Department of Anthropology Self-Study
Academic Program Review
November 30, 2009

<u>*Section 1: Analysis of Past Reviews*</u>

1. Briefly describe the last review of the Department's undergraduate programs, conducted in 2002-03

a. What were the key strengths and weaknesses of the program cited by the external review committee?

The 2002-03 external review committee cited the following chief weakness of the Department's undergraduate program: the small number of faculty FTE and the allocation of faculty to undergraduate teaching "simply does not allow the department to offer sufficient opportunities for small seminars (with 25 or fewer students)." The external reviewers continued, "The issue here is clearly *not* the commitment of department faculty to their undergraduates; it is an issue of resources and larger institutional commitments and structures at UCI." In addition, undergraduate students with whom the committee met expressed an interest in more "area studies" courses, focusing on specific geographic regions.

The external review committee also noted that, in assessments of teaching workload, course enrollments provide a better measure for the Department of Anthropology than the number of undergraduate majors, given that faculty in the department teach a large number of lecture classes for other programs like International Studies and for breadth requirements. Note that each faculty member normally teaches at least one large lecture class per year (enrollment >250, and usually >400). The Department handles a very large student credit hour workload of about 9000 SCH/year, in a Department of 14.5 filled FTE lines (approx. 620 SCH/FTE/year).

b. Describe the specific steps that have been taken to respond to the recommendations from the last review.

Since 2002-03, the Department has made a concerted effort to use part-time lectures more strategically than in the past, in order to free regular-ranks faculty to teach smaller seminars. For example, the Department has more consistently offered Anthropology 180AW, Anthropology Majors' Seminar (topic varies) at least two or three times per year, with an enrollment cap of 25. The Department has also launched two new upper-division writing classes with a cap of 25 (121AW, Kinship and Social Organization; 134GW, HIV/AIDS in Global Context), which are being taught every year.

However, declining budgets for temporary lecturers has resulted in an overall degradation of the Department's seminar offerings. The Department's temporary teaching budget has declined by 40% since 2007-08 (after a period of mild increases). As a result, the

Department's ability to offer small seminars has decreased. In 2007-08, the Department offered 14 undergraduate classes with an enrollment of fewer than 50 students. In 2008-09, the Department only offered 9 such classes. This year (2009-10) it is only offering 4. In addition, the Department has been asked to lift its enrollment cap of 25 on courses which fulfill the campuswide upper-division writing requirement. The Department has been told by the Campus Writing Coordinator that doing so will lead to the removal of these classes from the list of courses that fulfill this requirement, and so the enrollment caps have not been lifted. In short, declining state support for the educational mission of the University of California is butting against the external review committee's recommendation – and the Department's desire – to offer the kind of small seminar classes that define a high-quality education in Anthropology.

Despite the budgetary setbacks, however, the Department's undergraduate programs are doing very well. Since the 2002-03 review, the Department has created a number of undergraduate certificate programs in specialized topics. These have garnered a good deal of undergraduate interest, and the Department has been awarding between 10 and 20 certificates each year. It has also gotten approval for two new minors: an interdisciplinary Minor in Archaeology, and a Minor in Medical Anthropology. The number of majors continues to increase, from 144 in 2002-03 to 200 in 2008-09.

2. Briefly characterize the last review of the Department's graduate program.

a. What were the key strengths and weaknesses of the program cited by the external review committee?

The external review committee wrote that the "overall quality of the [PhD] program is very high indeed. The core curriculum is well conceived, the courses (and especially the three quarter first year sequence [the Proseminar sequence]) are thorough, imaginative, wide-ranging, and challenging, and the level and quality of faculty engagement with graduate students seem quite high." Other laudatory comments were offered, especially with regard to graduate students' success in obtaining extramural support for their dissertation field research.

