California State University, Fresno

College of Social Sciences

Anthropology

Assessment Coordinator: James Mullooly (3-year term, Fall 2024- Spring 2027)

Student Outcomes Assessment Plan (SOAP)

I. Mission Statement

The mission of the Department of Anthropology is to provide students with an understanding of the nature and adaptive role of cultural diversity in the modern world and throughout the history of human development. We maintain that this mission is best fulfilled by a four-field approach, in which human nature and culture are examined from the complementary perspectives of archaeology, biological, linguistic, and cultural anthropology. We instill in our students the relevance of anthropological methods, frameworks, and knowledge in diverse and dynamic contexts. This includes anthropology's relevancies to their personal lives and their roles as members of communities regionally, nationally, and globally.

We strive to provide our students with the intellectual tools, technologies, and techniques needed for critical thinking and applied work on the many and complex intersections of human culture, language and history, and biological variation. Our training merges classical approaches in the field with contemporary calls to honor and elevate the contributions and wisdom of subaltern anthropologists and people. We impress upon our students the vital roles that their informed decisions play in supporting their communities and in their participation in civil society. We pursue this mission in the context of the Central Valley, working together with students of diverse backgrounds and career goals, as well as employers, stakeholders, and other constituencies in our region.

We aim to fulfill our mission in our work teaching and mentoring majors and non-majors, through coursework, internships, research, and extracurricular professional development and personal growth activities. Anthropology majors fulfill program requirements across all 4-fields, and they must choose one of our three areas of emphasis (e.g., biological, archaeology, or cultural) as their main intellectual focus. Students who successfully complete the Department's program will be able to understand and apply basic 4-fields anthropological concepts, investigate human problems, and formulate reasonable and clearly articulated arguments and opinions on the questions addressed by the discipline at large. Consistent with our mission, we stress the application of anthropology across subfields. We provide support and encouragement for our students to continue their intellectual and personal development after they graduate through employment and or graduate study.

II. **Institutional Learning Outcomes (ILOs), Program Learning Outcomes (PLOs A, B, and C), and Student learning outcomes (SLOs 1-7)**

> **Fresno State:**
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> **ILO. Students who graduate from California State University, Fresno, will demonstrate the importance of discovery, diversity, and distinction by** developing a foundational, broad and integrative knowledge; acquiring specialized knowledge; improving intellectual skills; applying knowledge; and exemplifying equity, ethics, and engagement.
> http://fresnostate.edu/academics/oie/assessment/fresno-state-assessment.html
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> **Anthropology:**
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> **A. Provide students with background in the concepts and bodies of knowledge used and produced by anthropologists.**
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>> 1. Students will be able to discuss the basic core concepts of anthropology and cite factual evidence to support their arguments.
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>> 2. Students will demonstrate knowledge of history and contemporary trends in anthropological theory and ability to apply theoretical approaches to concrete problems.
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>> 3. Students will demonstrate the ability to think and write critically about anthropological topics. Students can identify key terms, concepts, and forms of argumentation used in anthropological discourse and evaluate their validity.
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> **B. Provide students with training on the application of anthropological theory and methods to problems in archeology, physical anthropology, and cultural anthropology, depending on their emphasis in the major.**
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>> 4. Students will become familiar with basic methods used in archaeological/ethnographic research and demonstrate the ability to apply those methods to solve given problems.
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>> 5. Students will achieve competence in technologies used by anthropologists in collecting, managing, and analyzing data.
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> **C. Prepare students to apply anthropological concepts to real-world problems and effectively communicate results.**
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>> 6. Students will demonstrate the ability to apply anthropological concepts and knowledge to solving practical problems.
>>
>> 7. Students demonstrate the ability to effectively communicate their informed judgment of applied problems in anthropological perspective.

III. Curriculum Map: Courses in which SLOs are addressed and evaluated

Course	SLO 1	SLO 2	SLO 3	SLO 4	SLO 5	SLO 6	SLO 7
Lower Division							
ANTH 2	I	I	I	I		I	I
ANTH 3	I	I	I	I		I	I
Upper Division							
ANTH 102	D		D				D
ANTH 111a	D	M	M	I	I	D	D
ANTH 115	M	M	M	D	D	D	D
ANTH 145	D	D	D	D	D	D	
ANTH 130			D			D	D
ANTH 164				M	M		
ANTH 167	D	D	M			M	M
ANTH 195	D	I	I			I	I
ANTH 196	M	M	M			M	M

Key: I = Introduced   D = Developed   M=Mastered

IV. SLO's Mapped to Assessment Measures and Methods

Assessment Measure	Evaluation Method	SLO 1	SLO 2	SLO 3	SLO 4	SLO 5	SLO 6	SLO 7
Pre and post-tests	Score	X						
Writing Assignment	Rubric		X	X				
Field Tasks or Observation	Criteria				X	X		
Pre and post-questionnaire	Rubric						X	X
Internship reflection	Rubric				X	X	X	X
Alumni Survey	Rubric	X	X	X	X	X	X	X

