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COVER PAGE

INSTITUTION:	IUPUI
COLLEGE:	Liberal Arts
DEPARTMENT:	Anthropology
DEGREE PROGRAM TITLE:	MA in Applied Anthropology
FORM OF RECOGNITION TO BE AWARDED:	Master of Arts (MA)
SUGGESTED CIP CODE:	ANTH
LOCATION OF PROGRAM:	Indianapolis
PROJECTED DATE OF IMPLEMENTATION:	Fall 2009

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MA in Applied Anthropology
to be offered on-campus by IUPUI

Program Overview

Objectives

The Master's of Arts in Applied Anthropology will be constructed around a set of core theory and method courses together with independent research and internships. The degree will take advantage of our departmental strengths in Public Archaeology, Urban Anthropology and Social Policy, International Development, Globalization, Medical Anthropology and Museum Studies to produce students who may choose to follow a targeted curriculum which will allow them to focus on a particular aspect of the discipline, but who will also be well-trained in a broad range of anthropological theories and methods. This integration of three of the four sub-fields in Anthropology (Archaeology, Biological Anthropology and Cultural Anthropology) will make this program somewhat distinctive among graduate programs in Applied Anthropology. Another notable feature of the program will be its emphasis in civic engagement in student research and faculty instruction. This program accords well with current trends in the discipline, which have called for what many term an "Engaged" or "Public" Anthropology; that is, an anthropology which responds actively to both domestic and international policy initiatives and debates. With its emphasis on cultural relativism and cross-cultural comparison, Anthropology as a discipline—and the department at IUPUI—are well-positioned to offer concrete scholarly contributions to contemporary debates. In fact, members of the Anthropology department at IUPUI have actively contributed to these disciplinary conversations on engaged anthropology.

As our departmental external reviewers noted in their report (Fall 2007):

One major strength of the department is the faculty's strong commitment to applied research and teaching. For too long anthropology has been misunderstood by the public--including those members of legislatures who are responsible for providing funding and other kinds of support to state-sponsored universities and colleges—as concerned with bizarre exotic people living far away. That is not what anthropology is today. Anthropologists engage real world issues from indigenous land tenure in Bolivia to illegal immigrants in San Diego. A major field of anthropology is known as applied anthropology in which scholars dedicate themselves to applied research in the community writ large. Such research and civic engagement provides tangible and unavoidable evidence of the role that anthropological instruction and original research can play in the real world. The IUPUI anthropology faculty excel in applied anthropology and are widely recognized in the larger field of the profession for their performance.

We expect that many of our MA students will be drawn from Central Indiana and from surrounding states and that several will be primarily interested in domestic issues. Given the increasing internationalization of IUPUI's campus, however, we also expect that some of our MA students will have a particular interest in international development. Our program is developing a number of key relationships with international organizations which will serve the needs and interests of those students well, including the strategic partnership with Moi University in Eldoret, Kenya and the partnership with Calnali, Hidalgo, Mexico, to name just two of many possibilities. Several of our undergraduate students have

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participated in field schools located outside of the US and two of our faculty members, Susan Sutton and Ian McIntosh, regularly offer summer field schools abroad (Sutton in Greece and McIntosh in Australia). We expect to tailor these programs to accommodate the interests of graduate students as well by providing more rigorous syllabi for them. We will encourage all of our students to seek international experiences when possible, even if they intend to pursue careers in the US as this kind of international breadth has always been part and parcel of the discipline.

Specifically, the program will: 1) Offer residents of central Indiana the opportunity to undertake graduate work in applied anthropology at an urban, public university; 2) Provide additional skills and expertise to those employed in such areas as social work, urban planning, community organizing, public health, community nursing and cultural resource management; 3) Provide a foundation for those wishing to pursue a PhD in Anthropology from another institution.

Civic Engagement

Members of the Anthropology Department at IUPUI have always demonstrated a strong commitment to the values of civic engagement and applied research both locally and globally. For example, the Ransom Place Archaeology Project, directed by Dr. Paul Mullins, is a cooperative project between IUPUI and the Ransom Place Neighborhood Association. The project uses archaeological excavations, oral historical research, and public interpretation to probe the complex confluence of African-American culture, business and consumption, and race and racism in Indiana's capital city.

Dr. Jeanette Dickerson-Putman's on-going work in French Polynesia offers a longitudinal perspective on local changes wrought by the increasing density of global linkages that connect once-remote spaces with international development. In addition, she is now an integral member of the partnership between Moi University in Eldoret, Kenya and IUPUI, conducting research on the social impact of grandparents as custodial parents for children orphaned by AIDS.

Whether in the U.S. or in international settings, the members of the Anthropology Department are involved in a range of projects that utilize insights from Cultural Anthropology, Biological Anthropology and Archaeology in the service of involving our students in public scholarship and of demonstrating our commitment to a cross-cultural perspective on the human condition and to collaborative work with communities. (See below for further information on these and other departmental initiatives).

Graduate Committee

All members of our department will participate in the graduate committee on a rotating basis. Three departmental members will serve in this capacity each year. (Ideally, the committee structure will represent our three disciplinary sub-fields). It will be the responsibility of the graduate committee to review and approve all MA Capstone projects. We currently use this same structure at the undergraduate level for reviewing and approving our Senior Projects.

All department members will review admissions applications and will make recommendations to the graduate committee for acceptance of particular candidates based on the degree of fit between an applicant's professed area of interest and the faculty member's expertise.

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Admissions and Clientele

Direct Admission Requirements

In line with the criteria established by the Indiana University Graduate School, students wishing to be admitted to the MA program in Anthropology would – at a minimum – have to have a Bachelor's degree from an accredited institution, with a GPA of at least 3.0 (on a scale of 4.0). We use as a guideline for admissions GRE scores averaging 500 for the general test, with an analytical writing score of xxx or higher; students who demonstrate other strengths and good preparation for the program may be accepted at the discretion of the Anthropology Department Graduate Committee and with the approval of the graduate school. Appropriate work experience and undergraduate coursework will also be taken into account in making decisions about admission. Thus preference would be given to students with an undergraduate major in Anthropology or a closely related discipline. If students did not have sufficient preparation in Anthropology (that is, at least 15 hours of undergraduate anthropology credits, with at least a 3.2 GPA in these classes), they might be admitted conditionally and/or required to take foundation courses in Anthropology. All incoming graduate students will be expected to take the course, Fundamentals of Applied Anthropology during their first year in the program. In this course, they will meet all members of the department and adjunct anthropology faculty, who will offer short presentations on their own research, as well as receiving an overview of the history of the development of Applied Anthropology as an institutionalized sub-discipline within Anthropology.