The external review committee noted few weaknesses, and did so only indirectly: the size of the faculty was relatively small for a program of such high stature; the applicant pool was of very high quality but somewhat small; and additional funding for graduate student summer research may be warranted. The external review committee also recommended obliquely that the Department's 2-quarter statistics requirement be reevaluated.

b. Describe the specific steps that have been taken to respond to the recommendations from the last review.

The Department's applicant pool has grown considerably, to around 90-100 applicants for a cohort size of 8-10. This modal cohort size is about double what it was at the time of the 2002-03 review, and reflects a relatively rapid rise in the Department's profile nationally and internationally. The size of the faculty remained relatively stable,

fluctuating between 16.5 and 13.5 filled FTE. However, the Department has had two retirements and four separations since the time of the last external review (Burton and Cancian retired; Ferguson, Malkki, Caldeira and Sunder Rajan left for Stanford, Berkeley and Chicago) and these vacancies have only partially been filled.

The Department also revised its core curriculum in line with the review committee's suggestions. The two statistics courses and one research design course have been merged into a two-quarter sequence (Anthropology 211A: Statistics and Data Analysis, and Anthropology 212A: Data Analysis and Research Design). This change was approved by the Irvine Graduate Council in 2009 and went into effect in the current academic year. The change also permits graduate students to take one additional elective course.

In September 2008, the Department conducted a thorough review of the Proseminar sequence for first-year graduate students and made minor modifications. The Proseminar has now gone through one complete rotation of the faculty teaching it, and continues to be cited by students, alumni and the wider anthropological community as a distinctive and valuable feature of the PhD program.

Regarding summer funding: The Department has consistently maintained a level of summer research funding of around $1500-2000 per student. Funds are derived from a combination of: Departmental operating funds specifically budgeted for graduate summer research; School funds allocated to individual students; and a portion of the Block Allocation funding provided to the Department via the School. These funds are also supplemented by the students' own successes in garnering intra- and extramural summer research support. The Department has also been successful in securing several gifts from private donors and from one corporate partner which maintains research collaborations with two members of the Department. However, those intra- and extramural sources have been drying up; donors have not given for 2008-09 and may not be able to give for 2009-10. While the ongoing budget situation in the University and the financial situation in the wider world are impacting the Department's ability to offer summer funding, of greater concern, once the economy recovers, is the fact that the Department is going to require ever-greater support for graduate student summer research in the future: the Department has more students, and more high-quality students, and the cost of field research has risen. Airfare to Africa is easily $2000 now; field research in a global city like Seoul costs much more than living in Irvine. The external committee report lauded the Department's and School's commitment to summer research support as a "big payoff for small investments" and noted the return-on-investment in the form of extramural grants received by students whose proposals were better conceptualized and more tightly focused due to their previous summer research. Projected cuts to the Block will harm the Department's ability to support its graduate students' summer research.

Section 2: Analysis of Current Programs

1. Overview of the Department

a. Provide a brief history of the Department and a description of its organization. Include a description of any formal interactions with other Departments and/or other units on campus.

The Department of Anthropology at UC Irvine is now widely recognized in the discipline as among the very top in the country. It has also developed a reputation as a being unabashedly non-traditional, in that it explicitly fosters and promotes anthropological theory and methods that push the discipline beyond its historic confines. The Center for Public Anthropology, which evaluates programs based on a combination of scholarly productivity and public impact, ranked the Department 8th nationally in 2005-06. The Department expects to be ranked in the top 20 in the NRC rankings exercise, the results of which should be released in 2010.

The Department offers the BA in Anthropology; a Minor in Medical Anthropology; a Minor in Archaeology (offered jointly with the Departments of Art History, History and Classics); and the PhD in Anthropology. In 2009, the Department launched a Graduate Concentration in Medicine, Science and Technology Studies, to capitalize on the Department's unparalleled strength in medical anthropology and Science and Technology Studies (STS). It currently is preparing a proposal for a new MA program in Medicine, Science and Technology Studies, and is holding a small workshop series this year on this theme, drawing on Southern California medical anthropology and STS scholars.

