Proposal for

ANTHROPOLOGY MASTERS
DEGREE PROGRAM

College of Arts and Sciences
University of West Florida
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The University of West Florida
A NEW DEGREE PROGRAM

College Requesting Program: Arts and Sciences

Department Requesting Program: Department of Anthropology

Academic Specialty or Field: Anthropology

Name of Program Requested: Masters in Anthropology

Proposed Implementation Date: Fall 2003

Proposed Classification of Instruction Program (CIP) Code: 45.0201

The submission of this proposal constitutes a commitment by the Division of Academic Affairs, the appropriate College of Arts and Sciences, and the Department of Anthropology that, if the proposal is approved, the necessary financial commitment and the criteria for establishing new programs have been met prior to the initiation of the program.

Approved for Submission to the UWF Board of Trustees:

__________________________________________ Vice President for Academic Affairs, Date____

__________________________________________ President, Date ________________

Indicate the dollar amounts appearing as totals for the first and fifth years of implementation as shown in the appropriate summary columns in New Program Table Three. Provide headcount and FTE estimates of majors for years one through five. Headcount and FTE estimates should be identical to those in New Program Table One.

<table>
<thead>
<tr>
<th></th>
<th>Projected Total Estimated Costs (from Table Three)</th>
<th>Student HDCT / FTE (from Table One)</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year of Implementation</td>
<td>$139,184*</td>
<td>41/27.30</td>
</tr>
<tr>
<td>Second Year of Implementation</td>
<td>17/10.98</td>
<td></td>
</tr>
<tr>
<td>Third Year of Implementation</td>
<td>17/10.98</td>
<td></td>
</tr>
<tr>
<td>Fourth Year of Implementation</td>
<td>21/13.70</td>
<td></td>
</tr>
<tr>
<td>Fifth Year of Implementation</td>
<td>$321,993</td>
<td>23/15.06</td>
</tr>
</tbody>
</table>

(*Note: Of the first year total costs, $82,377 are ongoing E&G or Grant costs, the remaining $56,807 represents new costs.)
PROGRAM DESCRIPTION
Describe the degree program under consideration, including its level, and emphases (including tracks or specializations).

The Masters in Anthropology program includes a basic core of courses in Archaeology, Cultural Anthropology, Biological Anthropology, and Theory combined with a series of carefully planned electives that follow the student’s interests. The Masters degree has become the degree of choice for professionals in Anthropology, and the proposed UWF Masters program will build on the success of the programs in Anthropology Bachelors, the Masters in Historical Archaeology track in History, and the Interdisciplinary Humanities Masters. While these programs have been successful, they do not adequately prepare Masters graduates for professional Anthropological positions. For example, pre-Columbian or prehistoric archaeology is excluded from the Historical Archaeology track, but it is the dominant type of archaeology in the country. Education and training in prehistoric archaeology is essential for a professional archaeology career, and it is included in the proposed Masters in Anthropology.

The proposed Anthropology Masters program will be “jump started” with 26 graduate students. Nineteen students are currently enrolled in the Historical Archaeology track of the History Masters program. They will be transferred into the Anthropology Masters program when it is approved so that all archaeology programs at UWF will be in Anthropology, the official academic “home” of this field. Seven new (Fall 2002) graduate students in the Interdisciplinary Humanities Masters (IHM) program are waiting for the Anthropology Masters program approval. These students are taking courses that will be part of the proposed Anthropology Masters program, and they will transfer into Anthropology graduate program once it is approved. These IHM graduate students are interested in pre-Columbian archaeology, maritime archaeology, cultural anthropology and biological Anthropology. Because the Archaeology program is the most developed, it initially will be the strongest specialization; however, there is growing graduate interest in the other areas of Anthropology.

Students will be carefully guided through the Anthropology Masters program. Each will be assigned a Graduate Advisor upon admission and all coursework must be approved in writing by this advisor and filed with the Department Chair each semester prior to registration. At the end of their first year, graduate students must select a thesis or internship option and form a Committee of three faculty members, the chair of which must have a doctorate degree in Anthropology. To encourage flexibility and a variety of student interests, one Committee member may be from outside the Department, and a fourth member may be added from another university or college. The Committee will design the second year of coursework and the appropriate analytical tool or language for the student.
The total number of semester hours in the program is 36. Both the Thesis and Internship options will require 30 semester hours of graduate course work with at least 15 semester hours at the 6000 level, 6 hours of thesis or internship, and a research tool. Students in both programs must complete four common core courses and an analytical course or a second semester foreign language course (or pass a proficiency exam in that language), but the remainder of their coursework is structured according to their interests with the approval of their Advisor or Committee. Up to six semester hours can be taken outside Anthropology to provide additional flexibility in the program.

At the completion of coursework and the research tool, Internship Option students must take a comprehensive exam and Thesis Option students must prepare a thesis proposal for Committee approval. The exam will cover the three subfields of Anthropology (Archaeology, Biological and Cultural Anthropology) with special emphasis on the student’s interest area. If the graduate student fails to pass all or part of the exam, the student may retake the entire exam one time only at the next exam offering. When the exam or proposal has been successfully completed, the graduate student will be advanced to Candidate standing.

Theses must be approved by the Thesis Committee and successfully defended by the candidate in an open defense. Internship Option candidates write a detailed report that must be approved by the Internship Committee and make a presentation to the Department. All work towards the Masters degree including Thesis and Internship must be completed within five years of the first semester of enrollment in the program.

II. INSTITUTIONAL MISSION
Is the proposed program listed on the current List of Proposed New Degree Programs for Exploration, Planning, and Implementation? How do the goals of the proposed program relate to the UWF mission statement as contained in the Strategic Plan?

The proposed Masters in Anthropology program is on the current list of proposed programs for exploration, planning, and implementation. The UWF Board of Trustees and the Academic and Student Affairs Committee authorized the program on June 6, 2002. The initial proposal was assigned a ranking of “1” (High) in the Dean’s Priority Code List. The program CCR was approved by the CASD on September 24, 2002.

The goals of the proposed Masters in Anthropology program both generally and specifically directly relate to the UWF mission statement as contained in the Strategic Plan. The broad university mission of promoting the educational, cultural, and economic environments of the people and region in West Florida has been the heart and soul of the UWF Anthropology and Archaeology program since its inception in 1977. The high quality and diverse archaeological and
cultural resources in West Florida were the reasons for initially establishing the Anthropology/Archaeology program at UWF, and our greatest strength has been sharing with the public the information gathered from studying those resources. We also have developed and made accessible many of the regions’ archaeological resources to improve the cultural and economic growth of West Florida. The proposed Masters in Anthropology program will continue this successful approach and take it to the next level.

Specifically, the proposed Masters in Anthropology relates to the UWF mission statement as follows:

• It will enhance the existing distinctive program in Archaeology and Anthropology by making it more comprehensive to better meet the educational, research, and service needs of the region.
• Students will have more and higher level hands-on experiences with resources in our area than is possible with existing programs.
• The inclusion of graduate pre-Columbian Archaeology, Cultural Anthropology, and Biological Anthropology in the program is a significant expansion of existing educational opportunities. It will increase existing centers such as the Archaeology Institute, West Florida Preservation, Inc. as well as social support organizations, law enforcement, and social service agencies.
• The strong regional and national reputation UWF Anthropology and Archaeology will draw graduate students to UWF and retain high quality students who are inspired to help form a graduate student body of sufficient size to afford an appropriate college life and resource base.
• It will significantly expand the important role graduate students have in promoting partnerships with the community and enhancing linkages and communications between the University and the region. UWF graduate student in Archaeology and Anthropology make public presentations, serve on civic committees, prepare materials for the public, and work with the public.
• It will increase participation with regional pre-school, elementary, and secondary education schools because graduate students directly oversee programs such as the successful maritime Studies Institute at Washington High School and the growing Fort Walton Beach public archaeology program.
• It will enhance regional economic development by providing graduate student interns in community businesses, agencies, and organizations. Anthropology graduate students will also conduct thesis projects, which will include development of local archaeological sites for tourism.
• Anthropology by its very nature is diverse and, consequently, it draws a diverse group of students; the proposed graduate program will promote diversity and a collegial culture among faculty, students, staff, and community.
III. PLANNING PROCESS AND TIMETABLE

Describe the planning process leading up to submission of this proposal. Include a chronology of activities, listing UWF personnel directly involved and any external individuals who participated in planning. Provide a timetable of events for the implementation of the proposed program.

Planning Process:

A detailed timeline of the planning process for the Anthropology Masters program is presented in Appendix A. A summary is presented below.

Fall of 2001: Two important improvements to the Anthropology academic program occurred in 2001-02 that made it possible to support a Masters in Anthropology curriculum. The first improvement was the addition of a Biological Anthropologist, Dr. Joanne Curtin, to the faculty. The second improvement was a creation of an independent Department of Anthropology. With these upgrades in place, the Chair, Dr. Judith A. Bense, sought and obtained the support of the Dean of the College of Arts and Sciences, Martha Saunders, to develop a proposal for a Masters in Anthropology program.