For applicants whose native language is not English, or who have not received a degree from a certified American university, a minimum TOEFL score of 79 on the current iBT examination (equivalent to scores of 550 and 213 on prior versions of the examination) would be required. An IELTS score of 6.0 or above may substitute for the TOEFL.

Applicants would be required to submit a statement of interest, three letters of recommendation, an undergraduate transcript and GRE scores. Admission decisions would be made by a three-member Anthropology Department Graduate Committee, and approved by the Graduate Office at IUPUI on behalf of the Graduate School.

Admission Through Combined 5-Year BA/MA Program

Our own undergraduate majors in good standing will have an option of applying to the MA program during the first semester of their junior year. To be eligible for guaranteed admission to the MA program, undergraduate students would have to demonstrate:

- Timely progress toward completion of requirements for the B.A.;
- A GPA of 3.0 overall and of 3.5 in the major;
- Interest in an area of advanced research commensurate with the strengths of the existing Anthropology faculty.

Students who are admitted by this mechanism will be guaranteed admission to the MA program when they complete their B.A. degrees, assuming they maintain the GPA requirements specified above. Students who choose this option can be guided in their junior and senior years to take appropriate courses which will move them toward completion of the MA as well as of the BA and can choose Senior Project

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topics which can then form the basis of an MA project. During their junior and senior years, students accepted into the MA will register for appropriate graduate courses. Up to 16 credits taken during these two years will count simultaneously toward the 34 credit hours required for completion of the BA in Anthropology and toward the MA. MA students will be expected to complete the additional graduate credits required for the 36 credit MA following completion of their BA.

Because the senior project constitutes such an important part of the capstone experience for the BA in Anthropology, BA/MA students will be guided to complete senior projects that will constitute a significant contribution to completion of their MA degrees. Such projects might include a thorough review of the literature relevant to the student's interest in their MA; an internship to prepare for MA-level research, with a shorter report being completed in fulfillment of the Senior Project; or a more modest fieldwork project that will lay the groundwork for the MA. In essence, BA/MA students and their advisors should develop senior projects that will lead directly into successful and timely completion of the MA requirements.

Anticipated Student Clientele

The Department has maintained a record of requests from alumni and from others in the community enquiring as to whether and/or when we have/will have a graduate program in Anthropology and we have evidence that we can expect at least 12-15 applicants to our program in its first few years of operation.

The program has been designed to attract students from a variety of sources and to serve a range of academic needs. We expect to attract individuals with training in other disciplines who want the specialized perspectives and research skills offered by anthropology to enhance their professional training (in such fields as cultural resource management, allied health professions and social services to name a few). We also expect to attract students who wish to further their anthropological education but who do not necessarily intend to work in traditional academic settings. Most of the students would be drawn from the Indianapolis area but we would expect to attract students from a wider regional area as the program develops.

The program will be designed to meet the needs of part-time and currently-employed professionals, and that is why many courses will be offered in the evenings and on weekends. We anticipate that only a few students will be traditional full-time students. Some may wish to use the program as the foundation for pursuing PhD-level graduate training at another institution, but we anticipate that a significant number will go no further than this program, instead seeing it as a means to career development.

It is quite common for graduate programs in Anthropology to accept students who do not have B.A.s in Anthropology. In the case of practitioners, applicants who have some foundation in the social sciences will likely be admitted directly into the program. For students who may have less well-prepared backgrounds, we will suggest that they enroll in one of the Foundations courses as a non-matriculating student to see how they perform. Assuming successful completion of the course, they can then be admitted to the program and successful completion of the course will be recognized.

In those cases where students who have completed a BA from our department wish to continue for an MA (and who were not part of the 5-year BA/MA curriculum, we will work with them to ensure that they can construct a graduate

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program that makes sense and that does not replicate courses they have already completed as undergraduates.

Community Advisory Board

As the program begins to develop, we consider it critical to have community partners and alumni take on a role in shaping the program, including having input into training and internship placements and occasionally taking on adjunct teaching responsibilities. We imagine convening this board as soon as we receive approval to move ahead with program implementation. The Community Advisory Board ensures that we maintain our commitment to Civic Engagement and will also reinforce the potential our program will have to contribute to the Chancellor's new TRIP initiative: Turning Research Into Practice.

Enrollment Limits

Based on the numbers of inquiries received over the years from students about our plans for a graduate program, and on enrollments in other MA programs offered by the IUPUI School of Liberal Arts, we believe it will be most practical to initially limit enrollments to six to eight students per year; limits will be achieved by selecting only the most qualified students from the applicant pool each year. As the program progresses, the number of new admissions may be increased, although we will make sure that the quality of admitted students remains the same.

Financial Support

We anticipate that – at least initially - there will be only limited financial support available for part-time students, since it is assumed that most will be employed outside the university, and thus will either be able to pay their own way, or may even receive financial support from their employers. For full-time students, meanwhile, several sources of potential funding are possible:

- employment as research assistants by faculty with grant funding from external sources;
- support from campus block grants to schools designed to assist faculty with their research or with the development of grant proposals;
- on-campus employment, including working as Teaching Assistants for large sections of our introductory-level undergraduate courses;
- paid internships with any one of a number of government or non-governmental agencies based in Indianapolis.

We also plan to use Federal Work-Study funds to help support TA and RA positions in the department.

Curriculum

The MA in Applied Anthropology will require 36 hours, including a core curriculum consisting of 6 credits of Required Core Courses (Fundamentals of Applied Anthropology; Anthropological Thought); 3 credits of a Methods Course in the students' sub-disciplinary area; 21 credits of Elective Courses and 6 internship or thesis credits. Course electives may be chosen both from within and outside of Anthropology including appropriate cognate courses from programs that are already

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well-developed at IUPUI including Museum Studies; Urban Policy (SPEA); Urban Education; Geographic Information Systems (GIS); Community Nursing and Public History. Depending on their career goals, many students will be encouraged to take courses providing additional training in quantitative methods from outside the Anthropology department from departments including Sociology and Political Science which already offer such courses. This training would be in addition to completing at least one methodology course from within the department. With the approval of their graduate advisor, students may take up to two cognate courses from outside the department which will count toward the MA degree.

Employment Possibilities

There are a wealth of not-for-profit institutions and agencies in Indianapolis and in Central Indiana more broadly where the kind of training in a range of skills, including ethnographic research methods, quantitative analysis, archaeological field methods and osteology are in demand. Hospitals, social service agencies, and health clinics would be potential employers for individuals with graduate training in Biological Anthropology; city planning and community development agencies, historical societies, state archaeologist offices and private contractors would be potential employers for individuals with graduate degrees concentrating on Public Archaeology or Urban Anthropology.