The Department has achieved a great deal of national and international visibility in a short period of time. At the time of the last external review, there was concern raised by reviewers that the imminent departure of James Ferguson and Liisa Malkki for Stanford University would be a setback to the Department's stature. However, by any measure, the fortunes and reputation of the Department have risen since these departures. The Department successfully recruited Chancellor's Professor George Marcus, one of the most renowned and highly cited anthropologists in the world, and one widely credited with decisively reshaping the practice of ethnography and reconceptualizing sociocultural anthropology itself. During Marcus's recruitment, the Department formed the Center for Ethnography, headed by Prof. Marcus, and soon thereafter received a large grant to create the Institute for Money, Technology and Financial Inclusion, headed by Prof. Bill Maurer. In addition, the Department recruited six junior faculty members who have already received significant national awards and accolades, including the Sharon Stevens First Book Award of the American Ethnological Society (Prof. Julia Elyachar), which is the highest honor that can be awarded a book by an junior scholar in the field; and the Stirling Prize in Psychological Anthropology (Prof. Angela Garcia), among the former recipients of which are scholars who went on to become Academy members (and are former members of the Irvine department). Another new faculty member has received several awards for his community-based research and mentoring activities (Prof. Michael Montoya), and a fourth has received awards for her filmmaking (Prof. Roxanne Varzi). Finally, a fifth new faculty member received a substantial National Science Foundation grant almost as soon as she was hired (Prof. Kris Peterson). The last external review recommended that the Department recruit in the area of anthropological linguistics. It has done so, hiring Prof. Keith Murphy in 2008. Prof. Murphy also adds a distinctive

emphasis on architecture and design to the Department, which has led to a number of high-profile activities through the Center for Ethnography around the relationship between ethnography and design.

In short, since the last external review, the Department has maintained and enhanced its excellence by recruiting top up-and-coming scholars as well as Professor Marcus. It has achieved a status equal to the very top programs in the country. It receives applicants for its PhD program from and competes for graduate recruitment with Chicago, NYU, Berkeley, Michigan, MIT, Harvard and other top programs. Faculty members have been retained despite excellent offers and expressions of interest from peer institutions including Michigan, Arizona and other UC campuses. Thus far in its history it has only ever lost faculty to Bay Area universities and to the University of Chicago (long regarded as the top Department in the world).

The Department of Anthropology was created in 1986 when the School of Social Sciences underwent departmentalization. At that time, it jointly administered a graduate program in Social Relations and a graduate program in Social Networks, as well as a PhD "concentration" in Anthropology within the broader Social Sciences PhD. At the time, the Department pursued a somewhat quirky "niche" strategy by focusing on quantitative, comparative methods for cultural anthropology. By 1994, however, the Department made a decision to transition to a more mainstream, fully-fledged program in sociocultural anthropology. It has retained its methodological and theoretical uniqueness, however. In 1994, the Department successfully put forward a proposal to create a free-standing PhD in Anthropology. The Department specializes in sociocultural anthropology, the largest subdiscipline in the field, and has strength in anthropological linguistics, with Prof. Murphy as well as several other faculty maintaining research interests in the area of language and culture (Profs. Boellstorff, Elyachar, and Maurer). The Department's area studies coverage is broad and comparable to that of peer anthropology programs, with faculty expertise in East and West Africa, the Middle East, Europe, Southeast Asia, South and Central Asia, China, Japan, the United States, Latin America and the Caribbean. Most faculty members conduct research in transnational settings and in modern institutions and organizations rather than the small-scale societies that were the field's traditional focus.

The Department's reputation, however, derives from its being seen as leading theoretical and methodological innovation in anthropology. Irvine anthropologists are widely known for their work on topics like immigration policies, mass media, law and finance, sexuality and global governance, and social studies of science and technology, especially biomedicine, information and computing technology and the relationships among science, value and markets. Irvine anthropologists are also seen as pushing the boundaries of the discipline's traditional concerns with the local or cultural difference, toward an analysis of the forms and forces of modernity, bureaucracy, identity, and technology.