With the support of the Dean to move the proposal forward, the teaching faculty and staff of the Department of Anthropology held planning meetings, conducted research and designed an Anthropology Masters program. The group that formulated the proposal consisted of the entire Anthropology/Archaeology teaching faculty: Dr. Judith Bense (Chair), Dr. Elizabeth Benchley (Asso. Director, Archaeology Institute), Dr. Terry Prewitt (Professor), Dr. Joanne Curtin (Asst. Professor), Dr. Robert Philen (Visiting Associate Professor), Ms. Mary Ann Fabbro (Adjunct Professor), Mr. John Phillips (Faculty Research Associate), Dr. John Bratten (Faculty Research Associate), and Dr. J. “COZ” Cozzi (Faculty Research Associate). Research was conducted to understand the content and program of Anthropology Maters programs at other universities and colleges in Florida and throughout the U. S. The proposal went through four drafts and revisions, with the final proposal passing unanimously in December 2001. This proposal was submitted to the Dean for consideration.

Spring 2002: The Dean of the College of Arts and Sciences approved the proposed Anthropology Masters program and placed it on the list of programs to be submitted for Exploration and Approval by the Board of Trustees Committee on Academic and Student Affairs. Department Chair Judith Bense prepared the program request document and represented the department at the April 2002 meeting of the BOT committee. The committee granted the request to explore the Anthropology Masters program unanimously.

Summer 2002: A two-step academic approval process was initiated in the Summer of 2002. The first step was to insure that the proposed program and
courses, if approved, would be in the UWF 2003-2004 catalog for the purpose of recruiting. Therefore, Curriculum Change Review (CCR) forms for the Masters in Anthropology Program and all new or modified courses were completed by the August 30, 2002 deadline. The CCRs are now in the process of academic review by the College of Arts and Sciences and the Faculty Senate. The second step in the academic approval process was the completion of this proposal for the Anthropology Masters program.

**Implementation Plan:**

The Anthropology Masters program can be implemented immediately upon approval in the Fall 2003. The faculty and facilities are in place and ready.

**IV. ASSESSMENT OF NEED AND DEMAND**

A. **What national, state, or local data support the need for more people to be prepared in this program at this level?** (This may include national, state, or local plans or reports that support the need for this program; demand for the proposed program which has emanated from a perceived need by agencies or industries in Northwest Florida; and summaries of prospective student inquiries.) Indicate potential employment options for graduates of the program. If similar programs exist in the Northwest Florida region, provide data that support the need for an additional program.

**Support of Need for the Program and Employment Options for Graduates**

In the last 20 years, there has been a surge in new career options for Anthropologists with Masters degrees outside the academy. These positions are in cultural resource management firms and government regulatory agencies (archaeology, cultural anthropology), federal, state, and local government land management agencies (archaeology and cultural anthropology), law enforcement (bioanthropology, forensics), large international businesses and corporations (cultural anthropology, bioanthropology), and museums (archaeology, bioanthropology).

While the fields of Archaeology and Bioanthropology have led the way in professional positions outside of academics, and the job market is expanding for cultural anthropology. According to the American Anthropological Association in 2002, nonacademic employment of cultural anthropologists is greatly expanding due to the demand for more research on humans and their behavior. Since 1985, over half of the recipients of graduate degrees in cultural anthropology have taken nonacademic positions in research institutes, nonprofit associations, government agencies, world organizations, and private corporations. While the job market for academic anthropologists (PhDs) has been steady, the demand
for anthropologists in other areas is increasing, stimulated by a growing
need for analysts and researchers with sharp thinking skills who can
manage, evaluate and interpret the large volume of data on human
behavior.

Anthropology offers many lucrative applications of anthropological
knowledge in a variety of occupational settings, in both the public and
private sectors. Non-governmental organizations, such as international
health organizations and development banks employ cultural and
biological anthropologists to help design and implement a wide variety of
programs, worldwide and nationwide. State and local governmental
organizations use anthropologists trained in all areas in planning, research
and managerial capacities. Many corporations look explicitly for
anthropologists, recognizing the utility of their perspective on a corporate
team. Contract archaeology has been a growth occupation with state and
federal legislative mandates to assess archaeological cultural resources
affected by government funded projects. Forensic biological
anthropologists, in careers glamorized by Hollywood, television, and
popular novels, not only work with police departments to help identify
mysterious or unknown remains but work in university and museum
settings. The number of biological anthropologists involved in private
sector engineering anthropometry is expanding, especially in the
aerospace industry and private consulting. A corporate anthropologist
working in market research might conduct targeted focus groups to
examine consumer preference patterns not readily apparent through
statistical or survey methods.

Anthropologists fill the range of career niches occupied by other social
scientists in corporations, government, nonprofit corporations, and various
trade and business settings. Most jobs filled by anthropologists don’t
mention the word anthropologist in the job announcement; such positions
are broadly defined to attract researchers, evaluators and project
managers. Anthropologists’ unique training and perspective enable them
to compete successfully for these jobs. Whatever anthropologists’ titles,
their research and analysis skills lead to a wide variety of career options,
ranging from the oddly fascinating to the routinely bureaucratic.

National Public Radio reports that the World Bank is restructuring and
plans to hire fewer economists and more anthropologists. Anthropologists,
it is felt, will best be able to understand the financial needs of businesses
in other countries. It is assumed that anthropologists will make the projects
of the World Bank more relevant and more cost-effective.

The 1999 edition of Newsweek’s "Career and Graduate School" guide lists
"anthropologists" as a career that’s "up," one of the "hot careers" of the
future. The November 2001 issue of Cincinnati Magazine makes a similar
claim for anthropology careers and says that "employers have been snatching up anthropologists as if they were nuggets at the Gold Rush." According to the magazine, among the companies who hire anthropologists are Sapient, Intel, Kodak, Whirlpool, AT&T, General Motors, and Hallmark. While we at NKU have become accustomed to telling our students that job ads rarely state that a particular company or agency is specifically hiring an anthropologist, we have had to modify our position. In the past, we have told our students, that companies or agencies will list the kinds of skills that anthropologists have. Lately, we have had to tell our students that more and more job ads do specifically state that the individual hired should be an "anthropologist" or an "archaeologist." Not only do contract archaeology companies advertise for "archaeologists," but so do government agencies like the National Park Service. Brighton Center, a social services organization in nearby Covington, Kentucky, recently advertised for an "anthropologist" to evaluate their effectiveness in the community. Hallmark Greeting Cards has advertised to hire an "anthropologist" who can conduct an ethnographic survey of when and how Americans use greeting cards. In fact, there are more than a dozen published books on careers advice for anthropologist.

**Summaries of prospective student inquiries**

The best reflection of student interest the proposed Anthropology Masters program is in the seven students who are “waiting” for BOT approval and currently enrolled in the Interdisciplinary Humanities Masters. These students have come to UWF Anthropology/Archaeology because of our academic reputation for teaching and research, and they from other states as well as Florida. If we had not been in an advanced stage of proposal development, these students would not be here. They have Bachelors degrees in Anthropology, and have interests in cultural anthropology, archaeology, biological Anthropology. The graduate students who are waiting for this program did not enroll in the existing track in Historical Archaeology because they want education and degrees in Anthropology.

While the decade-old Masters in History/Historical Archaeology track has existed at UWF has been a success, it has excluded scores and scores of prospects with degrees in Anthropology. They have been excluded either because of their interest in pre-Columbian archaeology and/or the program’s prerequisite of 15 hours in History and required 15 hours at the graduate level. These limitations have been most evident in the steady rise in rejections of applications from students with Bachelors degrees in Anthropology and few courses in History. These students want to attend UWF because of our faculty and reputation for hands-on experiences and attention to detail, but they do not want to spend a year taking undergraduate history courses. Students interested in pre-Columbian archaeology simply have not applied to our program. In the last decade,
we have lost more prospective students than we have gained because of these problems. At professional archaeology conferences and meetings prospective graduate students constantly request when we are going to broaden our program.

The proposed Masters in Anthropology program will include all prospective archeology graduate students, plus those interested in cultural and biological anthropology. If it is approved, we will begin intense recruiting to capture the interest of the anthropologically oriented students.

**Shortage of Anthropology Masters-Only Programs in the Lower South**

The graduate Anthropology programs at Florida State University and the University of Alabama have recently been upgraded from Masters-only to the doctorate, which has caused a vacuum of Masters-only Anthropology graduate programs in the Lower South. These universities had strong Masters programs, and they would have been the main competitors to the proposed UWF Anthropology Masters. Their upgrade to doctorate has shifted their support and focus to the doctorate students and program, leaving behind the Masters’ students and programs. Their Masters degrees are now considered as “consolations” to students who cannot achieve the doctorate. Since FSU started their doctorate program a few years ago, a steady stream of their active Masters students have transferred and prospects have enrolled in the UWF Historical Archaeology Masters program because they do not want second-class status at FSU. The same pattern is expected from the University of Alabama.

