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**REQUEST TO MERGE DEPARTMENT OF ANTHROPOLOGY AND DEPARTMENT OF
WORLD LANGUAGES AND CULTURES AT IOWA STATE UNIVERSITY AND TO
NAME THE NEW DEPARTMENT AS
THE DEPARTMENT OF WORLD LANGUAGES AND CULTURES**

Action Requested: Consider approval of the request by Iowa State University to merge the Department of Anthropology and the Department of World Languages and Cultures and to name the new department as the Department of World Languages and Cultures in the College of Liberal Arts and Sciences.

Executive Summary: The proposed merged department will absorb the existing programs in the two departments. It will allow Iowa State University to focus on strategic priorities and to strengthen academic programs while gaining administrative efficiencies. The proposed name is descriptive enough to include the teaching and scholarly activities of both disciplines. This request has been reviewed by the Board Office and the Council of Provosts and is recommended for approval. This request addresses the Board of Regents Strategic Plan priority of “educational excellence and impact” and the goal to be “increasingly efficient and productive.”

Background:

- ◇ **Description of Department of Anthropology.** The Department of Anthropology includes seven tenure-eligible and three non-tenure-eligible faculty (9.38 FTE) and one administrative assistant (P&S). At the undergraduate level, it offers a Bachelor of Science and a Bachelor of Arts in Anthropology as well as a minor; it also offers a graduate Master of Arts and participates in a certificate in forensic sciences. Faculty in the department also carry teaching responsibilities in American Indian Studies and other cross-disciplinary programs. In Spring 2016, the department had 56 undergraduate first majors, eight second majors, and 10 graduate students. Courses offered by the department satisfy ISU's *International Perspectives* and *U.S. Diversity* requirements and are popular with students across the campus. In FY15, the department delivered 5,754.44 student credit hours, or 721 student credit hours per FY15 faculty FTE. There are three areas of anthropology – sociocultural; biological; and archeology.
- ◇ **Reason to terminate the Department of Anthropology.** The department has become too small to function as a vibrant, independent unit. An external program review, conducted in FY14, commended the quality of faculty and programs but concluded that significant resources would be required to rebuild the department, even if only to a relatively modest size.
- ◇ **Proposal to merge the two departments.** The Anthropology department faculty decided to seek a merger with a suitable partner department. The faculty entered into discussions with the Department of World Languages and Cultures (WLC). Both departments play critical roles in ISU's mission to educate global citizens who are competent working in a range of cultural contexts. A merger will leverage existing and emerging synergies between these two programs in order to strengthen collaborations among faculty in both programs that will enrich scholarship and enhance student learning. The proposed merger received the unanimous support from the faculty members in both departments.

- ◇ Benefits of proposed merger. The incorporation of the WLC faculty into the M.A. program in Anthropology will expand its scope by broadening the areas of theoretical and methodological expertise available to participating graduate students, as well as build upon existing areas of strength, such as interdisciplinary research on Africa, Latin America, and Indigenous Studies. The proposed merger will further consolidate existing strengths in the LAS Cross Disciplinary Studies programs in which Anthropology and WLC faculty play pivotal roles, such as American Indian Studies, International Studies, Classical Studies, and U.S. Latino/a Studies, among others.

Increased collaboration among faculty from the two departments will help to distinguish the merged department from other programs at ISU's peer institutions and universities around the country by creating a department in which cultures and languages are studied from humanistic, social scientific, professional, and scientific perspectives. This merger will expand the possibilities for collaborations outside the department and lead to increased visibility both on and off campus. The merger will create efficiencies in the administration of the two programs and the use of human resources. The following list indicates both existing and potential synergies between Anthropology and WLC:

- ⇒ Existing Synergies
 - Teaching and research in the areas of Cultural Studies and Ethnography.
 - Strong programs in international undergraduate research and experiential learning: fieldwork in archaeology and biological anthropology abroad, study abroad, international internships and service learning.
 - Interdisciplinary Regional Emphases (Africa, Latin America, Indigenous Studies).
- ⇒ Synergies Resulting from the Anthropology and WLC Merger
 - Strengthen interdisciplinary research and teaching; American Indian Studies, Classical Studies; International Studies; U.S. Latino/a Studies; Indigenous Studies.
 - Study Abroad, a strength for both departments, will allow for the strengthening and expansion of programs with a language and/or culture focus as well as increase opportunities for new curricular and regional emphases and expand experiential learning components.
 - Opportunities for co-teaching existing or new courses at both the undergraduate and graduate levels.
 - Collaborative research in cultural studies, cultural anthropology, anthropological and classical archeology, and world languages.
 - The Graduate M.A. in Anthropology will increase opportunities for interdisciplinary research across disciplines and expand mentoring opportunities with WLC faculty. Similarly, Anthropology graduate students working in trans-national contexts will have the opportunity to learn or improve language and culture knowledge.
 - Expanded ability to pursue more external funding opportunities by leveraging faculty research strengths in the humanities and social sciences and matching those collaborations with grant opportunities not typically available to one discipline or the other.

- Opportunity to share and expand existing collaborations with partners across ISU Colleges (e.g., Languages and Cultures for Professions partnerships with the Colleges of agriculture and Life Sciences; Business; and education or the Anthropology M.A. studies emphasis with the College of Design).
- Shared resources and approaches in the area of student recruitment to attract a diverse pool of undergraduate and graduate students who can benefit from interdisciplinary curricula in Anthropology and WLC.

- ◇ Functional organization of the proposed new department. Currently, the chair of the Department of Sociology serves as chair of the Department of Anthropology but the Anthropology Department has its own governance, academic, and administrative structure. Effective July 1, 2015, Anthropology and Sociology separated their joint functions and associated budgets; a lecturer was appointed full time to handle advising anthropology students, and a full-time administrative specialist will be housed in Anthropology until the merger is complete at which time the specialist will transfer to WLC.

Upon completion of the proposed merger, the Department of Anthropology will become a program, or “section,” within the Department of World Languages and Cultures. The goal will be to cultivate a strong and distinct identity that will continue to attract undergraduate and graduate students to the study of Anthropology. As with the other programs in WLC, the Anthropology program will have a convener, who will coordinate the undergraduate curriculum, convene the faculty, and determine issues relevant to the section. There will also be a Director of Graduate Education to coordinate the M.A. in Anthropology. The current WLC Chair will be the Chair of the merged departments and serve at the pleasure of the LAS Dean. The merger is expected to result in consolidated physical space and equipment in Pearson Hall; for the time being, Anthropology laboratories will be maintained in East Hall and Curtiss Hall. All sponsored funding will also be integrated.

A new version of the WLC governance document has been approved by the faculty. An addendum to WLC’s “Guidelines for Faculty Evaluation, Reappointment, Promotion, and Tenure” will allow all pre-tenure assistant professors as of July 1, 2016 to be evaluated for preliminary review and promotion and tenure by the tenured faculty members of the department to which they belonged prior to the merger, and under the policies and procedures held by that department. All associate professors as of July 1, 2016 who seek promotion to full professor before April 1, 2020 will be allowed to do so under the guidelines of the department to which they belonged prior to the merger.

- ◇ Effect on existing programs. The proposed merger will not affect existing programs. No programs or courses will be eliminated, changed, or proposed as the result of the merger of the two departments.
- ◇ Effect on students and faculty. The proposed merger is not expected to affect students. Students will not see a change to their programs of study and their progress toward degree completion will not be affected. Faculty members’ teaching and research duties will not be affected.

- ◇ Comparable name at peer institutions. The proposed name reflects the model of a combined department which exists at some peer institutions, such as the University of Akron which has a Department of Anthropology and Classical Studies – at ISU, Classical Studies is in the WLC Department; Mississippi State University has a Department of Anthropology and Middle Eastern Cultures; the University of Missouri (St. Louis) has a Department of Anthropology, Sociology, and Languages; Duke University has a Department of Cultural Anthropology; and Florida International University has a Department of Global and Sociocultural Studies. Both the University of Missouri and Duke University are AAU institutions, as is ISU.

- ◇ Effect of merger on resources. The proposed merger will result in administrative efficiencies by integrating academic and administrative services of two departments into one, including:
 - ⇒ No separate department leadership structure, such as chair, associate chair, executive committee.
 - ⇒ Elimination of most anthropology faculty committees.
 - ⇒ Integration of undergraduate student recruiting and advising functions into WLC processes.
 - ⇒ Integration of fiscal, HR, and IT services into WLC support.
 - ⇒ Reduction of college complexity.