The Irvine campus more generally is seen as one of the top two or three centers nationally for sociolegal studies, and the Department plays an important role in that strength. Anthropologists working on law, politics, immigration, policy studies and population

contribute to a vibrant intellectual climate on campus for law and society research. Members of the Department are active participants in the Center in Law, Society and Culture, and have won awards for their research on law in society. The Department is currently working with the new Law School to create a concurrent JD/PhD program. The program proposal is being adopted as a template by other units on campus seeking similar joint programs.

The faculty have been opening up new territories for anthropological research. One such territory is information and computing technology. Members of the Department have been trailblazers in this area (Prof. Bernal working on the forging of political identities in the Eritrean diaspora via online networking; Prof. Boellstorff providing the first and authoritative ethnography of an online virtual world). Members of the Department serve in formal and informal roles in the California Institute for Telecommunications and Information Technology (CalIT2) and the Center for Computer Games and Virtual Worlds. The Institute for Money, Technology and Financial Inclusion is pushing this area of research into mobile and handheld devices and their impact on new forms and conceptions of money and finance.

Another new area of anthropological research focuses on anthropological study of the biological sciences. Here, faculty work on the translocal networks of practitioners of and alternative medical practices as instances of an emergent cultural process rather than timeless tradition. Faculty also work on disparities in access to care based on racial or ethnic identity. Rather than studying health access disparities in isolation, Irvine anthropologists place these problems in the context of their scientific production, by ethnographically investigating the scientists and doctors, while also collaborating with them to address clinical issues in health provision for diverse communities. Faculty work on intergenerational drug addiction and the psychological and historical dynamics of dispossession and legacies of social trauma; the process of exporting clinical trials to Africa and the production of scientific knowledge in its ethical, political, and cross-cultural contexts; HIV/AIDS in Southeast Asia and how nonprofits make categories that become etiologies; the role played by science in shaping policy domains and outcomes. This is a remarkable concentration of anthropologists working at the interface of medical anthropology and STS topics, unparalleled in the world.

Finally, the Department has a cluster of faculty working on and in new media (which overlaps a bit with the information sciences related work discussed above), from media representations of immigration to the use of experimental and documentary film to relate complexities of war and trauma or as a research tool for thinking about space, language, phenomenological experience and design. It also has a cluster of faculty working on markets, morality and value. And it has longstanding research agendas on diasporas, transnational communities, and globalizing cultural forms. Due to the large number of faculty working in Muslim communities, the Department is also seen as a center for the anthropology of Islam.

The Department has formalized its links to Law and to Informatics and Computer Science by extending 0% faculty appointments to Profs. Susan Coutin and Justin B.

Richland, legal anthropologists in the Department of Criminology, Law and Society; and by inviting Profs. Paul Dourish and Bonnie Nardi from the Department of Informatics to be "faculty associates" in the Department. The Department continues to maintain a wide network of such "associates" (an informal title granted to collaborators of the Department across campus) including faculty members from Women's Studies, Comparative Literature, Political Science, and elsewhere. The Department has also extended a 0% appointment to Prof. Lilith Mahmud, an anthropologist in the Department of Women's Studies.

Member of the Department sit on the governing boards of: the Program in International Studies; the Center in Law, Society and Culture; the Program in Public Health; PRIME-LC (a medical resident program for doctors working in Latino communities); the Critical Theory Institute; the Department of Women's Studies; the Department of Film and Media Studies; the Center for Research on Latinos in a Global Society; the Samuel Johnson Center for Persian Studies; the Center for Asian Studies; the Culture and Theory PhD Program; the UC system African studies initiative; and numerous other programs. The Department is also involved in ongoing efforts to create programs in Linguistics.