Currently, the nearest Masters-only Anthropology graduate programs in the Lower South are at universities in Tampa, Atlanta, Athens, Birmingham, Oxford, and New Orleans. If the distance between Pensacola and those universities is cut in half, a conservative estimate of the drawing area can be calculated. Using this method, an area 84,000 square miles in size is defined in which the UWF Anthropology Masters would be the nearest and only option.

There are no Anthropology Masters programs in northwest Florida or south Alabama. The University of South Alabama offers a Bachelors’ degree in Anthropology and it has a strong archaeology program. Their graduates are prime candidates for the proposed UWF Anthropology Masters program. In addition, students in 17 south Alabama counties (including Mobile) pay basically in-state sees at UWF.

**Potential employment options for graduates of the program**

The potential employment areas for graduates with a UWF Masters in Anthropology exist both within and outside of the specific field of
Anthropology. Many Anthropologists with Masters degrees are employed with each of the entities listed below:

- **The Government**
  - Federal (archaeology primarily, but also cultural and biological anthropology)
    - U. S. Army Corps of Engineers
    - National Park Service
    - U. S. Armed Forces (all branches)
    - Bureau of Indian Affairs (primarily cultural anthropology)
    - Smithsonian Institution
    - Federal Museums and Historical Agencies
    - Department of State Cultural and Social Services
    - Federal Bureau of Investigation
    - Immigration Service
  - State (archaeology primarily, but also cultural and biological anthropology)
    - Departments of State, Historical Resource Agencies
    - State Historical Societies (primarily archaeology)
    - State Park Services (primarily archaeology)
    - Law enforcement agencies (primarily bioanthropology, forensics)
    - University research centers and institutes
    - State museums
    - Social services

- **Local**
  - Historic districts
  - Environmental enforcement departments for municipalities and counties
  - Law enforcement
  - Museums
  - Social services

- **Private Sector**
  - Cultural resource management firms (primarily archaeology and biological anthropology)
  - International health organizations
  - Development banks
  - State and local governmental organizations (planning, research and management)
  - Government, nonprofit corporations
  - Private corporations and businesses
    - Sapient
    - Intel
    - Kodak
    - Whirlpool
    - AT&T
B. Use UWF Table One A (baccalaureate) or UWF Table One B (graduate) to indicate the number of students (headcount and FTE) you expect to major in the proposed program during each of the first five years of implementation, categorizing them according to their primary sources. In the narrative following Table One, the rationale for enrollment projections should be provided and the estimated headcount to FTE ratio explained. If, initially, students within the institution are expected to change majors to enroll in the proposed program, describe the shifts from disciplines that will likely occur.

Rationale for enrollment projections and the estimated headcount to FTE ratio explained. If, initially, students within the institution are expected to change majors to enroll in the proposed program, describe the shifts from disciplines that will likely occur.

Table One is presented on page 36 for reference to the narrative below.

There are 11 agencies/industries in our service area that have employees with interests in one of the areas of the Anthropology Masters program and who could benefit professionally with this degree.

- Gulf Islands National Seashore
- West Florida Preservation, Inc.
- U.S. Army Corps of Engineers, Mobile District
- Naval Air Station Pensacola
- Eglin Air Force Base
- Florida Park Service
- Cultural resource management firms (five firms in Pensacola and Fort Walton Beach)
- State social service agencies and departments (e.g. Children and Families, Social Welfare, Rape Crisis, AIDS support programs)
- Law enforcement agencies (especially forensics) (e.g. State FDLE, county and city law enforcement agencies)
- State and county health and disease agencies and departments
- County secondary school teachers and administrators

It is conservatively estimated that one person from this pool of prospects would join the Anthropology Masters program each year. Because these students would be employed full-time, it is estimated that the students will
take one course each semester (9 sh per year) for an FTE of 0.28 per student.

Students who transfer from other graduate programs within the university

The head count and FTE calculation for 2003-2004 was based on the 19 Masters students who will transfer from Historical Archaeology and 7 students IHM who will transfer from to the Anthropology Masters. The estimate for 2003-04 takes into account that about two-thirds of these students will still be taking courses and about one-third of the Historical Archaeology students will be in thesis preparation. For the years 2004-2005 and beyond, it was estimated that five students would transfer each year from other programs in the university especially History (two) and IHM (three). The FTE calculation also took into account that most of these students are full-time and take at least nine hours credit in the fall and spring semesters and three hours in the summer term. Using the current course load, the FTE for the average student is 0.68.

There currently are 19 graduate students in the Historical Archaeology track of the History Masters program. The Chair of the History Department and the Dean of the College of Arts and Sciences have agreed these students and the Historical Archaeology Track will be transferred to the Anthropology Masters program. This transfer will place all archaeology programs at UWF in Anthropology, which is the traditional academic association of archaeology.

There are seven graduate students currently enrolled in the Interdisciplinary Humanities Masters (IHM) program who will transfer to the Anthropology Masters program as soon as it is approved. The courses these students are taking are part of the proposed curriculum for the Anthropology Masters and their transfer will be seamless. The IHM graduate students are interested in pre-Columbian archaeology, maritime archaeology, cultural anthropology and biological Anthropology.

After 2003/04, the number of students transferring from the History Masters and IHM program is estimated at two a two a year.

Individuals who have recently graduated from preceding degree programs at this university

The head count and FTE calculations for UWF Anthropology graduates expected to enter the proposed Anthropology Masters program is estimated to be five students for the first three years which will increase in year 4 by one per year. The average coursework load of these students is expected to be 21 hours a year for an FTE of 0.68 for each student.
Individuals who graduated from preceding degree programs at other SUS universities

Historically, approximately 40 to 50% of the graduate students in the Historical Archaeology program have been from other SUS universities, and this ratio was used in the projections. The 0.68 FTE per student has also been the pattern for these students.

Individuals who graduated from preceding degree programs at non-SUS Florida colleges and universities

As there are only two non-SUS Florida colleges and universities with Anthropology major or minor (Eckerd and Flagler) and few of the 16 non-SUS Florida secular colleges and universities offer courses in Anthropology. Therefore it is estimated that only one student from these institutions can be expected to enroll in the proposed Anthropology Masters in any year.

Additional in-state residents

It is expected that about one student a year could enter the Anthropology Masters program. These people are usually early retirees, have “empty nests,” or who want to change their careers. These students usually attend part-time, and the FTE is estimated at 0.5 for each.

Additional out-of-state residents

The head count estimates for out-of-state residents is based on the fact that, for a decade, about 25 to 30% of the Historical Archaeology graduate students are from outside Florida. This pattern is projected to continue. These students take the same course load as in-state students, therefore, an FTE rate of 0.68 was used in the calculations.

Additional foreign residents

The Anthropology program is actively developing international academic relationships and student exchanges with Latin America and Ireland. We currently have an international student from Venezuela in the Historical Archaeology program, and an underwater archaeologist from Mexico participated in our shipwreck archaeology program in summer 2002. Also in the summer of 2002, one of our cultural anthropologists renewed his research in Ireland and will be continuing it with UWF and Irish student participation. Based on these factors, it is anticipated that there will be one foreign student entering the program each year. These students usually take the same course load as the other graduate students, so the FTE estimate 0.68 was used for calculations.
C. For all programs, indicate what steps will be taken to recruit and achieve a diverse student body in this program.

Recruitment activities will be crucial in the first five years of the Anthropology Masters program, and it must be a continuing high priority for the long term. If approved in January 2003, recruitment for this program will commence immediately for the 2003-2004 academic year. Recruitment activities will include the following activities:

- Mail high visibility flyers and posters with tear-off pads for easy inquiry to each college and university with an undergraduate Anthropology program that also offers a doctorate degree
- Mail high visibility flyers and posters with tear-off pads to each smaller liberal arts colleges and universities in the East with an Anthropology program or Anthropology offerings
- Announcements on all Anthropology-related list-server lists on the Internet
- Active recruitment at professional meetings both one-on-one and in booths when available
- Announcement sent to all faculty in each department of Anthropology in the US and Mexico
- High visibility on the UWF Anthropology web site
- Solicitation of funds for graduate student support
- Announcements will be sent to all colleges and universities with large minorities that have an Anthropology program
- Continued involvement of high school students and undergraduate students in summer institutes, fieldwork, and extension activities to “prime the Masters pump” with the upcoming generation of students.

