

1. **Briefly describe the proposed new program. Please indicate if it is an expansion of an existing program; a new program; a cooperative effort with another institution, business, or industry; or an on-campus or off-campus program. Attach any formal agreements established for cooperative efforts.**

The option in cultural and ethnic diversity is a proposed new option within the undergraduate anthropology Bachelor of Arts degree. It is an extension of our program in that the option recognizes the necessity to offer a formal course of study in cultural and ethnic diversity for our majors and the general university student community. The department currently offers options in archaeology and linguistics.

2. **Summarize a needs assessment conducted to justify the proposal. Please include how the assessment plan was developed or executed and the data derived from this effort.**

Preliminary Assessment of Need

The need to develop a cultural and ethnic diversity option within our undergraduate program evolved from the growing desire of students to gain core knowledge about other societies and cultures they will encounter in their daily lives. An assessment tool used is the growing enrollment in anthropology courses related to cultural and ethnic diversity. As a direct indicator of need and sustainable demand, Anthropology 180S, Race and Minorities since 1997 has an average enrollment of 170.8 per semester. Currently the course (Fall 2001) has 162 enrolled students. Many of these students request more courses of this nature that will allow them to pursue their respective majors while gaining knowledge about issues of ethnic and cultural diversity.

Need Within the Institution as Identified by the mission of The University of Montana

Cultural and ethnic diversity is central to the mission of The University of Montana. Students today must be exposed to and informed about diversity issues if they wish to work in a global economy. Anthropology provides the lynch pin for imparting crucial knowledge about cultural and ethnic issues. The primary educational mission of the Department of Anthropology is teaching, research, and professional service to impart the critical importance of understanding the human condition and its relevancy to living a productive life in an increasingly diverse world. To accomplish this task, the Department of Anthropology provides a stimulating and challenging curriculum that helps students understand and appreciate the range of human cultures from prehistory to the present; as well as the significance of biological evolution to the human condition. Through our rigorous and competitive undergraduate and graduate programs we achieve a broad cross-cultural education and prepare students to apply their anthropological knowledge in their chosen career paths.

Contribution to Student Success

It is difficult to track student outcomes. Students who have taken our courses in cultural and ethnic diversity have gone on to medical school, private business, law, graduate school, and found employment in state, federal, and tribal agencies. One reason that they took anthropology courses which emphasize diversity or ethnicity is the perspective and skills they provide in working in diverse environments. The Anthropology faculty, believe that if we would offer this option more students of diversity will be attracted to our program and the university.

3. **Explain how the program relates to the Role and Scope of the institution as established by the Board of Regents.**

The Role and Scope and Mission Statement of The University of Montana - Missoula, as contained in the current catalog includes the following relevant passages.

*"-Develop an informed, educated and culturally aware citizenry that is prepared to meet the challenges of the 21st century, engage in life-long learning, and lead productive lives **in an increasingly diverse and global society.**"* The cultural and ethnic diversity anthropology option is a course of study that engages students in theoretical and interdisciplinary perspectives transmitted in lectures along with research experience to expose students to issues about diversity, multiculturalism, and ethnicity.

"-Expect campuses to meet their civic duty and exercise leadership by serving as educational, cultural, and economic development resources within their communities, regions and the State." Students who gain academic training in cultural and ethnic diversity issues will be better able to meet their civic duty and exercise leadership roles in a variety of capacities.

"-Provide academic opportunities to the citizens of Montana when and where they need them and at a price they can afford." Over the past three decades, there is a demand for knowledge about cultural and ethnic issues. The cultural and ethnic diversity anthropology option offers students a unique new opportunity to acquire new skills and perspectives that will enhance their educational career at The University of Montana-Missoula. Providing a cultural and ethnic diversity anthropology option at The University of Montana-Missoula allow Montanans to obtain this education within the state at in-state tuition prices.

The Mission Statement of The University of Montana begins with these words *"The University of Montana capitalizes on its unique strengths to create knowledge, provide an active learning environment for students, and offer programs and services responsive to the needs of Montanans."* Above, we demonstrate that there is a perceived need for a cultural and ethnic diversity option among the current University of Montana-Missoula students; so providing this option would constitute a case of being responsive to the needs of Montanans. Under the institution's Vision Statement is the following statement. In pursuit of its mission, The University of Montana-Missoula will *"Educate students to become ethical persons of character and values, engaged citizens, competent professionals, and informed members of a global and technological society."* The option meets all these aspirations, while creating a unique program.

The Role of the Anthropology Department at The University of Montana-Missoula

The Anthropology Department of The University of Montana-Missoula represents the largest concentration of anthropologists at an institution of higher education in Montana. The department offers a bachelor of arts and master of arts degree in anthropology.