Other Anthropology Graduate Programs in Indiana

Ball State University and Purdue University offer MA programs but neither has the kind of focus on community-based applied research that our program would offer. (Purdue offers a graduate certificate in Social Survey Research but the purview of this program is much narrower than what we would offer). IU Bloomington has a PhD program in Anthropology but does not offer a terminal MA.

Program Description

Major Features and Objectives

From its inception in 1980 to the present, The IUPUI Anthropology Program has offered the only undergraduate degree in the state with a concentration in applied anthropology (and we are one of the few undergraduate departments nationally with a focus on Applied Anthropology). Thus, for nearly a quarter of a century we have recognized that the skills and perspectives intrinsic to Anthropology, especially with respect to the emphasis in the discipline on understanding human diversity and on cross-cultural comparisons, have particular value in dealing with contemporary issues and problems. The development of a graduate degree in Applied Anthropology is both a natural extension of this work and a significant enhancement of our desire to meet the stated Mission of IUPUI to provide an opportunity for excellence in "civic engagement, locally, nationally and globally." As a discipline which has long been engaged in the holistic study of human diversity across time and place, Anthropology is well suited for dealing with issues arising from the increasing ethnic heterogeneity that characterize urban settings like Indianapolis.

Anthropological research skills encompass a broad range of proficiencies across the spectrum of both qualitative methods, including ethnographic methods, university- community collaborative archaeology and quantitative methods such as population statistics and laboratory work on artifacts that are useful in a variety of applied contexts. In addition, our area of concentration in Biological Anthropology provides a particularly strong foundation for addressing policy issues involving

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health and illness. Similarly, the anthropological interest in human material culture and its interpretation lends itself to investigating concerns regarding community identity, historic preservation and education.

We live in a world marked by a range of crises including neighborhood disinvestment; the global spread of AIDS/HIV and other infectious diseases; and growing economic inequality. In addition, societies all over the world are faced with the imperative to document and redress the erasures of ethnic and racial identities and divisions that have marked our histories, areas of expertise claimed by many of our faculty members. As Kedia (2008: 15) notes, "Confronting these issues not only requires trained personnel who understand the dynamics of multiple cultures, societies and economies, but also the mechanics and imperatives of funding that must be in place to support such research. Anthropologists can inform programs and policies affecting local communities and the activities of funding agents by helping ensure best practices through advocating proper considerations, precautions, and follow-up measures."

Providing educational opportunities for the citizens of Central Indiana is another key component of our University's mission. A Master of Arts Degree in Applied Anthropology would be the only such degree offered in the state of Indiana. Furthermore, by tailoring this program to take advantage of existing strengths within the department, allowing students to fashion programs that emphasize different areas of interest, we would be able to serve a wide constituency and address multiple needs within the community. Finally, by emphasizing applied research through independent study and internships, the program will provide an important service to the community in a variety of areas including public health, museum education, and community development.

The major features of the program include an ability to select from multiple courses representing three of the four sub-disciplines of Anthropology; student curricula can be tailored to fit existing faculty expertise and student needs. The program emphasizes experiential learning but does so in the context of discipline-specific theory and methodology. The program is naturally interdisciplinary and would draw on and further develop ties with other disciplines within Liberal Arts (Sociology, Communication Studies, Geography, Museum Studies, Political Science, Public History) the University (Public Health, Nursing, Social Work, Public and Environmental Affairs, Herron School of Art and Design, and the School of Education) and the larger community (local and regional museums, historical societies, neighborhood associations, umbrella organizations such as the Urban League, city and state government and *La Plaza*, a coalition of several organizations dedicated to serving the needs of Central Indiana's growing Hispanic population.

The initial inventory of courses below is intended to demonstrate that even with our existing faculty, students can emphasize possible areas of concentration by fashioning programs that reflect their particular interests. Students will not be required to follow set tracks but depending on the particular sub-discipline they wish to pursue and on their faculty advisor's area of expertise, some students may choose to focus primarily on an area such as Biological Anthropology, Archaeology or Cultural Anthropology. Depending on career goals, other students may wish to pursue a more broadly-constructed program of study. This parallels the flexibility that characterizes our undergraduate requirements.

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Requirements for the MA in Applied Anthropology

Total requirement: 36 credit hours

6 credits of Required Core Courses

3 credits of a Methods Course within the student's chosen subdiscipline

21 credits of Elective Courses

6 internship or thesis credits

ELECTIVES

Anthropology, in most departments, comprises 4 sub-disciplines: Cultural Anthropology, Biological/Physical Anthropology, Archaeology and Linguistic Anthropology. The Anthropology Department at IUPUI offers courses in all of the sub-disciplines with the exception of Linguistic Anthropology. As is the case in our undergraduate curriculum, students are able to specialize in one of the three sub-disciplines, if they so choose, by making judicious selections among our course offerings in consultation with their academic advisors. The same process will be implanted in the MA program. While all students will earn the same MA in Applied Anthropology, students may choose to have a specialization in Cultural Anthropology, Biological/Physical Anthropology or Archaeology.

Given the relatively small size of our faculty, our offerings compare very favorably with many other MA programs in Applied Anthropology, including programs with much larger faculties (see Appendix D).

Specific curriculum

- **Required Core courses (6 cr.)**
E501 Fundamentals of Applied Anthropology
A565 Anthropological Thought

- **Methods Courses (3 cr.; choose at least one):**

Anthropology E404/E504: Field Methods in Ethnography
Anthropology A5XX: Theory and Methods in Biological Anthropology
Anthropology P502: Archaeological Method and Theory

Electives (21 cr.)

- Additional courses will be offered in a range of topics under the following variable course numbers:

A460/A560: Variable Topics in Cultural Anthropology
P460/P560: Variable Topics in Archaeology
B460/B560: Variable Topics in Biological Anthropology

The following courses will be listed as electives (cross-listed as 400/500 level courses)

Community Archaeology*
Anthropology of Democracy*
Anthropology of Poverty
Anthropological Approaches to Social Policy
Historical Archaeology*

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Modern Material Culture
The African Diaspora
Paleoanthropology
Truth and Reconciliation
Diseases and Human Evolution
Human Osteology
Field Methods in Ethnography
North American Indians

Stand-Alone Core Courses

Fundamentals of Applied Anthropology*
Anthropological Thought*

* Courses already approved by School of Liberal Arts Curriculum Committee

Other graduate-level course syllabi will be reviewed by the Graduate Curriculum Committee during Academic Year 2008-09.