V. CURRICULUM

A. For all programs, provide expected specific learning outcomes, a sequenced course of study, and list the total number of credit hours for the degree. Degree programs in the science and technology disciplines must discuss how industry-driven competencies were identified and incorporated into the curriculum. For bachelor's programs, also indicate the number of credit hours for the major coursework, the number of credit hours required as prerequisites to the major (if applicable), and the number of hours available for electives.

Specific learning outcomes:

1. Mastery of a broad base of knowledge in Anthropology (archaeology, ethnology, biological anthropology) with greater depth of knowledge in one of the areas.
2. Ability to conceptualize a problem or issue and identify appropriate methods of inquiry with which to address it.
3. Ability to develop, implement, document, and present an investigative research and/or creative activity project.
4. Ability to write scholarly and technical documents at the professional level describing investigative research and reaching conclusions.
5. Reading, writing, and oral language proficiency in English.
6. Ability to work with others and supervise work in a professional setting.

Sequenced course of study:

Required Common Core Courses (12 hours)
ANG 6115 Advanced Archaeology Method and Theory in Archaeology Seminar (3 sh)
ANG 6XX5 Contemporary Cultural Anthropology Theory (3 sh)
ANG 6XX6 Evolutionary Theory in Biological Anthropology (3 sh)
ANG 6XXX Proseminar in Anthropology (3 sh)

Thesis/Internship (6 hours):
ANG 6XX3 Anthropology Thesis (6)
ANG 6XX2 Anthropology Internship (6)

Electives (18 hrs)
ANG 5137 Nautical Archaeology Seminar (3)
ANG 5138 Ship Building and Reconstruction in Maritime Archaeology (3)
ANG 5172 Historical Archaeology Seminar (3)
ANG 5174 Anthropology of the Bible (3)
ANG 5XXXC Advanced Conservation of Archaeological Materials (3)
ANG 5XXX: Pre-Columbian Archaeology Seminar (3)
ANG 5XX4 Human Osteology (3): ANG 5XX4L Human Osteology Lab (0)
ANG 5XX5 Primatology (3): ANG 5XX6 Culture and Disease (3)
ANG 6196 Historic Preservation and Policy in Archaeology (3)
ANG 6823L Advanced Laboratory Methods in Archaeology (3)
ANG 6824 Advanced Archaeological Field Methods (3)
ANG 6XX4 Special Topics Seminar (3)

Total credit hours: 36

B. For bachelor’s programs, if the total number of credit hours exceeds 120, provide a justification for an exception to the FBOE policy of a 120 maximum.

Not applicable to a Master’s Program.
C. Provide a one or two sentence description of each required or elective course.

Required Courses

ANG 6034 Contemporary Cultural Anthropology Theory (3): Through readings and seminar discussions, students explore key themes and thinkers of the past few decades which have contributed to the production of contemporary culture theory in anthropology. Important topics will include structuralism, cultural materialism, feminism and anthropology, post-modernism, world systems theory, post-colonialism, and symbolic anthropology.

ANG 6115 Advanced Archaeology Method and Theory in Archaeology Seminar (3): Includes an overview of the history and development of American Archaeology with an emphasis on methodological and theoretical topics. Class is an organized seminar with readings and discussions of specific topics.

ANG 6XXX Proseminar in Anthropology (3): This variable topic graduate level course will examine selected subjects in Anthropology using the perspectives of all three sub-disciplines: cultural anthropology, biological anthropology, and archaeology. Topics such as Exploring Complex Societies, Anthropological Perspectives on Health and Nutrition, Culture and Environment, or Evolutionary Approaches in Anthropology may be used as the organizing theme. The seminar’s goals are to introduce students to the subject, provide in depth understanding of current issues, and examine the variety of theoretical and methodological approaches used by anthropologists.

ANG 6XX2 Anthropology Internship (6): Supervised and structured participation in business, government, non-profit, educational or social organizations. Prerequisites: passed Anthropology comprehensive exams, approved Internship Prospectus by Graduate Committee.

ANG 6XX3 Anthropology Thesis (6): Preparation of Masters thesis which includes problem identification, review of literature, design, data collection, analysis, and results.

ANG 6XX6 Evolutionary Theory in Biological Anthropology (3): Overview of seminal literature and key concepts in evolutionary theory, with particular emphasis on contemporary issues in human biocultural evolution.
Electives

**ANG 5137 Nautical Archaeology Seminar (3):** Method and theory of nautical archaeology, development as a discipline, ethical considerations, evolution of ship construction and public laws and education.

**ANG 5138 Ship Building and Reconstruction in Maritime Archaeology (3):** Design and construction of wooden sailing ships based on archaeological and historical evidence. History of development of shipbuilding technology and naval architecture. Methods of recording and interpreting ships from archaeological remains.

**ANG 5172 Historical Archaeology Seminar (3):** Emphasizes the goals, methods and theoretical base of historical archaeology. Particular emphasis is placed on theoretical development, acculturation, ethnicity, archaeological methods and documentary research. The class is an organized seminar with readings and discussions of specific topics.

**ANG 5174 Anthropology of the Bible (3):** A seminar on the social and cultural interpretations of the scriptures pertinent to Hebrew/Aramaic and Eastern Mediterranean cultures from the 2nd century BCE through the 4th century CE. Materials brought under scrutiny include the Torah, the Hebrew Bible generally, the Dead Sea Scrolls, the Christian canon, and the scriptures of the Naj Hammadi library. Much of the interpretation concerns alternative views of the political and social groups underlying these text. Graduate students are required to conduct primary scriptural analysis informed by modern critical approaches.

**ANG 5XXXC Advanced Conservation of Archaeological Materials (3):** Advanced and specialized techniques of stabilizing and preserving deteriorated or corroded artifacts from archaeological sites. Hands on conservation techniques are taught in seminar/laboratory using chemicals and treatment procedures.

**ANG 5XXX: Pre-Columbian Archaeology Seminar (3):** Examination of the classic and current literature on key topics in North American pre-Columbian archaeology including peopling of the New World, Archaic adaptations, Woodland stage developments, and the Mississippian world.

**ANG 5XX4 Human Osteology (3):** Detailed examination of human skeletal and dental anatomy, structure, and function. Techniques of osteological analysis, including determination of age, sex, stature, ancestry, and pathology.

**ANG 5XX4L Human Osteology Lab (0):** This laboratory is to be taken concurrently with ANG 5XX4(Human Osteology). A detailed examination of human skeletal and dental anatomy, structure, and function.
Techniques of osteological analysis, including determination of age, sex, stature, ancestry, and pathology.

ANG 5XX5 Primatology (3): Overview of the taxonomy, evolutionary history, ecology, and behavior of non-human primates, and the theoretical basis and methodology of primate studies.

ANG 5XX6 Culture and Disease (3): Through lecture and discussion of readings we will explore the relationships between disease and culture. Main topics will include the basics of disease epidemiology in humans, human bio-cultural adaptations to disease, and the effects and influences of disease on human culture and society.

ANG 6196 Historic Preservation and Policy in Archaeology (3): Legislation and regulations concerning cultural resources (archaeology and architecture) and the historic preservation system. Also covers compliance archaeology, contract archaeology, ethics, collecting, looting and the role of Native Americans and ethnic groups.

ANG 6823L Advanced Laboratory Methods in Archaeology (3): Advanced training in the operation of an archaeological laboratory. Activities include laboratory organization and management as well as planning laboratory activities to meet deadlines, assignment of tasks, training, and supervising beginning students.

ANG 6824 Advanced Archaeological Field Methods (3): Advanced training in field methods including survey, testing, and site excavation. This course will also include training in project planning, budgeting, supervision, and integration of information recovered from the field. Required for all students who do an archaeological thesis or internship.

ANG 6XX4 Special Topics Seminar (3): Explores current and continuing issues of significance in Anthropology in a seminar format. The seminar will focus on reading and research of pertinent literature in journals, monographs, and books as well as other means of communication relevant to the field of Anthropology.

D. For bachelor’s programs, list any prerequisites, and provide assurance that they are the same as the standardized prerequisites for other such degree programs within the FBOE. If they are not, provide a rationale for a request for exception to the policy of standardized prerequisites.

Not applicable to a Master’s Program.
E. For bachelor’s programs, if the Department intends to seek formal Limited Access status for the proposed program, provide a rationale which includes an analysis of diversity issues with respect to such a designation.

Not applicable to a Master’s Program.

VI. UWF CAPABILITY

A. How does the proposed program specifically relate to existing UWF strengths such as programs of distinction, other academic programs, and/or institutes and centers?

The proposed Anthropology Masters program specifically relates to three existing UWF strengths.

1. Existing Archaeology track in the History Masters program: Since 1993 there has been an active and successful track in Historical Archaeology the History Masters program. It has had between 10 and 35 students at all times, and the many graduates have obtained excellent professional positions and are progressing up their career ladders. The program has an excellent reputation for pertinent coursework, academic rigor, hands-on experience and relevant professional training. It attracts students from across the country and Latin America. This track will be transferred to Anthropology Masters and it will be expanded to include pre-Columbian archaeology, which dominates the archaeological remains of the U. S. and interest of students and professionals. As a result of this track in the History Masters program, almost the entire archaeology element of the proposed Anthropology Masters program is ready to be delivered.