In addition, since the 2002-03 review, the Department has become home to: the editorial offices of *American Anthropologist*, the flagship journal in the field (under Prof. Boellstorff); the associate editorship of *American Ethnologist*, the top sociocultural anthropology journal in the field (under Prof. Zhan). The Department has continued to collaborate with researchers from the Peoples and Practices Lab at Intel Research, as well as researchers from other industry, non-profit and community organizations.

As already noted, with the recruitment of Prof. Marcus, the Department became home to the Center for Ethnography, which has hosted numerous high-profile workshops and conferences since its inception and which has assumed a position at the forefront of the discipline's continued ferment around its core methods.

This year, the Department is putting forward a proposal to create an MA in Medicine, Science and Technology Studies (MSTS). The MSTS M.A. is predicated on the realization that the social phenomena studied by "medical anthropology" and "science and technology studies" are in fact inextricably linked, and understanding these linked formations requires moving between disparate fields of inquiry. Medical anthropology and STS are established fields of scholarship, and there do exist a handful of terminal MA programs in either medical anthropology or STS. However, to our knowledge this proposed MSTS program would be the first MA that brings together medical anthropology and STS. In fact, there are no existing undergraduate majors nationally that consistently unite medical anthropology and STS. Thus, the MSTS MA would provide the Department of Anthropology at Irvine with an innovative degree "ahead of the curve" in the sense that intersections between medicine and technology will only increase.

In short, the Department has gone from being a niche program focused on quantitative methods in the social sciences to becoming a leader in the field of anthropology, writ large. It was already recognized in the last external review as having successfully

transitioned into becoming a major player in the world of anthropology. Its reputation, its level of research activity and its success in graduate training has increased exponentially since that last review.

*b. List of full time faculty provided as **Table 1***

*c. Distribution of faculty in terms of race and gender (see **Tables 2 and 3**)*

The Department consists of 14.5 filled FTE (15 individuals). Seven are men; eight are women. Three of the men are of Hispanic/Latino heritage. One of the women is of Hispanic/Latino heritage. One is from China. One of the women is first-generation Iranian-American (note that Orange County has a significant Persian population).

As part of its efforts at maintaining faculty diversity, the Department has for the past three years had a standing committee in charge of reviewing UC President's Postdoctoral Fellows every year in order to determine if the Department might wish to recruit them under a UC President's Postdoc Recruitment Incentive Program. This program used to provide support to any UC campus that wanted to recruit a former or current President's Postdoc. The Department used this program successfully to recruit one faculty member since the last external review. This program is currently suspended due the UC budget situation, but the Department continues to review the pool of UC President's Postdocs.

d. Part-time and visiting instructors; research specialists and professional researchers.

Last year, the Department had 7 part-time lecturers ("pre-six" lecturers) and 2 lecturers on renewable contracts with security of employment ("post-six" lecturers). Due to budget cuts, 4 pre-six lecturers were let go, leaving the Department with 2 post-six and 3 pre-six lecturers. Meanwhile, both post-six lecturers were given required one-year layoff notices due to the uncertainty surrounding the future of the UC budget. Their contracts require a full year's notice before termination. Despite the uncertainty of the future for post-six lecturers, and the Department's strong desire to maintain them, the Department issued these notices. The Department also serves as the administrative home for Dr. Paula Garb, an Adjunct Professor who runs the Center for Citizen Peacebuilding and is involved in International Studies.

The Department currently employs Dr. Chris Drover as a post-six lecturer, who teaches undergraduate archaeology classes, and Dr. James Egan as a post-six lecturer who teaches large undergraduate classes as well as classes in kinship theory at the undergraduate level. The Department is currently evaluating pre-six lecturer Dr. Tom Douglas for a post-six appointment. He teaches large lecture classes for Anthropology and International Studies, and the union MOU requires that he be reviewed at this time, despite the uncertainty regarding post-six lecturers for 2010-11. The Department also employs two other pre-six lecturers at this time (Dr. Selim Shahine and Dr. Sheila O'Rourke), who teach mid-sized classes (50-120 students) to make up for faculty leaves, sabbaticals and research- or service-related teaching reductions. The reduction in the temporary teaching budget has made it impossible for the Department to offer one or two

classes to its recent PhDs, a practice that cushioned new PhDs while they entered the job market. The Dean of Social Sciences has launched an innovative effort to provide such individuals with an institutional affiliation (but without salary) as they navigate the very difficult job market.