There will be a one-time cost as a result of the move of the anthropology faculty to Pearson Hall where WLC is located. This cost will be offset by recurring savings. Additional details are provided in Attachment A.

The proposed merger has the support of both departments. The new department will take advantage of existing synergies between the units' undergraduate degree programs, develop new collaborations in teaching and research, and create administrative efficiencies. Undergraduate curricula in both departments share similar learning outcomes and teaching methodologies, particularly with respect to upper division courses that focus on the interpretation and mediation of culture in diverse historical, social and (trans-)national contexts. The addition of the Master of Arts Program in Anthropology to the WLC Department will expand the scope of mentoring and research opportunities available to participating graduate students.

- ◇ Consultation within ISU. The merger discussions followed the process detailed in the ISU Faculty Handbook, Section 2.7: Policy for Academic Reorganizations. The faculty of both departments voted unanimously in favor of the proposed merger. The Representative Assembly and the Faculty Senate Caucus of the College of Liberal Arts and Sciences were briefed and had opportunity for feedback. The Office of the Provost reviewed and approved the proposed merger and forwarded it to the Faculty Senate. After approval by the Faculty Senate, the proposal was sent to the President who approved it on February 21, 2016.

- ◇ Consultation with other institutions. The proposed merger was discussed with the University of Iowa and the University of Northern Iowa. It was also discussed at a meeting of the Regents Liberal Arts and Sciences deans in Fall 2015.

- ◇ Date of implementation. The proposed name change will become effective upon approval by the Board of Regents and will be implemented on July 1, 2016.

	Anthropology	World Languages & Cultures
Operating Budget	\$913,382	\$2,959,969
Personnel:		
• Tenure-eligible faculty	7 (1 professor, 4 associates, 2 assistants)	21 (3 professors, 13 associates, 5 assistants)
• Non-tenure eligible faculty	1 lecturer, 2 adjunct assistant professors	5 senior lecturers, 15 lecturers, 2 adjunct assistant professors
• Merit Employees	N/A	2 (secretarial)
• P&S Employees	1 administrative specialist	3 (Language Studies Resource Center Director, 1 Academic Adviser III, 1 Academic Adviser II ½ time)
• Graduate Teaching Assistants	Approximately 13	N/A
Curricula:		
• Graduate Programs	M.A., Anthropology Certificate in Forensic Sciences	N/A
• Undergraduate Programs*	B.A., Anthropology B.S., Anthropology Minor, Anthropology	<ul style="list-style-type: none"> ▪ B.A., World Languages & Cultures: French Studies ▪ B.A., World Languages & Cultures: French Languages and Cultures for Professions ▪ B.A., World Languages & Cultures: German Studies ▪ B.A., World Languages & Cultures: German Languages and Cultures for Professions ▪ B.A., World Languages & Cultures: Spanish ▪ B.A., World Languages & Cultures: Spanish Languages and Cultures for Professions ▪ B.A., International Studies (program administered by WLC) ▪ Minors in Chinese Studies, French, German, Russian Studies, Spanish, World Film Studies ▪ Cross-Disciplinary Studies (CDS) minors administered by WLC: American Indian Studies, Classical Studies, International Studies, U.S. Latino/a Studies ▪ Certificate in Latin American Studies (administered by International Studies Program in WLC)

*As indicated above, WLC offers two concentrations within the BA: (1) Languages and Cultures with a concentration in French Studies, German Studies, or Spanish; (2) Languages and Cultures for Professions (as a second major only) with a concentration in French, German, or Spanish. The BA, BS, MA degrees in Anthropology will continue to be listed on separate curriculum pages in the ISU Catalog, with an additional note that states: "Administered by the Department of World Languages and Cultures."

Note: The proposed merger includes the following cross-disciplinary studies programs currently administered by Anthropology or WLC: American Indian Studies, Classical Studies, International Studies, and U.S. Latino/a Studies. A major leading to a BA in Interdisciplinary Studies with tracks in American Indian Studies, Classical Studies, or U.S. Latino/a Studies is also available through the College of Liberal Arts and Sciences. WLC also offers a BA in International Studies that can be taken as a second major only.