2. UWF Archaeology Institute: The Archaeology Institute is the engine that drives the archaeology academic program. Its seven archaeologists and professional support staff conduct a wide variety of research and contracts, teach, direct theses, provide public service to northwest Florida, and deliver public archaeology. The proposed new Anthropology Masters program will be significantly supported by and directly involved with the Archaeology Institute.

3. Interdisciplinary Humanities Masters and Ed.D: Graduate level courses in cultural anthropology have been taught for several years and recently have been increasing in kind and number with the support of a second cultural anthropologist. These courses have been offered through the Interdisciplinary Humanities Masters (IHM) and the Ed.D. programs. These course offerings have interested many students in cultural
anthropology, and several students in the IHM will transfer to the Anthropology Masters when it is approved.

B. If there have been program reviews, accreditation visits, or internal reviews in the discipline pertinent to the proposed program, or related disciplines, provide all the recommendations and summarize progress toward implementing the recommendations.

The Anthropology program underwent a formal Program Review for the Board of Regents in 2000-2001. The review included a lengthy self-study prepared by the chair (Bense) and Anthropology faculty. An external review was conducted by Professors L. Goldstein, Chair, Department of Anthropology, Michigan State University, L. Cox, Chair, Department of Management/Management Information, University of West Florida, and K. Meyer-Arendt, Chair, Department of Environmental Studies, University of West Florida performed the external review. The Program Review and Summary Reports are available in the Office of Planning at UWF.

The recommendations of the 2000-2001 Program Review and the progress towards implementation are listed below.

1. Increase Anthropology faculty, especially bioanthropology.
   Recommended the shift of vacant Sociology lines to Anthropology.
   Progress:
   • One of two Sociology faculty lines vacated through retirements has been filled with a Biological Anthropologist. The other position is still vacant.
   • An instructor position was added to meet undergraduate archaeology teaching demands

2. Implement an Anthropology Masters' program
   Progress: Permission to develop a proposal for an Anthropology Masters program was approved by the Dean of the College 2001/02; approval was obtained from the BOT to explore and develop a proposal.

2. Need for more courses and diversification of courses
   Progress: The addition of a bioanthropologist faculty and an instructor in archaeology has increased course offerings. The temporarily presence of a full-time adjunct cultural anthropologist and has increased offerings, but no permanent progress has been made.

3. Shift funding of Bense's position to 75% from the College/University and 25% by the Archaeology Institute
C. Describe briefly the anticipated delivery system for the proposed program as it may relate to resources e.g., traditional delivery on main campus; traditional delivery at branches or centers; or nontraditional instruction such as instructional technology (distance learning), self-paced instruction, and external degrees. Include an analysis of the feasibility of providing all or a portion of the proposed program through distance learning technologies. Include an assessment of the UWF’s technological capabilities as well as the potential for delivery of the proposed program through collaboration with other universities or community colleges. Cite specific queries made of other institutions with respect to the feasibility of utilizing distance learning technologies for this degree program.

The anticipated delivery system for the Masters in Anthropology is the existing faculty and adjuncts in the Anthropology Department and the Archaeology Institute. Most of the delivery of the coursework will be traditional delivery on the main campus. Most students will usually take the course work portion of the program in two years as full time or nearly full time students.

Non-traditional instruction in the proposed Anthropology Masters will be an important part of the program after coursework is completed and the students are advanced to candidacy. Candidates who select the Internship option will be placed in off-campus businesses, government agencies, or non-profit organizations. All thesis and archeology students (even those who select the Internship option) will have an intense off-campus field experience at the supervisory level to learn field, task and personnel management techniques. The field project will be under the supervision of a professional archaeologist (usually with UWF). The most self-paced portion of the program is preparation of the thesis. Each student works at his or her own pace, yet they have close contact and direction from his or her thesis committee. Thesis preparation is usually not done on campus, but it can be done in the facilities of the Archeology Institute and Anthropology Department.

It is feasible that a portion of the proposed program can be delivered through distance learning technologies. For example, some seminar courses could be conducted through the distance Learning Laboratory to include students at the UWF branch campus in Fort Walton.

It is also feasible that some of the delivery of the proposed program could be done through collaboration with other universities. The area of the program most conducive to this delivery is thesis research and preparation.
as well as internships. A UWF Anthropology Masters student could conduct their thesis research at another university at which a professor is conducting a project relevant to the student’s interest. A student also could be an intern in an institute, center, or outreach program of another university.

D. Assessment of Current and Anticipated Faculty

1. Use UWF Table Two to provide information about each existing faculty member who is expected to participate in the proposed program by the fifth year. If the proposal is for a graduate degree, append to the table the number of master's theses directed, number of doctoral dissertations directed, and the number and type of professional publications for each faculty member.

2. Also, use UWF Table Two to indicate whether additional faculty will be needed to initiate the program, their faculty code (i.e., one of five unofficial budget classifications as explained on the table), their areas of specialization, their proposed ranks, and when they would be hired. Provide in narrative the rationale for this plan; if there is no need for additional faculty, explain.

3. Use UWF Table Two to estimate each existing and additional faculty member's workload (in percent person-years) that would be devoted to the proposed program by the fifth year of implementation, assuming that the program is approved.

Table Two is presented in two parts, Two “A,” on pages 37 and 38 displays faculty participation in the first year of the program, and Two “B,” on pages 39 through 41, displays faculty participation in the fifth year of the program. (Note: this total will carry over to UWF Table Three's first and fifth year summaries of faculty positions).

E. Assessment of Current and Anticipated Resources

1. In narrative form, assess current facilities and resources available for the proposed program in the following categories:
a. **Library volumes (Provide the total number of volumes available in this discipline and related fields.)**

**Summary**

The John C. Pace Library is currently well positioned to provide support for the Master’s degree in Anthropology. In addition to annual funding allocated to the department for purchase of library resources, the library dedicated special Collection Development funding ($6,500) to Anthropology and Archaeology in FY2000. Through this special allocation, the monographic collection was significantly enhanced. Titles purchased with those funds focused on various components included in the proposed Master’s curriculum.

**Interlibrary Loan Service**

The UWF Libraries provide researchers with an excellent Interlibrary Loan (ILL) service. ILL participates in numerous resource-sharing consortia to provide inexpensive and rapid access to resources throughout North America. In addition, as a member of OCLC, UWF can obtain resources from other countries as well. For those resources available only through commercial document delivery services, ILL also maintains accounts with agencies which provide excellent service. Through Interlibrary Loan, therefore, the UWF Library can obtain materials not held by the Library itself.

**Collection Summary**

This summary provides information on the numbers of book titles, serial titles, and abstracting and indexing databases available. In addition to the on-site resources held by the library, it is important to acknowledge the large number of full-text resources, primarily journal articles, available to UWF clients, regardless of whether UWF has a print subscription to the journal or not. Abstracting and indexing research titles that provide full-text access to journal articles and/or abstracts are noted with an asterisk (*).

Included in the counts below are book and journal titles available though electronic subscription or access. Electronic journal subscriptions are provided through one of the following vendors: Science Direct (Elsevier), IDEAL (Academic), Kluwer, JSTOR, Oxford University Press, Project Muse, EBSCO Online and Electronic Collections Online (ECO).
### Book Holdings

<table>
<thead>
<tr>
<th>Call No.</th>
<th>Subject Area</th>
<th># Physical Titles Owned</th>
<th>Electronic Titles</th>
<th>TOTAL # of Titles</th>
</tr>
</thead>
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<td>375</td>
<td>129</td>
<td>385</td>
</tr>
<tr>
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<td>North America, Indians of NA</td>
<td>2,653</td>
<td>464</td>
<td>2,653</td>
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<tr>
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<td>2,758</td>
<td>439</td>
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<td>Human ecology, Anthropogeography</td>
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<td>73</td>
<td>393</td>
</tr>
<tr>
<td>GN</td>
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<td>336</td>
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<tr>
<td>GR</td>
<td>Folklore</td>
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<td>607</td>
</tr>
<tr>
<td>GT</td>
<td>Manners and Customs, General</td>
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<td>122</td>
<td>530</td>
</tr>
<tr>
<td>H</td>
<td>Social Sciences, General</td>
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<td>135</td>
<td>2,626</td>
</tr>
<tr>
<td>HT</td>
<td>Communities and Settlement, Classes, Races</td>
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<td>222</td>
<td>1,895</td>
</tr>
<tr>
<td>V – VM</td>
<td>Naval Science, Shipwrecks, Shipbuilding</td>
<td>840</td>
<td>133</td>
<td>190</td>
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<tr>
<td>TOTAL</td>
<td></td>
<td></td>
<td></td>
<td>14,250</td>
</tr>
</tbody>
</table>

| Serials (Provide the total number available in this discipline and related fields, and list those major journals which are available at UWF.) |

#### Journal Holdings

The library currently subscribes to 17 journals and three newsletters specifically related to Anthropology and Archaeology. Three additional titles will be added in January, 2003: *International Journal of Osteoarchaeology, Midcontinental Journal of Archaeology, and Journal of Northeast Anthropology*. Through online subscriptions, the library has full-text access to an additional 16 titles.