V. Assessment Measures: Description of Assignment and Method (rubric, criteria, etc.) used to evaluate the assignment

A. Direct Measures (Department/Program must use a minimum of three different direct measures)

1. Pre and Post Tests - Pre-tests and post-tests – Pre and post-tests will be administered in ANTH 195 (pre) and 196 (post). The Pre-tests were given at the beginning of the semester, and the post-tests at the end. These tests have been used to evaluate knowledge of basic anthropological concepts, and the results of these tests have been tabulated. The results will be analyzed to determine how students in courses improved. In Anthro 2 (Introduction to Cultural Anthropology) and 3 (Introduction to Prehistory and Physical Anthropology), the pre-and post-tests have been designed to demonstrate the effectiveness of the introduction of the knowledge of basic anthropological concepts.
2. Writing Assignments/Class Exercises - Writing Assignments (e.g., embedded questions on exams, writing exercise, or paper) – The instructor and the assessment committee will review the embedded questions, writing exercise, or paper and evaluate the answers according to common standards set by the department and anthropological methods. The most logical place for this assessment is in upper-division ANTH core courses and ANTH electives.
3. Field Tasks, Labs, or Participant Observation (depends on student's emphasis in the major) – Students who complete an internship (Anthro 193), do ethnographic (ANTH 111 and 11B), archeological field (Anthro 101 and 103), or Bioanthropological lab and methods (ANTH 164, 166, and 168) work will have their records and work conducted in the field or lab assessed. The instructors and assessment committee will review the records of students and evaluate the extent to which they demonstrate an application of theories and anthropological methods as judged against professional standards.
4. Pre and Post-Questionnaire - The Department of Anthropology at CSU Fresno is a firmly applied program; thus, evaluating how well-prepared our students are to apply anthropological concepts to real-world problems and effectively communicate the results is very important for us. These concepts are reinforced and emphasized in ANTH 195 (Colloquium) and ANTH 196 (Anthropological Futures). To evaluate the effectiveness of how our students are prepared to apply anthropological concepts to real-world problems, we have administered a pre and post-questionnaire in these classes. The instructor and the assessment committee will analyze the results of the pre and post-questionnaires to determine the degree to which students in courses improved.

B. Indirect Measures (Department/Program must use a minimum of one indirect measure)
1. Internship Reflection - The reinforcement and emphasis of training our students to apply anthropological theory and method to problems in archeology, physical anthropology, and cultural anthropology dependent on their focus in the major and the mastery of the application of anthropological concepts to real-world issues occurs in Anthro 193 (Internship in Anthropology). To evaluate the students' experience, they will write a reflection upon completing the course. In this self-assessment, the student will write about how their internship taught them how anthropological concepts could be applied in the real world and how they used their training to apply anthropological theory and methods to problems in archeology, physical anthropology, and cultural anthropology, depending on their type of

internship. The instructor and the assessment committee will analyze the results of these reflections to determine if the students met these goals in their internships.

2. Alumni Survey—An alumni survey measures the relationship between students' training and their abilities in post-graduation pursuits. Specific items vary from year to year, contingent on the SOAP.

VI. Assessment Schedule/Timeline

Academic Year	Measure	SLO	Potential Courses
2023-2024	Paper	7	Anth 130
2024-2025	Project	5	Anth 111
2025-2026	Exam	1	164
2026-2027	Exercise	2	Anth 3
2027-2028	Pre-Post test	3	Anth 102
2028-2029	Paper	4	Anth 115
2029-2030	Exam	6	Anth 2
2030-2031	Project	7	Anth 195

VII. Closing the Loop

Fresno State Closing the Loop process is described immediately below.

Department Closing the Loop process:

The members of the Assessment Committee, which consists of all tenure track faculty members, are responsible for designing and carrying out assessment activities with the help of non-tenure track faculty members as needed. The Assessment Committee analyzes the resulting data and suggests changes to the program as necessary, being sure to reassess outcomes once changes have been made. Assessment data from the previous year and suggested program changes are presented to the entire tenure track faculty each fall semester. The entire tenure track faculty assesses that year's data every Spring semester.

In Fall 2024, we reevaluated our assessment plan and collection methods to meet our goals and student learning outcomes. As a result, we have updated our SOAP as of December 2024.

As a result of a major curriculum review we conducted in response to our last program review, we will evaluate courses we recently introduced to the core curriculum and other courses in the next five years. Including the entire tenure-track faculty in our assessment efforts has improved our assessment process and curricular offerings.