Societies do not evolve in isolation. Anthropology is a study of human interactions and the dynamic and transformational character of such interactions. The study of anthropology allows students to examine specific ethnic group experiences, use a comparative method to examine ethnic/cultural experiences across historical times and space, and enhance their appreciation of, and respect for, one another--one that allows students to explore, within a challenging but stimulating context, a wide range of issues pertaining to race, identity, ethnicity, social justice, and inequality

4. Please state what effect, if any, the proposed program will have on the administrative structure of the institution. Also indicate the potential involvement of other departments, divisions, colleges, or schools.

The cultural and ethnic diversity option will have no effect on the administrative structure of the institution or upon any other department.

5. Describe the extent to which similar programs are offered in Montana, the Pacific Northwest, and states bordering Montana. How similar are these programs to the one herein proposed?

Among the major institutions in Montana (Montana State University--Bozeman; Montana State University--Billings, Montana State University--Northern, or The University of Montana Western--Western) there are not any anthropology program options in cultural and ethnic diversity.

On reviewing major four year institutions in states bordering Montana only Boise State University offers a minor in multi-ethnic studies. The University of Washington is one of the few major universities in the Pacific Northwest that offers an ethnic studies academic orientation. None of these programs are within the disciplinary boundaries of anthropology. Nationally, only Kansas State University and the University of Las Vegas position cultural and ethnic diversity studies in anthropology. This would make the proposed anthropology option unique to this region.

6. **Please name any accrediting agency(ies) or learned society(ies) that would be concerned with the particular program herein proposed. How has this program been developed in accordance with the criteria developed by said accrediting body(ies) or learned society(ies)?**

No accrediting agencies or learned society(ies) would be concerned with the proposed program.

7. **Prepare an outline of the proposed curriculum showing course titles and credits. Please include any plans for expansion of the program during its first three years.**

For a degree in anthropology with an option in cultural and ethnic diversity, the student must meet all the general requirements and in addition:

- a. Complete the following anthropology courses:

ANTH 180	Race and Minorities	3 credits
ANTH 267	Human Genetics	3 credits
ANTH 328	Culture and Identity	3 credits
ANTH 460	Human Variation	3 credits;

- b. Complete six credits, with advisor approval, in one of the following disciplines:

Anthropology, History or, Sociology;

- c. Complete upper division six credits, with advisor approval, in one of the following allied disciplines:

African American Studies, Asian Studies, Native American Studies or, Women's Studies

We have no plans for expansion of the option during its first three years.

FACULTY AND STAFF REQUIREMENTS

1. **Please indicate, by name and rank, current faculty who will be involved with the program proposed herein.**

Gregory R. Campbell, Professor and Department Chair, Anthropology
Thomas H. Foor, Professor, Anthropology
Randall Skeleton, Professor, Anthropology
Stephen Greymorning, Associate Professor, Anthropology/Native American Studies
Gretchen Weix, Associate Professor, Anthropology/Women's Studies
Kimber Haddix, Assistant Professor, Anthropology
William Prentiss, Assistant Professor, Anthropology

2. **Please project the need for new faculty over the first five-year program. Include special qualifications or training. If present faculty are to conduct the new program, please explain how they will be relieved from present duties.**

No new faculty positions are required at this time to institute the option. Faculty do not need to be released from any current duties (i.e. teaching, research, community service). One faculty member will add a course to his regular course offerings. This is a minor adjustment that requires no release time.

3. **Please explain the need and cost for support personnel or other required personnel expenditures.**

No support personnel are required to implement the proposed option.

CAPITAL OUTLAY, OPERATING EXPENDITURES, AND PHYSICAL FACILITIES

1. Please summarize operating expenditure needs.

There will be no operating expenditures other than current faculty salaries.

2. Please evaluate library resources. Are they adequate for operation of the proposed program? If not, how will the library need to be strengthened during the next three years?

A Griznet search produced over 150 books, monographs, and readers about cultural ethnic diversity. The Mansfield Library subscribes to a number of key journals in the field, including Race and Class. The ability to search the Internet and access to other technologies expand our capability beyond the library walls to enhance student and faculty research.

3. Please indicate special clinical, laboratory, and/or computer equipment that will be needed. List those pieces of equipment or computer hardware presently available in the department.

Outside of the present faculty computer allocations, there is no need for other hardware.

4. Please describe facilities and space required for the proposed program. Are current facilities adequate for the program? If not, how does the institution propose to provide new facilities?

Current facility, classroom, and laboratory space are adequate for this program option.

EVALUATION OF PROPOSED PROGRAM

1. Please name faculty committees or councils that have reviewed and approved the program herein proposed.

The Academic Senate Curriculum Review Committee and the Faculty Senate have reviewed and approved the proposal for a cultural and ethnic diversity anthropology option. The proposal also has been approved by the Dean's Office of the College of Arts and Sciences as well as the Office of the Provost and Vice President for Academic Affairs.

2. If outside consultants have been employed, please list the names of these consultants, their current positions, and titles. Append copies of their written reports (this is required of new doctoral programs).

No outside consultants have been used.

FISCAL IMPACT AND BUDGET INFORMATION

There is no fiscal impact for the implementation of the option.