A detailed listing of journals available is attached. Those which are available in print form are highlighted in yellow; those available in full-text electronically are highlighted in green.

#### Abstracting & Indexing Sources

*Online Sources*

- Academic Index (1982-1995; 1996- )*
- Academic Index (1980- )*
Funding

Funding for University libraries has been declining over the past three years. During FY01 library funding was at its highest level in a decade ($1,436,278), and many monographic selections were added to the collection. Due to budget reductions across Florida mid-year in FY02, the library budget was reduced to $1,298,920. In FY03, the library budget is $1,200,000. University administration has committed to retaining this level of funding for next year as well. With steady increases in the costs of journals and electronic databases, however, the purchasing power of this allocation will quickly be eroded. To continue to offer the level of library support necessary for a Master’s program, it will be important for the Anthropology department to assist the library in securing adequate funding in the coming years.

c. Describe classroom, teaching laboratory, research laboratory, office, and any other type of space that is necessary and currently available for the proposed program.

The currently available space used for the Anthropology Bachelors, Historical Archaeology Masters, and Interdisciplinary Masters programs teaching and research include:

- Archaeology research and development facility (Bldg 89)
• 3 teaching laboratories (archeology, conservation, biological anthropology) (Bldg 13)
• Faculty offices and reception area (Bldg 13 and 89)
• 1 research laboratory (Bioanthropology, Bldg 13)
• 1 contract/exhibition preparation lab (Bldg 89)
• Artifact and document curation space (Bldg 49)
• Equipment storage and maintenance space (Bldg 49 and Ellyson Field [marine])
• 2 conference and seminar rooms (Bldg 13 & 89)
• Graphics and GIS lab

d. Equipment

The Anthropology program is relatively well equipped. Each teaching, research, and contract laboratory is equipped with computer workstation, quantification and recording equipment, and general supplies. There is sufficient field equipment for terrestrial and maritime archaeology to operate at least two large archaeological projects contemporaneously. The vehicle fleet consists of five vans and a pickup truck. Field surveying equipment is adequate and currently being upgraded through Archaeology Institute funds. The graphics and GIS lab has two computer workstations (most powerful), extensive peripheral hardware, and software.

e. Fellowships, scholarships, and graduate assistantships
(List the number and amount allocated to the academic unit in question for the past year.)

Fall and Spring Semesters:
• 1-2 Teaching Assistantships
• 1 Research Assistantship

Summer Semesters
• 2 Teaching Assistantships (for summer archaeological field schools)

f. Internship sites

• U. S. Army Corps of Engineers, Mobile District, Environmental Review (archaeology)
• U.S. National Park Service, Gulf Islands National Seashore (archaeology)

2. Describe additional facilities and resources required for the initiation of the proposed program (e.g., library volumes, serials,
space, assistantships, specialized equipment, other expenses, 
OPS time, etc.). If a new capital expenditure for instructional or 
research space is required, indicate where this item appears on 
UWF’s capital outlay priority list. The provision of new 
resources will need to be reflected in the budget table (UWF 
Table Three), and the source of funding indicated. UWF Table 
Three requires the display of Instruction and Research (I&R) 
costs only, unless expected enrollment in the new program is 
high enough to impact non I&R costs, such as library staffing, 
university support, and student services.

No additional facilities or resources will be required for the initiation of 
the proposed Anthropology Masters program.

VII. ASSESSMENT OF IMPACT ON PROGRAMS CURRENTLY OFFERED

A. Budget

1. Assuming no special appropriation or UWF allocation for 
initiation of the program, how would resources within the 
College and Department be shifted to support the new 
program?

Two existing vacant faculty lines need to be filled in 2003/04 to 
initiate the Anthropology Masters program.

4. Use UWF Table Three to display dollar estimates of both 
current and new resources for the proposed program for the 
first through the fifth years of the program. In narrative form, 
identify the source of both current and any new resources to 
be devoted to the proposed program.

Table Three is presented on page 42.

5. Describe what steps have been taken to obtain information 
regarding resources available outside the institution 
(businesses, industrial organizations, governmental entities, 
etc.). Delineate the external resources that appear to be 
available to support the proposed program.

The Archaeology Institute will provide crucial support for both 
faculty and graduate students in the Anthropology Masters 
program. The Institute obtains about one million dollars annually 
from outside the institution through grants and contracts. Four 
Institute archaeologists hold doctorate degrees and each will 
deliver core courses and electives in the proposed Anthropology 
Masters program. An especially important contribution to the
The proposed program by the Institute is delivery and support of archaeological methods courses in conjunction with sponsored research projects. These courses include the popular terrestrial and maritime archaeological field and lab methods courses. Throughout the year, the institutes sponsored research and contract projects provide scores of assistantships for graduate students.

B. Describe any other projected impacts on related programs, such as prerequisites, required courses in other departments, etc.

The proposed Anthropology Masters program curriculum provides the option for students to take two courses outside of Anthropology. It is expected that these courses will primarily be in History. The impact on History will be positive, and an articulation statement from the chair of the History Department is included the Curriculum Change Request package.

VIII. COMMUNITY COLLEGE ARTICULATION

For undergraduate programs, describe in detail plans for articulation with area community colleges.

Not applicable to a master’s program.

IX. ASSESSMENT OF APPLICABLE ACCREDITATION STANDARDS

List the accreditation agencies and learned societies that would be concerned with the proposed program. Does the department or program anticipate seeking accreditation from any of these agencies? If so, indicate when accreditation will be sought. If the proposed program is at the graduate level, and a corresponding undergraduate program is already in existence, is the undergraduate program accredited? If not, why?

There is no discipline-specific accreditation process for Anthropology programs at any level.

X. PRODUCTIVITY

Provide evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service. Such evidence may include trends over time for average course-load, FTE productivity, student headcounts in major or service courses, degrees granted, external funding attracted; as well as qualitative indicators of excellence.

The Anthropology Department as a unit has been increasing productivity in teaching, research, and service at a steady pace.
Teaching: Since 1995/96 in enrollment, student credit hours, FTEs and undergraduate majors, as Figures 1 through 4 demonstrate. There has been a significant increase in 2001-2002 by 50% to 75% in all categories. Detailed analyses of the unit’s productivity through 2001 is presented in the Program Review of Anthropology prepared for the Board of Regents which is on file in the Planning Office. The upward trends, however, reflect a deliberate strategy to increase enrollment that was initiated in 2000/01. We targeted more teaching effort in lower level courses in an effort to generate enrollment. We have had three Anthropology courses approved to meet General Studies requirements in two areas (Behavioral Sciences and Natural Sciences). We offered several of these service courses with large class sizes (40 to 170 students) and multiple labs. We also have our best Anthropology lecturers and assistants deliver these lower division classes. This strategy has been very successful, as the charts reveal. The rising enrollment has recruited students into follow-up Anthropology courses, which they never would have taken if they had not been exposed to Anthropology in General studies. This in turn has raised FTEs, student credit hours, and Anthropology majors. We plan to continue this successful strategy.

**Figure 1. Anthropology Enrollment**

**Figure 2. Anthropology Student Credit Hours**

**Figure 3. Anthropology FTEs**

**Figure 4. Anthropology Majors**
Research Examples by Unit Faculty in 2001-02:

Publications:

Judith A. Bense

A. Joanne Curtin
- *Mortuary Variability on Gabriola Island, British Columbia*. Archaeology Press, Simon Fraser University, Burnaby

John R. Bratten
- *The Gondola Philadelphia and the Battle of Lake Champlain*. Texas A&M University Press, College Station, Texas

Norma J. Harris

Elizabeth D. Benchley

John C. Phillips


**Manuscripts in Preparation**

• Terry J. Prewitt submitted critical novel "A Gospel for James" manuscript to a publisher

• Terry J. Prewitt completed a complete re-edit of novella "The Squatter"


**Professional Conference Activities:**

• Judith A. Bense Organized Symposium: “Presidios of the Spanish Borderlands” at *Society for Historical Archaeology* Mobile, Alabama

• Judith A. Bense Papers Delivered

  • “Presidio Santa Maria de Galve, Pensacola, Florida” *Society for Historical Archaeology* Mobile, Alabama

  • Going Digital in Archaeology; No More Film@ with Kenneth W. Alderman. *Florida Anthropological Society Annual Meeting*, St. Augustine, Florida.