Building on the areas of expertise of current faculty, we will be able to offer MA students the opportunity to focus on the following areas of concentration:

- Museum Collections and Public Interpretation (see appendix A)
- Biological Anthropology
- Contemporary Issues in North American Policy
- Community Archaeology
- International Policy

Credits (6 cr.) for Capstone Activity

For completion of the MA, the student will be required to complete either an internship, which involves writing a report for the organization or agency, or completing a more traditional MA thesis (see below). A third option, consisting of writing an article eligible for publication in a peer-reviewed journal, can also be completed in partial fulfillment of the requirements for the MA degree.

- ***Internship Option (6 cr.)***

For this option, a student will be placed with a non-governmental organization, a city or county agency, a museum or other Cultural Resource Management organization, or a community-based organization and will arrange with the sponsoring organization to complete an applied project that will be mutually agreed upon by the Graduate Committee of the Anthropology Department and by the organization. Our expectation will be that the student will produce a substantive piece of work that demonstrates research skills as well as providing a service to the organization or agency. Such reports might be consist of undertakings such as program evaluation, needs assessments or exploring the feasibility of extending services. The ethnographic skills that are the hallmark of anthropological research are readily applicable to such endeavors. In fact, "Evaluation Anthropology" is now recognized as an emerging subfield in the discipline. The National Association for the Practice of Anthropology (NAPA), for example, published an issue of their journal, *NAPA Bulletin*, in 2005. As Copeland-Carson and Butler write in their introduction to this publication, "At one end of he continuum, multiple disciplines now apply anthropological theory and

methods to the solution of evaluation problems. At the other end, anthropologists are engaging the approaches of evaluators to built evaluations of how things work in their cultural context, producing fascinating new data that if seriously mined, can inform the production of anthropological theory" (Copeland-Carson and Butler 2005: 1; see also Copeland-Carson 2005). In other words, we believe (as do many anthropologists) that applied work is entirely consistent with the goals of serious research.

Note: The internship may be taken for variable credits depending on the amount of contact hours with the equivalence of 50 hours per credit hour unless constructed as a graduate assistantship in accordance with Anthropology department policy in which case the contact hours may be greater.

The internship will be evaluated and graded on the basis of the nature and quality of their work with that institution. The student will provide an internship report in which he or she includes reflections on the internship experience, along with a substantive piece of work that contributes to the mission of the organization. The final grade will be assigned by the faculty advisor with input from the on-site internship supervisor. The Anthropology Department faculty advisor would be responsible for approving the placement of the student and for defining the specific requirements of the internship. The Anthropology Department has a long history of having undergraduate students complete such placements with local organizations, and has a well-developed network of organization and agencies that would be suitable placements for Anthropology MA students. (Please see page 16 for a list of specific sites).

▪ ***Thesis Option*** (6 cr.)

For this option, a student would develop and write a thesis supervised by a three-member committee of full-time faculty. In most cases, the thesis would explore a research question related to some aspect of the urban setting of greater Indianapolis and Central Indiana, and would demonstrate the ability of a student to work independently on that topic, and to apply both theoretical insight and methodological skills to a substantive issue. A student would be required to successfully defend the thesis before his/her committee. Where deemed appropriate, arrangements can be made and in keeping with the student's career plans and interests, internships may be arranged in other places (for example, Washington DC) or in other countries.

The thesis is not specifically intended to prepare students to go on to complete a PhD, but is rather designed to allow the student to bring together themes from their course of study in the MA into a significant research exercise. We will encourage students to undertake theses based on their own collection of original data but in some cases, a review article of publishable quality may be appropriate. In either case, students will produce a proposal that must be approved by the student's advisor and committee. This structure is already in place for our undergraduate senior projects.

▪ ***Evidence of Publishable and Professional Research*** (6 cr.)

Rather than producing a traditional MA thesis, in accordance with the student's advisor, students will be allowed to write a research paper that is assessed to be publishable in a refereed journal. Alternatively, for students primarily interested in a focus on Museums or in Cultural Resource Management, the advisor might suggest that the student develop and produce a public exhibit in Indianapolis or

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Central Indiana; lastly, students may be permitted to produce a report that contributes significantly to a policy issue in Indianapolis or Central Indiana. These are all appropriate options for a program that aims to produce students engaged in applied research who will contribute to IUPUI's emphasis on the TRIP initiative: Translating Research into Practice. In cases where the faculty advisor and student wish to pursue research outside of Indianapolis and Central Indiana, projects may be undertaken in other settings, either within the US or abroad, with the faculty advisor's and graduate committee's approval.

- ***Evaluating "Scientific Merit"***

Student articles may be submitted for publication to a variety of peer-reviewed journals that focus on Applied Anthropology, including *Human Organization*; *Practicing Anthropology*; *National Association for Practicing Anthropologists (NAPA) Bulletin*; *Anthropology in Action*. In addition, a range of other key journals in the discipline also feature articles based on applied research. Lastly, students may also wish to submit their work to an interdisciplinary policy journal such as *Social Forces*, *Critical Social Policy* and others. Scientific merit will also be assessed by the Graduate Committee. In cases where reports are submitted to organizations and agencies, personnel from those organizations will be asked to evaluate the merit of student work.

AREAS OF CONCENTRATION

As a smaller department, we do not envision having a "track" system in place for the graduate MA; rather, we are suggesting that our offerings are varied enough that students can construct individually tailored curricula that allow them to acquire both a solid foundation in Anthropology while at the same time developing specific areas of skills and expertise that will make them attractive hires for jobs both in and outside of the Academy. Indeed, our department has always embraced the "4-field" vision of Anthropology and has emphasized to our undergraduate students the importance of synthesizing perspectives from all of the subfields in Anthropology including Archaeology; Biological Anthropology and Cultural Anthropology. (As we do not have a Linguistic Anthropologist in our department—the 4th sub-field in Anthropology), we place somewhat less emphasis on that aspect of the discipline).

At the same time, we recognize that graduate students will enter our program with the expectation that they will be specifically trained to take on a professional role in a particular area, be it in social services, cultural resource management, international development or many other options. Therefore, we are proposing sample curricula below, which illustrate how MA students will be able to use our existing and proposed roster of courses to construct programs that are tailored to the student's particular interests.

We will have rotating "special topics" courses in addition to the specific topic and area courses listed below, and these special topics can be proposed in a timely fashion to conform to interest and demand among both our undergraduate and our graduate students. In addition, faculty research projects have been critical to the emergence of a number of nexuses of concentrations in the department that have engaged students and have created new demands. The development of our department's Historic Archaeology program, to name one example, is a model for how the work of Paul Mullins in Ransom Place engaged and involved students in fieldwork, thereby creating a demand for such courses. The addition of Public Scholar Larry Zimmerman to the department in 2005 built upon that foundation, adding work with Native American communities and the partnership with the

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Eiteljorg Museum to the array of courses and concentrations the department has been able to offer. Jeanette Dickerson-Putman's work with the Moi Program in Kenya; Gina Sanchez Gibau's work with the African Diaspora; and Susan Hyatt's fieldwork project on the Eastside of Indianapolis have similarly drawn students into arenas where they have been able to make meaningful contributions as both researchers and citizens.