The Department currently has three visiting researchers: one is a UC President's Postdoctoral Fellow; one is junior research specialist on a without-salary basis who is applying for grants through the Institute for Money, Technology and Financial Inclusion; the other is a visiting researcher who has maintained a longer-term association with the Department, again, on a without-salary basis. The Department has a strong interest in being able to offer postdocs and other researcher positions through the Center for Ethnography and the Institute for Money, Technology and Financial Inclusion, subject to success in securing extramural funding.

e. System of Departmental governance

The Department is governed through monthly faculty meetings and a number of subcommittees. These include the Graduate Committee, headed by the Graduate Program Director (currently Prof. Leo Chavez). It consists of the Director plus three members, and is responsible for graduate student affairs. The Undergraduate Committee, headed by Undergraduate Program Director Prof. Susan Greenhalgh, consists of the Director plus two members, and is responsible for undergraduate programs, certificates, minors and the Undergraduate Anthropology Club. Curricular revision is done by the Department as a whole in a semi-annual retreat. In 2008-09 the Department created an online system for curricular planning which has streamlined this process (but not without some bumps). There are a number of other committees, including a Colloquium Committee, Website Committee, and the President's Postdoctoral Fellowship Committee mentioned above. All members of the faculty participate and vote equally in governance regardless of rank. Emeriti are welcome at faculty meetings but do not vote. Faculty members are extremely involved in service activity outside of the Department, as noted above.

f. Departmental policy on teaching workload, and any changes since last review

The official teaching load in the Department is 5 regular classes per year. The Department has maintained a system of double-counting large lecture classes (enrollment >200). In addition, the Chair receives a reduction such that the Chair's load is 5 classes over 2 years. The Graduate and Undergraduate Program Directors each receive a one-course reduction. New faculty recruits receive a one-course reduction in their first year, and a one-course reduction after their mid-career review. Two or three faculty members, including the Chair, have routinely taught overloads to meet curricular needs.

The Department has long pointed out in the yearly audit of its teaching submitted to the Provost's office that the normal load for Anthropology programs in the UC system is 4 courses per year. Many of our PhD students go on to positions at lesser institutions with a 3 or 4-course load per year. The Department maintains an informal count of its workload using an assessment method devised in the Department of History which tallies formal

mentoring activity (honors thesis supervision, dissertation supervision, etc.). Under this rubric, members of the Department routinely teach as many as 6 or more "course-equivalents" per year.

Teaching load concerns have been a source of complaint within the Department over the past several years, especially as the Department has risen in stature, has recruited junior scholars who had competing offers at institutions offering lower teaching loads, and with the increasing need for faculty members to teach the large lecture classes due to reductions in the temporary teaching budget for part-time lecturers. Over the long term, if the Department is to maintain its stature, these concerns will need to be addressed in a more formal manner.

g. What are the strengths of the Department's research program, and how does the overall research program compare with top national research programs in the discipline?

The Department's core strengths are in methodological and theoretical innovation, particularly with regard to new sites of ethnographic fieldwork and what are known in the discipline as "new ethnographic subjects." In the field at large, there is widespread recognition of a distinctive "Irvine brand" of anthropology. This is due both to the topics Irvine anthropologists take up, and the methods with which they do so.