  • "Presidio Santa Maria de Galve: The Settlement." Presented in the Plenary Session of the *Gulf of Mexico States Accord Conference* in Veracruz, Mexico.

  • “Presidio Santa Maria de Galve: The Settlement.” Invited lecture at the 250th anniversary celebration of the Presidio of San Francisco, California.

• Joanne Curtin

  • Participated in Infectious Disease Workshop, Paleopathology Association 29th Annual Meeting, Buffalo, NY.

  • Attended American Association of Physical Anthropology 71st Annual Meetings, Buffalo, NY.

  • Attended Dental Anthropology Association Annual Meeting, Buffalo, NY.

• Norma J. Harris

  • The Fort Walton Beach Landing Site: A Late Deptford/Early Santa Rosa-Swift Creek Structure in Northwest Florida, Presentation at Southeastern Archaeological Conference, Chattanooga, Tennessee.

  • Attended and volunteered for the Society for Historical Archaeology annual meeting, Mobile, Alabama.

  • Attended Hills of Iron Conference on 19th century ironworks in the southeast at Red Top Mountain State Park, Cartersville, Georgia.
Elizabeth D. Benchley
- “The People of Colonial Pensacola.” Society for Historical Archaeology Annual Meeting, Mobile, AL. January 11, 2002

John R. Bratten

International Research
- Judith A. Bense Initiated international connections with Mexico through “Bridge Across the Gulf” exhibit and associated lectures and meetings with archaeologists, university officials, and students.
New Research: Judith A. Bense began new long-term research project at 18th century Spanish/Mexican “Presidio Isla de Santa Rosa” on Santa Rosa Island.

Grants and Contracts Awarded:
Judith A. Bense: Initial Archaeological and Historical Investigations at presidio Isla de Santa Rosa. UWF Summer Research Award $7500

Terry J. Prewitt: Irish Ethnography: Awarded UWF Summer Research Award Scholarly and Creative Activities Committee for field research Ireland

Norma J. Harris
- Oak Tree Nature Park, Western Parcel, Mary Esther, Florida
- Fort Walton Beach Landing and Brooks Street Renovation
- Fort Walton Beach Landing Public Archaeology
- Fort Walton Beach Archaeological Survey Project

Service Examples
Judith A. Bense
- Award of Merit for Public Archaeology Contributions by the Society for Historical Archaeology (national level award)
- Appointed to Florida Coin Committee by Governor Jeb Bush
- Served on the Florida Historic Commission
- Served on the Florida National Register Review Board
- Served on Board of Directors, Society for Historical Archaeology and appointed Chair, Governmental Affairs Committee
- Served as chair of Faculty Personnel Committee
- Served as Chair of UWF Sponsored Research Directors Council
- Served on Board of Directors, Pensacola Historical Society
- Organized development of the Masters in Anthropology degree program and Bachelors degree program in Maritime Studies

Terry J. Prewitt
- Serves on Board of Directors of the Gulf Coast Zoological Society
- Serves on Board of Directors of the Northwest Florida Ballet
- Served on Personnel Committee for College of Arts and Sciences
- Chaired the Interdisciplinary Social Sciences Committee
- Organized “Take Back the Night” candlelight vigil on sexual violence rape awareness event on the UWF campus

Norma J. Harris
- Selected for University Growth and Development Committee
- Served on Fort Walton Beach Historic Preservation Board
- Served as Advisor to City of Fort Walton Beach on their Historic Preservation Plan
- Served as Advisor and contributor to City of Fort Walton Beach Indian Temple Mound Museum
- Selected as Volunteer Instructor at the Fort Walton Beach Senior Center for Lifelong Learning “North American Archaeology” class for Spring and Fall semesters

**Student Papers Presented at Professional Meetings 2001-2002**

**Ashley Flynt**


**Jeff Moates**


**Robin Moore**


**Deborah Mullins**

**Marie Pokrant**


Jason Raupp  

John Rawls  


April Whitaker  


**UWF TABLE ONE**  
*NUMBER OF ANTICIPATED MAJORS FROM POTENTIAL SOURCES*

**GRADUATE DEGREE PROGRAM**

**NAME OF PROGRAM:** ANTHROPOLOGY MASTERS  
**CIP CODE:** 45.0201

<table>
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<tr>
<th>Source of Students (Non-Duplicative Count in Any Given Year)</th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
<th>YEAR 4</th>
<th>YEAR 5</th>
</tr>
</thead>
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<tr>
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<td>HC</td>
<td>FTE</td>
<td>HC</td>
<td>FTE</td>
<td>HC</td>
</tr>
<tr>
<td>Individuals drawn from agencies/industries in your service area (e.g., older returning students)</td>
<td>1</td>
<td>0.28</td>
<td>1</td>
<td>0.28</td>
<td>1</td>
</tr>
<tr>
<td>Students who transfer from other graduate programs within the university</td>
<td>26</td>
<td>17.68</td>
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<td>1.36</td>
<td>2</td>
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<tr>
<td>Individuals who have recently graduated from preceding degree programs at this university</td>
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<td>3.4</td>
<td>5</td>
<td>3.4</td>
<td>5</td>
</tr>
<tr>
<td>Individuals who graduated from preceding degree programs at other SUS universities</td>
<td>5</td>
<td>2.04</td>
<td>3</td>
<td>2.04</td>
<td>3</td>
</tr>
<tr>
<td>Individuals who graduated from preceding degree programs at non-SUS Florida colleges and universities</td>
<td>1</td>
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<td>1</td>
<td>0.68</td>
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<td>Additional in-state residents</td>
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<td>Additional out-of-state residents</td>
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<td>0.68</td>
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<td><strong>17</strong></td>
<td><strong>10.98</strong></td>
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**Note:**  
- **HC** = Headcount of students in this major  
- **FTE** = Annualized Full-Time-Equivalent students taking courses offered by this major. Annualized FTE’s are calculated at 32 credit hours for graduate courses.
<table>
<thead>
<tr>
<th>Faculty CODE (see below)</th>
<th>Faculty Name or &quot;New Hire&quot;</th>
<th>Academic Discipline/ Specialty</th>
<th>Rank</th>
<th>Contract Status (tenure?)</th>
<th>Highest Degree Granted</th>
<th>Initial Date for Participation in Proposed Program</th>
<th>1st Year Workload in Proposed Program (portion of Person-year)</th>
<th>Theses directed</th>
<th>Publications*</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Prewitt</td>
<td>Anthropology/ Cultural</td>
<td>Professor</td>
<td>Tenured</td>
<td>PhD</td>
<td>2003</td>
<td>0.2</td>
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<td>Curtin</td>
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<td>Assistant Professor</td>
<td>Tenure-earning</td>
<td>PhD</td>
<td>2003</td>
<td>0.2</td>
<td>0</td>
<td>1</td>
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<td>B</td>
<td>Bense</td>
<td>Anthropology/ Archaeology</td>
<td>Professor</td>
<td>Tenured</td>
<td>PhD</td>
<td>2003</td>
<td>0.3</td>
<td>2</td>
<td>2</td>
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<tr>
<td>B</td>
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<td>Anthropology/ Cultural</td>
<td>Assistant Professor</td>
<td>Adjunct</td>
<td>PhD</td>
<td>2003</td>
<td>0.3</td>
<td>2</td>
<td>1</td>
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<tr>
<td>D</td>
<td>Benchley</td>
<td>Anthropology/ Archaeology</td>
<td>Administrative</td>
<td>A &amp; P</td>
<td>PhD</td>
<td>2003</td>
<td>0.3</td>
<td>3</td>
<td>1</td>
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<tr>
<td>D</td>
<td>Bratten</td>
<td>Anthropology/ Archaeology</td>
<td>Faculty Research Associate</td>
<td>A &amp; P</td>
<td>PhD</td>
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<td>0.2</td>
<td>3</td>
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<tr>
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<td>Cozzi</td>
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<td>2003</td>
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<td>Assistant Professor</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>C</td>
<td>New Hire</td>
<td>Anthropology/ Biological</td>
<td>Assistant Professor</td>
<td>2005</td>
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<td>1st Year Workload by Budget Classification</td>
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<td>New General Revenue</td>
<td>New Faculty – To Be Hired on a New Line</td>
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<td>D</td>
<td>Contracts &amp; Grants</td>
<td>Existing Faculty – Funded on Contracts &amp; Grants</td>
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<td>E</td>
<td>Contracts &amp; Grants</td>
<td>New Faculty – To Be Hired on Contracts &amp; Grants</td>
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<td><strong>Overall Total for 1st Year</strong></td>
<td><strong>1.7 FTE</strong></td>
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## UWF TABLE TWO “B”

