotate depending on factors of sabbatical) and graded using a rubric (Appendix A). Scores will be discussed and reported. |

**Step 5: Plan for Analyzing and Using Assessment Results to Improve Program**

1. How will you analyze your assessment data?

* Capstone Paper will be graded on a Rubric Scale (Appendix A). Depending on scores, areas of weakness will be identified and discussed for improvement. If students are failing to meet expectations, adjustments to curriculum departmentwide can be discussed to better reach SLOs # 1-6.
* Capstone Knowledge Capture Quiz: Scores for competency will be collected, the means taken. Areas of weakness will be identified and discussed for improvement to reach SLO # 7 more effectively.
* Anthropology Program Exit Survey: Scores will be collected. Means will be reported. Areas of weakness will be identified and discussed for improvement to reach SLO # 8 more effectively.

1. How will you use results to improve your program?
   1. Depending upon the results of the assessment data, Anthropology will use the results to steer how effective the assessments are meeting the SLOs and overall program goals.

**Step 6: Submit Assessment Plan**

Send completed form electronically to [ternes@oakland.edu](about:blank).

APPENDIX A

Capstone Paper Assessment Rubric

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| SLO |  | YES (Provide 1 point for each yes) | No (Score a O) | SLO Score Total |
| 1 | Does the paper address 1 or more historical anthropological concept? |  |  |  |
| 2 | Does the paper address 1 or more historic or modern anthropological theory? |  |  |  |
| 3 | Does the paper apply research methodologies? (Proposed a research question, researched literary support/ suggests potential research design (if applicable), research discussion, conclusion) |  |  |  |
| 4 | Does the paper apply critical and analytical conclusions from scholarly sources? |  |  |  |
| 5 | Does the paper apply proper adherence to a standard of academic formatting? |  |  |  |
| 6 | Does the paper apply original research and/or though and/ or expansion of previous scholarly research? |  |  |  |
| SLO Total |  |  |  | /6 |
| Comments: |  | | | |

APPENDIX B

**Capstone Capture Quiz**

1. You must have a graduate degree in anthropology to work in the field of anthropology?
   1. True
   2. False
2. Which of the following would be the least important for a graduate school application?
   1. A high GPA and/GRE score
   2. Committee / Club Involvement
   3. Having demonstrated a focused research path and strong analytical skills
   4. Meeting departmental chairs at the school in question *before* applying
3. You may start using your anthropology degree in *applied* fields as soon as you graduate with a bachelor’s degree
   1. True
   2. False
4. Which of the following would be the least effective way to market your abilities for a future career in Anthropology?
   1. Submitting your resume or CV to a professional job board such as LinkedIn, Indeed, USA.Gov Jobs, etc.
   2. National or international conference attendance & networking
   3. Networking with peers, faculty, and guest speakers within your field
   4. Posting your skills on a social media platform such as Facebook
5. What type of information should not be found on a resume or Curriculum Vitae?
   1. Education
   2. Personal hobbies and interests
   3. Skills
   4. Academic awards/certifications

APPENDIX C

Anthropology Program Exit Survey

SLO # 8 Understanding their role in both active and informed citizenship and how their skills are transferable in the world.

1. I view the world differently today than when I began my Anthropology program at Oakland University.
2. I have a cross cultural understanding of the diversity of cultures all over the globe.
3. I recognize that I can apply my learned skills to incite public policy changes, generational changes, and socio/cultural changes as I encounter them?
4. I feel prepared to successfully be a part of a multicultural workplace.
5. I know how to locate accurate information that will help me to be an informed citizen in my society?

Response Choices for each will be:

1. Agree
2. Not Applicable
3. Disagree