Faculty advisors will be assigned to in-coming students based on the fit between their interests and the particular faculty member's area of expertise. Students will always be able to change advisors if necessary. MA students will work with their faculty advisors to plan their course of study, including identifying cognate courses in other departments in SLA as well as in other schools that will enhance their training and expertise in specific areas. MA students will be able to take up to two cognate courses in other departments to complete their requirements for the MA in Applied Anthropology. Cognate courses may include courses in Quantitative Methods from the Sociology Department; Courses in State and Local Government from the Political Science Department and Courses in the use of GIS from Geography.

Cross-listed Courses

While we will strive to offer a reasonable number of core courses that will enroll MA students only, given the range of our sub-disciplinary offerings and enrollment requirements, many courses will necessarily need to be listed as combined upper-level undergraduate courses and MA courses. The independent research and internship components of the program will involve work with a Graduate Committee ensuring an appropriate level of training and supervision for MA-level students. In addition, students will be able to register for MA-level cognate courses in other departments, including (among others) Museum Studies; Geography; Public History and others as appropriate.

According to the curriculum at the Bloomington campus, there are an average of 15-20 graduate/undergraduate course offerings per semesters. They are either advanced level (400) courses approved for both graduate and undergraduate credit or they have a graduate and an undergraduate number.

We are confident that given our faculty's areas of expertise, research records and excellent teaching evaluations, we can offer courses that will challenge our graduate students to produce work commensurate with other MA-level graduate programs.

Current Faculty: Academic Year 2007-08

Jeanette Dickerson-Putman (Associate Professor, Adjunct Associate Professor of Women's Studies and International Studies IUPUI and Anthropology-Bloomington): Dr. Dickerson-Putman's research examines economic development, gender and development, aging, life course transitions, and applied anthropology in Oceania and Western Europe. In addition to her long-term work on effects of development and globalization on the French Polynesian island of Raivavae (described above), Dr. Dickerson-Putman is also working on a new project in conjunction with IU Medical School's partnership with Moi University School of Medicine. In the context of that research, she is looking at the role played by grandparents who are acting as caretakers for children orphaned by the AIDS epidemic.

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Gina Sanchez Gibau (Associate Professor; Faculty of University College): Dr. Gibau examines the processes of social identity development among African Diasporic populations. Her ongoing research focuses specifically on the global Cape Verdean diaspora. Her most recent project involves the study of transnational and diasporic identity formation among Cape Verdeans in cyberspace. Dr. Gibau also has interests in the multiple articulations of gender, race and ethnicity in North America. She is the co-treasurer of COPAA, the Consortium of Practicing and Applied Anthropology.

Kathryn Christine Glidden (Lecturer in Anthropology, Archaeology Lab Director): Ms. Glidden's research examines Historical Archaeology, Bioarchaeology, Osteology, Archaeological and Physical Anthropology Laboratory Methods. She directs the Archaeology Lab and is the Project Coordinator for the Indianapolis Cultural Trail Project.

Susan Brin Hyatt (Associate Professor): Dr. Hyatt has worked extensively on issues of urban poverty, grassroots movements and social policy in both the US and the UK. After teaching at Temple University in Philadelphia for 8 years, Hyatt joined the Anthropology Department at IUPUI in January 2005. Here she is working on a research project with the participation of anthropology students entitled, "Community Organizing and Civic Participation on the Near Eastside: An Interdisciplinary Community Partnership." The research has received funding from the Center for Service and Learning at IUPUI. Hyatt and her students are devoting special attention to the problems of predatory lending and housing foreclosure in Central Indiana.

Elizabeth Kryder-Reid (Associate Professor, Director of Museum Studies) With a background in Anthropology, Art History, and Public History, Dr. Kryder-Reid teaches "Introduction to Museum Studies" and "Museum Methods," as well as courses in archaeology. She directs the Museum Studies undergraduate and graduate programs and supervises the internship program. Dr. Kryder-Reid serves on the Eiteljorg Museum Indian Market Task Force, and the Indianapolis Museum of Art Oldfields Committee. Her research interests are in landscape archaeology and history, and the public presentation of the past at historic sites. Her current work is on the California missions and their landscapes and, more broadly, on the impact of heritage sites in their communities.

Paul Mullins (Associate Professor, Department Chair): Dr. Mullins' research examines the relationship between race and material culture. He is the author of *Race and Affluence: An Archaeology of African America and Consumer Culture* (1999), which received the 2000 John L. Cotter Award from the Society for Historical Archaeology. He directs the Ransom Place Archaeology project. He is also the author of *Glazed America: A History of the Doughnut* (in press).

Susan Buck Sutton (Associate Dean for International Affairs (IUPUI); Chancellor's Professor of Anthropology; Adjunct Professor of Women's Studies (IUPUI) and Anthropology (Bloomington): Dr. Sutton examines International education and programs; modern Greece; and migration, settlement, and the construction of community in contemporary life. She is the author of *The Landscape and People of the Franchthi Region* (1987); *Constructed Meanings: Form and Process in Greek Architecture* (1995); and *A Contingent Countryside: Settlement, Economy, and Land Use in the Southern Argolid Since 1700* (in press). Dr. Sutton is President-Elect of the General Anthropology Division of the American Anthropological Association, 2004-7.

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Richard E. Ward (Associate Dean for Student Affairs, Professor of Anthropology and Dentistry, Faculty of University College): Dr. Ward's teaching and research focus on human variation, growth and development, human nature and human adaptability from the biocultural perspective, and the study of facial variation in congenital syndromes. He has received the Frederic Bachman Lieber Award for Outstanding Teaching and the Glenn W. Irwin Experience Excellence Award, and he has been named the Outstanding Academic Advisor in Liberal Arts and received the Outstanding Liberal Arts Resident Faculty Award.

James Watson (Assistant Professor): Dr. Watson's research examines health and disease in prehistoric populations through their skeletal remains. His focus has been on the decline in human health associated with the adoption of an agricultural lifeway in the North American Desert West. He is also interested in the interaction between disease and culture in modern indigenous groups (particularly Type-II Diabetes). He is a co-director of the La Playa Burial Rescue Project, conducted in Sonora, Mexico.

Peg (Marjorie) Williams (Trustees Lecturer): Ms. Williams' teaching and scholarship examine cultural discourse on the web, narratives of childbirth, gender, Delaware Indians, Acoma Pueblo, popular culture, and Lebanon. For information on her project at Moi University, Kenya visit Global Visits or see the project photo album.