Rather than focus on the traditional or small-scale societies on which the discipline cut its teeth, the Department conducts research in modern institutional settings and on processes and projects at a varieties of levels of spatial and temporal scale. The Department has achieved particular strength in medical anthropology, science and technology studies, the anthropology of law and of markets, money and finance, and is marking out new territory in the anthropology of design. Rather than studying traditional forms of informal trading in a subsistence market, for example, Irvine faculty conduct research on World Bank and non-governmental organizations' efforts to harness informal networks to build social capital; on financial service provision to high-net worth individuals; and on markets in drugs that intersect with ethical precepts over care. Rather than conducting research on "culture bound syndromes" – health issues affecting people in a particular culture – Irvine faculty conduct research on the translocal networks of expertise and knowledge that create traditional and alternative medicines and, with them, social and cultural worlds; on the scientific construction of "race" and its implications for the development of community-based models of care; on the outsourcing of clinical trials to the developing world and their implications for IRB review; and on long-term health and addiction consequences of dispossession and landlessness. These are just a few examples. The way that Irvine anthropologists have bent traditional anthropological concerns to new kinds of subjects has made this Department distinctive and has led to its image as a highly creative, cutting edge place for conducting anthropological research.

At the same time, due in large measure to the Department's Proseminar sequence for graduate training, the Department is also known as a place where PhD students are schooled in the classics, and where faculty members engage meaningfully and rigorously

with the founding texts and concepts of the discipline. It is this combination of the conservative and the cutting-edge that makes the Irvine Department distinctive and that lends a particular stamp to the kind of research being done here.

The Irvine Department has pioneered new methods, too: from using participant-observation to study virtual worlds to building collaborative research networks and events that bring the "fieldsite" back home to the Department, to productively exploring whether and how design can be used as a form of ethnographic inquiry. There is innovative work being done at Irvine at the intersection of media studies, visual anthropology and documentary filmmaking, and the use of digital media of all kinds in the collection and presentation of data. In short, anthropologists are Irvine are invigorating the traditional tool-kit of anthropological ethnography in a number of exciting ways.

In terms of our competitors: The Department is clearly not "traditional" in the way that the Departments of Anthropology at the University of Chicago or at Michigan have been. The Department tends not to hire based on geographic specialty; nor does the Department hire faculty with "safe" or predictable projects or methods. It has tended to seek out a certain kind of rigorous quirkiness and in so doing has defined the leading edge of the discipline. It has also not recruited haphazardly: the Department has turned down "free" FTE several times because the proposed recruit did not have the same kind of creative energy as other new colleagues, or did not have a project that departed significantly enough from his/her mentor.

h. Describe the Department's working relationship with the Dean's office.

The Department has an outstanding relationship with the Dean's office. The Department's funding needs have generally been met, even with the current budget crisis, and the Dean's office understands the Department's strengths and its contributions to the discipline and to the Irvine campus at large.

i. Comment on the adequacy of the Department's operating budget, staff support, and space

It is a difficult year to discuss the Department's operating budget, as all Irvine budgets have seen significant and rapid declines. Still, the Department has been able to manage the severe cuts to its operating budget by drastically reducing photocopying, mail and other office expenses, eliminating faculty research and travel funds (a heavy blow for the junior faculty), and reducing expenses for colloquia and events. **The main area of concern for the Chair is the ability of the School to continue to support the Department's line-item for graduate student summer research. Without this support, the quality of the graduate program will rapidly degrade and, as a result, faculty retention will become more difficult.** Restoring faculty research funds should be another top priority in the coming year or two.

The Department level of staff support has increased (from 2 to 3 full-time staff members) since the last external review. However, the pre-grant administration duties of the Department Manager have increased with increasing graduate student cohorts and incentives for faculty to write grants. **This will become unsustainable in the long run without additional dedicated staff position for grant preparation and administration.**

The recent focalization of space in the School of Social Sciences has greatly benefited the Department, allowing for more interaction, informal conversation and potentially new collaborations. When faculty recruitment begins again, the need for additional space may present itself, but for now the space allocated to the Department is adequate.

j. Narrative justification of general budget categories and expenditures; see **Table 4**

The Department budget is relatively straightforward. Allocations for everything except for temporary teaching and emeritus teaching recall (VERIP) have remained steady since 2001 and total around $70,000. Over time, however, as operating expenses have been reduced, the Chair has allocated more of this $70,000 toward graduate student support. Allocations for the temporary teaching budget have been reduced from a high of around $350,000 in 2005-06 to about $115,000 for the current academic year. This has posed a significant hardship in staffing our classes and has led to increased enrollment pressure as discussed previously.