**FACULTY PARTICIPATION IN PROPOSED DEGREE PROGRAM BY FIFTH YEAR**

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<tr>
<th>Faculty CODE (see below)</th>
<th>Faculty Name or “New Hire”</th>
<th>Academic Discipline/ Specialty</th>
<th>Rank</th>
<th>Contract Status (tenure?)</th>
<th>Highest Degree Granted</th>
<th>Initial Date for Participation in Proposed Program</th>
<th>5th Year Workload in Proposed Program (portion of Person-year)</th>
<th>Theses directed</th>
<th>Publications*</th>
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<tbody>
<tr>
<td>A</td>
<td>Prewitt</td>
<td>Anthropology/Cultural</td>
<td>Professor</td>
<td>Tenured</td>
<td>PhD</td>
<td>2003</td>
<td>0.5</td>
<td>6</td>
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<tr>
<td>A</td>
<td>Curtin</td>
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<td>Assistant Professor</td>
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<td>PhD</td>
<td>2003</td>
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<td>Anthropology/Archaeology</td>
<td>Professor</td>
<td>Tenured</td>
<td>PhD</td>
<td>2003</td>
<td>0.5</td>
<td>3</td>
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<tr>
<td>B</td>
<td>Philen</td>
<td>Anthropology/Cultural</td>
<td>Assistant Professor</td>
<td>Adjunct</td>
<td>PhD</td>
<td>2003</td>
<td>0.5</td>
<td>3</td>
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</tr>
<tr>
<td>D</td>
<td>Benchley</td>
<td>Anthropology/Archaeology</td>
<td>Administrative</td>
<td>A &amp; P</td>
<td>PhD</td>
<td>2003</td>
<td>0.5</td>
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<tr>
<td>D</td>
<td>Bratten</td>
<td>Anthropology/Archaeology</td>
<td>Faculty Research Associate</td>
<td>A &amp; P</td>
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<td>2003</td>
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<tr>
<td>D</td>
<td>Cozzi</td>
<td>Anthropology/Archaeology</td>
<td>Faculty Research Associate</td>
<td>A &amp; P</td>
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<td>2003</td>
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<tr>
<td>C</td>
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<td>Anthropology/Archaeology</td>
<td>Assistant Professor</td>
<td>2004</td>
<td></td>
<td></td>
<td>0.5</td>
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<tr>
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<td>New Hire</td>
<td>Anthropology/Biological</td>
<td>Assistant Professor</td>
<td>2005</td>
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<tr>
<td>A</td>
<td>Current General Revenue</td>
<td>Existing Faculty – Regular Line</td>
<td>1.0 FTE</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>Current General Revenue</td>
<td>New Faculty – To Be Hired on Existing Vacant Line</td>
<td>1.0 FTE</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>C</td>
<td>New General Revenue</td>
<td>New Faculty – To Be Hired on a New Line</td>
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<tr>
<td>D</td>
<td>Contracts &amp; Grants</td>
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<td>1.3 FTE</td>
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<tr>
<td>E</td>
<td>Contracts &amp; Grants</td>
<td>New Faculty – To Be Hired on Contracts &amp; Grants</td>
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</table>

Overall Total for 5th Year 4.3 FTE

**Narrative:**

The faculty position in archeology to be filled on an existing vacant faculty line (Faculty Code B) for 2003-04 is for Judith Bense. Bense's original faculty line reverted to a general college reserve in the 1996-97 budget year when recurring funds for the Archaeology Institute were obtained. As Institute Director, Bense’s salary source was changed to the new funds and her line was taken out of the department and it was not filled or replaced. However, Bense has continued to teach full-time in the Anthropology program as she is the lead Archaeology professor and teaches several core courses as well as the largest service course that provides the most FTEs in Anthropology. Bense has been the Department Chair since 2001-02. In order to begin to stabilize the academic archaeology in the program, this line must be reassigned to the Anthropology Department for Bense. Dr. Elizabeth Benchley has been the Associate Director of the Archaeology Institute, and will assume the full directorship of that unit.

The new faculty to be hired on an existing vacant faculty line (Faculty Code B) for 2003-04 is for a cultural anthropologist. The demand for a second cultural anthropologist has been met in 2001-02 and 2002-03 with a full-time adjunct Assistant Professor, Robert Philen. He delivers several graduate level cultural anthropology courses as well as undergraduate
required core courses. It is anticipated that he will be a Visiting Associate Professor for 2003-04, while a national search is conducted to fill the tenure-track position in cultural anthropology. There is a vacant position in the Department as the result of the retirement of Ray Oldenburg in 2001, and this line has not been filled.

The second position to be filled with an archaeology specialist, and it is intended to be split between at least two individuals in the Archaeology Institute who deliver an essential portion of the required archaeology course load. These archaeologists will have joint positions in the Anthropology Department and the Archaeology Institute. There are precedents for joint positions between institutes/centers and academic departments at UWF and other SUS universities. This strategy of splitting the line will maximize its efficiency and compensate these archaeologists who teach half time.

The biological anthropologist position to be filled in 2005 is in anticipation of growth in this popular specialty and to bring parity to the three subfields in the program (2 stable faculty positions in archaeology, cultural anthropology, and biological anthropology)
# UWF TABLE THREE

COSTS FOR PROPOSED PROGRAM

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<th>FIRST YEAR</th>
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<th>FIFTH YEAR</th>
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<td>GENERAL REVENUE</td>
<td>CONTRACTS &amp; GRANTS</td>
<td>SUMMARY</td>
<td>GENERAL REVENUE</td>
<td>CONTRACTS &amp; GRANTS</td>
<td>SUMMARY</td>
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<tr>
<td></td>
<td>CURRENT</td>
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<td>CURRENT</td>
<td>NEW</td>
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## INSTRUCTION & RESEARCH

### POSITIONS (FTE)

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<td>A&amp;P</td>
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### SALARY RATE

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## I&R

### SALARIES & BENEFITS

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## NON-I&R

### OTHER ACTIVITIES

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<tr>
<td>STUDENT SVCS</td>
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<td>TOTAL OTHER ACTIVITIES</td>
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## SUMMARY

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<td>139,184</td>
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APPENDIX A
ANTHROPOLOGY MASTERS PROGRAM
DEVELOPMENT TIMELINE

October 18, 2001: Approval by the Dean of the College of Arts and Sciences to develop an internal proposal for Anthropology Masters

November-December 2001:
Department of Anthropology and Archaeology Institute teaching faculty develop internal program for Anthropology Masters

December 13, 2001: Internal proposal for Anthropology Masters program submitted to the Dean of College of Arts and Sciences

January 2002: CAS Dean approves internal proposal for further development

May 5-15, 2002: Request to Explore and Plan New Anthropology Masters Academic Program approved by Dean, Provost and President; submitted to Board of Trustees Academic and Student Affairs Committee for review

June 6, 2002: Board of Trustees Academic and Student Affairs Committee unanimously approved exploration of an Anthropology Masters program.

August 31, 2002: Anthropology Masters Curriculum Change Requests (CCRs) submitted for review and approval by College of Arts and Sciences Council and Faculty Senate.

September-October 2002: College of Arts and Sciences Council approved proposed program and course CCRs

October 1, 2002: Norris places Anthropology Masters on BOT Academic

October 21, 2002: Met with Faculty Senate Academic Council Committee chair (North) and reviewed minor edits requested by committee

October 25, 2002: Faculty Senate Academic Council to review program and course CCR; approval expected.

November 8, 2002: Faculty Senate reviews and votes on proposed program and course CCRs; passage expected.

November 22, 2002: BOT Academic and Student Affairs Committee reviews proposed program and makes recommendation to BOT; full BOT votes on proposed program.
XI. HISTORY

Proposed New Programs - History: (This page is to be included at the end of the proposal document to display approvals at each level. Original signatures are on file in the Office of University Planning)

Approved to Explore and Plan:

Dean __________Katherine K. Fouche_________________ Date 5-9-2002
Provost _____Parks B. Dimsdale____________________ Date 5-10-2002
President _____Morris L. Marx______________________ Date 5-13-2002
BOT A&SA Committee ___Roy Smith, Jr.______________Date 6-6-2002

Approved to Implement:

Dean ____________________________________________Date ________
Provost __________________________________________Date ________
President _________________________________________Date ________
BOT A&SA Committee ______________________________Date ________
BOT ____________________________________________Date ________

FBOE Reporting and Approvals:

Bachelors and Masters Programs Reported to the FBOE: __________
Specialist and Doctoral Programs Submitted to FBOE: ____________
Specialist and Doctoral Programs Approved by FBOE: ______________
Licensure Programs approved by Legislature: ________________

Implementation and Reporting:

Term Implemented: _________________________________

One-Year Report Presented to Board of Trustees: ________________
Three-Year Report Presented to Board of Trustees: ________________
Five-Year Program Review Presented to Board of Trustees: ________