Larry J. Zimmerman (Professor of Anthropology & Museum Studies, Public Scholar of Native American Representation) An anthropologist specializing in the archaeology of the Great Plains and Midwest, Dr. Zimmerman is Public Scholar of Native American Representation. His position is partly supported by the Eiteljorg Museum where he works with the curators and other staff members on a wide range of American Indian issues. Dr. Zimmerman is active in a number of organizations. He is now Vice-President of the World Archaeological Congress and an elected member of the Ethics Committee for the American Anthropological Association, as well as chair of the Register of Professional Archaeologists' Nominations Committee. He has served as chair of the Ethics Committee for the Society for American Archaeology and chair of that organization's Native American Scholarship Committee. He is author or editor of twenty books and more than 200 articles, chapters, reviews, and technical reports. He teaches several courses in anthropology and museums studies related to Native Americans, as well as Museum Collections. His research interests include Plains/Midwest archaeology, ethics in archaeology, relationships between indigenous people, museums and archaeology, and public archaeology. He has recently started a project on the archaeology of homelessness.

ADJUNCT FACULTY

Ian McIntosh, PhD, Director of International Partnerships

Dr. Ian McIntosh is the Director of International Partnerships at IUPUI and an adjunct Professor of Anthropology in the IUPUI School of Liberal Arts. He has an established career as an applied anthropologist and social entrepreneur with a strong focus on human rights and environmental activism. Specific interests include Australian Aborigines, the global Indigenous rights movement, and post-colonial reconciliatory trends. He Most recently he has worked to establish a strategic partnership between IUPUI and Moi University – an institution to institution partnership that creates a bi-national community of collaboration and dialogue, pulling each institution into an ever deepening relationship of mutual benefit and giving each a solid, long-term base of operations in the other country.

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Resources required for implementation

We have concluded that no new full-time faculty members are needed immediately for this program, for the following reasons:

- All graduate courses will (at least initially) be taught either (a) by full-time faculty or (b) by appropriately qualified part-time faculty.
- A limited number of combined undergraduate/graduate credit courses will be used until resources allow development of separate graduate courses
- Departments within the IUPUI School of Liberal Arts that have fewer or similar numbers of FTE – for example, Geography, Philosophy, and Spanish - already offer MA programs.

Having said this, however, we may need to recruit a few additional part-time or adjunct faculty members to (a) teach or team-teach some graduate courses and (b) supplement our introductory undergraduate offerings, replacing full-time faculty who are teaching graduate courses. By planning strategically, we are confident that the costs of part-time faculty can be met out of tuition.

Over the longer term, we hope to be given the opportunity to recruit additional tenure-track faculty to help meet anticipated growing demand for our undergraduate and graduate offerings, especially in the area of Medical Anthropology. This area of concentration would be an excellent fit with our Medical Humanities program and with the Life Sciences focus of the IUPUI campus.

Rationale for the Degree

Overview

As cities like Indianapolis deal with a range of changes, including the shift from a manufacturing base to a service and information economy; changing demographics and the influx of new populations, primarily but not exclusively Latinos; policy initiatives aimed at downtown development and the creation of Indianapolis as a "destination" city; the challenge of providing social services and other public amenities in a time of decreasing federal, state and local resources; and a host of other challenges, the need for trained professionals who can offer a qualitative perspective on the multiple effects of such changes on local populations is vital.

There is no other program in the region that embraces the holistic approach to human problems that is the hallmark of anthropology, and in a time of rapid change, such a perspective complements approaches taken by other disciplines, such as Public Policy and Sociology, that tend to use mostly quantitative and survey research methods. Anthropology's focus on communities and on capturing the perspectives of both "ordinary" citizens and policy-makers adds another dimension to our understanding of how social change is experienced by people living in urban neighborhoods and by policy-makers and political actors who implement such changes. This ethnographic understanding of life on-the-ground is key to developing policy and programmatic recommendations that will have the potential to transform community life in the greater Indianapolis region.

A sample of projects in the department that demonstrate the capacity to link with local institutions would include:

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- Paul Mullins developed his award-winning Ransom Place project, which has worked for several years with the local African-American community displaced by IUPUI's expansion. The project involves oral history and public archaeology. His work has been supported by a range of community and IUPUI grants.
- Richard Ward has worked in several applied biomedical anthropology projects, specifically Cross-Cultural Longitudinal Assessment of Fetal Alcohol Spectrum Disorders, a collaborative multi-community study aimed at identifying features for early detection in varied ethnic and cultural groups.
- Susan Hyatt is working on a long-term community-based project on Indianapolis' near eastside in collaboration with a neighborhood organization, Organization for a New Eastside (ONE). ONE focuses primarily on the issue of predatory lending and foreclosure in addition to dealing with other issues of neighborhood disinvestment. The project currently involves undergraduates in community research and has received seed funding from the Center for Service and Learning.
- Elizabeth Kryder-Reid and the other Museum Studies faculty have developed applied research projects in area museums including visitor studies analyses at the Eiteljorg Museum, Indiana Historical Society, The Children's Museum of Indianapolis, and the Indianapolis Museum of Art. They have also developed educational programming for museums such as Conner Prairie, the Eiteljorg, and the Indiana State Museum and interpretive exhibits for the Indiana State Library, the Indianapolis Museum of Art, and the Colonial Eli Lilly Civil War Museum

These are just examples of local projects that could easily be sites for applied research and learning undertaken by MA level students.

Institutional Factors

Few institutions could be more ideally suited to offer an MA in Applied Anthropology that will draw heavily on engagement with local organizations and agencies. As a major city, in addition to its role as the State Capital of Indiana, Indianapolis offers a range of sites for collaborative research undertaken by MA students trained in Anthropology. In addition, Anthropology's disciplinary emphasis on such topics as Human Diversity, Globalization and Migration are particularly useful perspectives that can make valuable contributions to understanding social and cultural factors shaping the current contours of Indianapolis.

Contribution to the School, Campus and University Mission

Members of the Anthropology department at IUPUI have always demonstrated a strong commitment to the values of civic engagement and applied research both locally and globally. These ideals of civic participation and community service are values for which IUPUI is already widely known and recognized. In addition to initiatives in Central Indiana, for example, faculty members Jeanette Dickerson-Putman and Ian McIntosh are also involved with such international initiatives as the Moi Project, which links IU Medical Center with Moi Medical College in Eldoret, Kenya, to conduct a study of the social consequences of the AIDS epidemic. Our newest faculty member, Dr. James Watson, focuses on the decline in human health associated with the adoption of an agricultural life way in the North American Desert West and is interested in the interaction between disease and culture in modern indigenous groups (particularly Type-II Diabetes). He is a co-director of the La Playa Burial Rescue Project, conducted in Sonora, Mexico, which

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involves undergraduates in research in Central Mexico through a summer field school.

