



CALIFORNIA STATE UNIVERSITY, LONG BEACH
VICE PROVOST FOR ACADEMIC PROGRAMS

Memorandum of Understanding

This MOU has been read and approved by:

Department Chair/Program Director: Robert S. Wilson Date: 4/11/2022
Robert S. Wilson

Dean, College of Liberal Arts : David Wallace Date: 4/12/2022
David Wallace

Vice Provost Academic Programs: Jody Cormack Date: 4/12/2022
Jody Cormack



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Department of Anthropology,
College of Liberal Arts
March 2022

This Memorandum of Understanding outlines the consensus reached by the Department of Anthropology, the College of Liberal Arts, and the Division of Academic Affairs, based on the recently conducted program review (Self-study in June 2018, external review site visit in April 2019, and UPRC report in October 2021). It describes the goals to be achieved, and the actions to be undertaken by all parties to this MOU to achieve these goals, during the next program review cycle. Progress toward goals is to be addressed in an annual report.

The Department offers a 48-unit BA degree in Anthropology, and a 33-unit MA degree in Anthropology with an additional option in Applied Anthropology. At the undergraduate level, the curriculum relies on a foundation of four subfields: archeology, as well as biological, cultural and linguistic anthropology. The graduate programs focus on theoretical and methodological levels in the subfields of cultural and linguistic anthropology.

In their last MOU in 2014 the Department was asked to: 1) Focus on the assessment of student learning, including revising undergraduate and graduate Student Learning Outcomes (SLOs) and implementing direct assessment; 2) Investigate the MA program grad rates and time to degree, implement interventions to improve grad student success, and perform an assessment of results to be reported Nov 2015. The Department has made notable progress toward addressing their previous MOU recommendations, including developing new PLOs, revising and expanding curriculum, and providing more options for a culminating project. Regular direct assessment and reporting on closing the loop activities could still improve.

A number of strengths were identified in the reports, including: Improving transfer graduation rates; good alignment of curriculum with PLO and SLOs; Increased opportunity for research and community engagement high impact practices; and, support for the Department's diverse undergraduate and graduate students in the form of workshops, brown bag lunch sessions, cohort support, and writing support.

Areas of Concern and Opportunities for Development were: faculty resources are expected to be an issue with upcoming retirements, specifically in archaeology; increasing time to degree from 5.5 to 6.0 years; graduate student headcount and degrees awarded has dropped; lack of direct assessment and closing the loop activities; loss of facilities space when PH-2 was remodeled; and, review writing requirements and need for increased advising for graduate students.

It is therefore agreed that the Department will:

1. Implement direct assessment and illustrate that continuous learning outcome data are used to inform decision making. Consistently engage in an ongoing program of direct assessment and closing the loop activities of programmatic and student learning outcomes across the curriculum, providing an annual assessment report (due June 1) including progress made towards the actions agreed to in this MOU to the CLA dean, the Vice Provost for Academic Programs, and the Coordinator of Program Review and Assessment. The review cycle will be from 2018-2027. A comprehensive self-study will be due June 2027 for 2027-2028 Academic Year program review process.
2. Work with the College to develop a plan to ensure that all degrees and courses have adequate faculty support. This plan may include strategic hiring of tenure track faculty and/or lecturer faculty with expertise in niche areas, according to updated priorities and as resources permit.
3. Continue to monitor time to degree through longitudinal data to mitigate any potential barriers to undergraduate student graduation.
4. Monitor and assess fluctuations in headcount and degrees awarded for graduate students.
5. Dialogue with the college in terms of resources and space allocations, particularly in terms of archeology and biological anthropology.
6. Review graduate writing requirements for Applied students to potentially improve time to degree.
7. Increase advising as resources allow for graduate students to have more consistent contact with advisors and mentors.

It is therefore agreed the College of Liberal Arts and CSULB Administration will:

1. Support the Department in its hiring strategy in accordance with priorities and available resources.
2. Develop a plan with the Department to address issues related to resource and space allocations.
3. Provide support to the Department in terms of implementing and annually reporting on direct methods of assessment and closing the loop activities.