Anthropology Department faculty have long put into practice IUPUI's commitment to serving Indianapolis and Central Indiana. Through the Senior Projects conducted by our undergraduate majors, we have established excellent links with local institutions, agencies and organizations in all of our major sub-fields, Cultural Anthropology, Biological Anthropology and Archaeology.

In Archaeology, such projects would include:

- Recreating the history of Indianapolis' near Westside in collaboration with the Ransom Place Community Association;
- Working with Martin University to engage at risk youth in archaeology projects;
- Investigating grave markers at Spring Valley Cemetery.
- Developing public educational programs with the Indiana State Museum
- Developing collections policies and strategic plans for cultural heritage collections in museums, historical societies, and other cultural institutions

In Biological Anthropology, students have:

- done research on primates at the Indianapolis Zoo;
- have assembled animal skeletons for use in teaching;
- Participated in the Eye Care Mission, a Bloomington-based organized which sends students abroad to carry out basic optometry examinations.

In Cultural Anthropology, students have completed internships and placements with a range of local organizations including:

- Organization for a New Eastside;
- Wheelers Boys/Girls Club;
- Day Spring Center for homeless women and children;
- Martin Luther King community center;
- Upward Bound
- Exodus, an organization which assists new immigrants and refugees adjusting to resettlement in Central Indiana;
- Indianapolis Historical Preservation Commission;
- Indianapolis Art Center
- Indianapolis Humane Society

and many others.

All of these connections and partnerships form a solid basis for an expanded list of additional organizations where MA students could be placed and all of these sites have opportunities for utilizing the more advanced skills that MA students would bring to research and internships undertaken with these groups. In addition, these internships will prepare MA students for careers in which they contribute to the work of such organizations. It is this breadth of civic engagement that is the hallmark of the IUPUI campus and that is one of the measures of its commitment to contributing to the climate for diversity in Indianapolis and at IUPUI. The Anthropology Department has long been at the heart of this mission and the MA program will enhance our capacity to participate in carrying out these goals.

The Internationalization of the IUPUI Campus

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In Spring 2007, the IUPUI Office of International Affairs issued a "Strategic Plan for a New Era of Internationalization" at the Indianapolis campus. As the strategic plan states, "We envision IUPUI as a leader in developing new modes of internationalization that make our city, state and the two university systems to which we belong not only a "crossroads of America," but also a "crossroads of the world." We will do this by building new forms of collaboration that enhance all involved, and strongly positioning IUPUI in the global networks that are driving economic, political and cultural change in the 21st century."

It is no coincidence that two anthropologists are central to this vision: Susan Sutton, Associate Dean of International Affairs and Ian McIntosh, Director of International Partnerships. Through the establishment of Memoranda of Understanding with institutions all over the world, both have made significant contributions to making IUPUI very much a global campus. At the undergraduate level, courses in cultural anthropology help prepare our students from Indiana to successfully negotiate living and learning abroad and anthropology majors have participated in three summer study abroad programs taught by Anthropology faculty: Susan Suttons' long-running course, "Modern Greece: Images and Realities;" Ian McIntosh's more recent summer offering, "Topics in Applied Anthropology: Aboriginal Australia;" and Hilary Kahn's course, "Culture and Service in Jamaica: The Global and Local Contexts." All of these courses can be extended to include MA students. Anthropology has long been at the forefront of the study of transnationalism and globalization and as these topics become increasingly important at IUPUI, the Anthropology Department is particularly well-positioned to assist in teaching courses and in helping our students develop areas of expertise that will enhance IUPUI's further involvement in the international community and as an environment that fosters a sense of meaningful connections with the wider world.

Relationship to Existing Degree Programs

The MA in Applied Anthropology will be a program with links to several other professional programs based in Indianapolis including the IU Dental School; SPEA; The School of Social Work; The IU School of Nursing; and the School of Education. Among our faculty members, many of us already have connections to these professional programs and faculty in those schools have expressed support for collaborating with our MA students who have an interest in contributing our disciplinary perspective to the work carried out by members of these professions. A cultural anthropologist who has been trained to understand and value cultural diversity, for example, can contribute to programs intended to serve Indianapolis' increasingly multi-cultural population.

The Department of Anthropology already houses the interdisciplinary Museum Studies graduate program which offers an undergraduate certificate (18 cr. hrs.), graduate certificate (18 cr. hrs), and Master's degree (36 cr. hrs.) The content of the Museum Studies curriculum and the proposed Anthropology degree are mutually complementary (see Appendix A). The deep disciplinary grounding in Anthropology will offer Museum Studies students subject area elective courses to develop a cognate area (such as Native American studies), while the Museum Studies curriculum offers Anthropology graduate students skill building technically-focused classes suitable for those who want to apply their anthropological knowledge in an anthropology museum as a collections manager or an education program director.

Within the School of Liberal Arts at IUPUI, the only other MA program with any overlap at all is the Sociology MA. As disciplines, Sociology and Anthropology have some areas of overlap but there are important areas of difference as well.

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Most significantly, the hallmark of Cultural Anthropology's qualitative methodology is participant-observation undertaken with very small population sizes; Sociology tends to rely more on survey research and quantitative methods with much larger sample sizes. Depending on the kind of work our students might want to take on in their careers, we would encourage our students to take a methods course in Sociology as well as in our own department. The Sociology Program also emphasizes issues such as Work, Sexuality and Gender, and Family Studies, areas which are not as well-represented by the faculty in the Anthropology Department. In addition, Anthropology brings together four subfields, three of which are well-represented at IUPUI—Cultural Anthropology, Archaeology and Biological Anthropology, giving us a very different perspective on human diversity from that embraced by other disciplines in the Social Sciences.

Transferability

Because approval for the graduate courses in this program has been and will be secured through the normal curriculum committee procedures of the IU Graduate School, there should be no difficulty transferring credit within the Indiana University system, nor to other institutions within the state. Course numbers are standardized throughout the IU system, and – while we do not expect that many students will want to transfer between campuses, given that many of those in our program seeking a terminal MA will be professionally-oriented – there should be no problems making transfers.

Demand and employment factors

In keeping with the emphasis of the Indianapolis campus, the MA in Applied Anthropology will serve the interests of non-traditional students and students who are employed part-or-full time while undertaking the MA program. Most classes will be taught at night and on occasion on Saturdays. Our emphasis on completing the MA through an internship or placement with an agency might pose some scheduling issues for some students; on the other hand, it also offers them an opportunity to acquire additional work experience and credentials. The thesis option will also be an option for students who cannot schedule an internship or practicum as the capstone to their MA studies. We expect there to be intense interest in the Applied MA program from practitioners in Indianapolis, from our BA graduates, and from graduates from other Anthropology programs in Indiana (primarily Purdue and Ball State) as well as from neighboring state.

As populations become more diverse and as mid-level and provincial cities like Indianapolis are increasingly confronting a wide range of social changes, we anticipate the MA in Applied Anthropology as being very marketable to governmental and public sector agencies, non-profit organizations and private industry.

Regional, State, and National Factors

Applied Anthropology is one of the fastest-growing areas of specialization in Anthropology departments nation-wide. The Department of IUPUI was a founding member of the major association of Applied Anthropology programs, COPAA—the Consortium of Practicing and Applied Anthropology programs. At present, the leading Applied Anthropology programs in the country are members of COPAA, which lists 24 participating departments on its website. The only program geographically located anywhere near Central Indiana is at the University of Kentucky. The University of Toledo and Purdue University offer MA programs in

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Applied Social Research but these are far more specific and narrowly defined programs than the MA program we envision.

We believe that this program will have long-term benefits for the City of Indianapolis and for the State of Indiana (and possibly beyond). According to research conducted by the Sagamore Institute, a local think-tank, Central Indiana is becoming increasingly diverse due to new waves of immigration. According to a June 2007 report ("Indiana Immigration and Workforce Patterns"), immigrants make up only 4% of Indiana's population compared to the national average of 12% (p. 6). However, "the state ranks 12th in the percent change of its foreign-born population since 2000" (p. 6). This represents a 30% increase in immigrants in Indiana compared to the 16% growth elsewhere.

Furthermore, much of this growth in immigrant populations in Indiana has been concentrated in the greater Indianapolis region. As the report states: "Indianapolis is beginning to swap places with the northern and Chicago-to-Lafayette corridors as the chief draw in Indiana for the foreign-born" p. 12). Again, with its focus on understanding human diversity in all of its manifestations, the IUPUI Anthropology department is well-positioned to make significant contributions to the city and state in facilitating the successful absorption of these new populations. In addition, foreign companies are increasingly considering the advantages of Central Indiana as a viable site for locating manufacturing plants and other businesses; the imminent opening of the new Honda plant in Greensburg is but one recent example. Again, this internationalization of manufacturing and commerce in Central Indiana provides another context within which MA students and graduates in Anthropology can serve to facilitate inter-cultural communication.

There is nothing similar to the proposed program in the state, the region, or indeed the Every member of the Department of Anthropology is committed to carrying out the requisites of this program and that after many years of discussion and reflection, we are now in the position to offer a graduate program that will compare favorably with similar Applied Anthropology programs located in other parts of the country.

COMMENTS ON DEPARTMENTAL STRENGTHS FROM OUTSIDE DEPARTMENTAL REVIEWERS, Fall 2007

1. The faculty, although few in number, represents a good cross-section of local, regional, and international interests and connections. Local partnerships, especially the work of Professors Mullins and Hyatt, and the well situated Museum Studies Program are important assets. Emergent connections in Kenya and longstanding ties to Greece and other international research sites will serve the program well.
2. IUPUI is well known for its mission of civic engagement. This reputation, and the commitment of high level administrators, will provide the new master's program in applied anthropology with external recognition and internal support.
3. The plan to recruit students from among local working professionals and undergraduates is a good idea for establishing a good cohort of beginning students. This will be especially important in view of the insufficiency of resources to provide financial support. This strategy also can yield valuable contacts to working professionals in agencies and organizations that can

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provide both internships and potential employment for other graduates of the program.

4. Admissions criteria seem reasonable. It is very important to facilitate entry of non-majors who may bring important occupational and professional skills. Allowing non-majors can also boost the likelihood of recruiting minority and non-traditional students. The current plan for addressing deficiencies in anthropological background for such applicants needs further specificity, but this is an area that can be developed to meet individual situations in the early stages of the program.

5. The institution of an advisory board is a good idea, and can be critical to building local support for the program, opportunities for internships, and potential employment for graduates. As graduates of the program find employment in local positions, it will be useful to recruit them into advisory positions.

PROGRAM IMPLEMENTATION AND EVALUATION

Implementation

We believe that, once approved, this program could be fully implemented within 18 months. The faculty needed to teach the initial core courses are already in the department. Graduate sections are currently being added to key courses; such courses are either already in the IU system, or they are working their way through the approval process. (Nine graduate syllabi, including those for the two core courses, have already been approved by the School of Liberal Arts Graduate Curriculum Committee). Once the program is approved, a Director of Graduate Studies will be selected, and members of the Graduate Committee will be appointed. In addition, we have initiated the teaching of our two introductory level courses, Anthropology 104 (Introduction to Cultural Anthropology) and Anthropology 103 (Human Origins and Prehistory) as large sections of 90 students with a teaching assistant in order to allow faculty adequate time to teach graduate sections of the key courses we identify in this proposal.

We plan to offer four graduate courses in the first year, growing to a maximum of six courses from the second or third year, depending upon demand. We anticipate that many of these courses will initially be cross-listed with their undergraduate equivalents aside from the two graduate Core courses.

Evaluation

We will implement several mechanisms for evaluating the program:

- The Graduate Committee will meet at the end of each academic year to compile a report on student progress toward completion of their MA degrees;
- The Graduate Committee will continue to examine the curriculum and to evaluate the fit between course offerings and the interests of the current cohorts of students;
- Faculty advisors will carry out exit interviews with external mentors and agencies hosting their advisees in order to ascertain the success of the internship and to trouble-shoot any problems that have arisen in order to prevent such occurrences in the future;

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- Interviews will be held with graduate students to assess their progress through the program and to collect feedback from them;
- The Community Advisory Committee will be convened annually to assess the program and to offer suggestions for changes.

In addition, records will be kept on student internships and these and we will create a library of student MA projects and theses. This is similar to our existing procedure with our undergraduate Senior Projects. We will pay careful attention to the number of years it takes students to complete their MA programs. Lastly, we will begin to compile a directory of student placements once they complete their MA programs. We hope that this process will build a network of practitioners who will serve on our advisory board and who will be in a position to offer internships to in-coming students.

See Appendices A, B and C for further details on program assessment and evaluation.

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APPENDICES

Appendix A: Assessment Plan for MA in Applied Anthropology

Appendix B: Assessment Matrix: Linking Objectives to Curriculum

Appendix C: FORMATIVE PROGRAM ASSESSMENT—Applied Anthropology MA Program

Appendix D: BENCHMARK DEPARTMENTS WITH MA PROGRAMS IN APPLIED ANTHROPOLOGY