Two budget lines that require special note are the support for graduate student summer funding, and the "book preparation supplement." The former has resulted in a high return on investment in the form of extramural grants received by our students. The latter was instituted to assist junior faculty in covering expenses related to book production (mainly indexing and image rights). The book preparation supplement has been disseminated as a "best practice" for junior faculty mentoring by the Vice Provost for Academic Affairs.

k. Development activities at the Department level and gift funding for the past 5 years (**Table 5**)

The Department has been very successful in development efforts, although these have diminished in the past year or two with the onset of the global financial crisis. The Department has relationships with four chief donors: Peggy and Alex Maradudin, who generally provide funds each year for one or two graduate student summer research projects; the Intel Corporation, which has provided several large ($35,000-$100,000) gifts over the past four years to support graduate student research activity; and Dr. Sheila O'Rourke, who has provided around $1,500 each year for the past two years to support a graduate award for non-traditional and/or single parent graduate students. The School's Development Office has secured an additional series of contributions from Reza Zarif and Rufina Paniego for an undergraduate award. One perennial issue is the turf war between the central University Development Office, the School's Development Office, and the Department's own efforts at fundraising. With the Center and the Institute coming into being, there have sometimes been communication issues or conflicts of

mission between the intellectual activities of these entities – which often involve corporate or industry research collaborators – and the development/advancement imperative.

2. Evidence of Faculty Distinction

a. Discuss evidence for faculty/departmental distinction in research, teaching and service.

Faculty members have received many prestigious awards and honors. Since the last external review, members of the Department have received the Order of the Rising Sun from the Government of Japan; the Clifford C. Clogg Award of the Population Association of America; the Victor Turner Prize; the Ruth Benedict Book Prize; the Law and Society Association Article Prize; the Sharon Stephens First Book Award; the Association for Latina and Latino Anthropologists Book Prize; the Prize for Distinguished Achievement in the Critical Study of North America; the Media Ecology Association's Dorothy Lee Award; Honorable Mention for the 2008 PROSE Award from the Society of American Publishers; Honorable Mention for the Gregory Bateson Award. The list goes on. See the attached Faculty Bio-sketch forms for further information.

Based on Web of Science data, the Department of Anthropology at UC Irvine currently ranks 2nd in terms of content provision (research articles, reviews, etc.) to the three main American Anthropological Association journals (*American Anthropologist*, *American Ethnologist*, and *Cultural Anthropology*) since 2003, tying Chicago and Wisconsin, and ahead of Berkeley and Michigan (Brown ranks first). When only research articles are counted, it ties for 2nd place with Michigan (with NYU ranked first).

Members of the Department have also garnered significant campuswide teaching awards, including awards for contributions to the Campuswide Honors Program; the Undergraduate Research Opportunities Program; and general undergraduate teaching. Faculty are also making significant service contributions to the campus, ranging from service on Senate committees (e.g., the Council on Academic Personnel, the Council on Faculty Welfare, the Council on Undergraduate Scholarship, Awards and Financial Aid, the Committee on Committees), the Institutional Review Board, and other department and program committees.

b. Biosketches are arranged as an appendix following this report.

3. Evaluation of Undergraduate Program

a. Admissions

i. Efforts to recruit high quality students: Prior to the last external review, the Department initiated a complete review and restructuring of its undergraduate program. One result was the creation of two new lower-division courses, Anthropology 30A: Global Issues, and Anthropology 30B: Ethnography and Anthropological Methods. These were intended

to help "track" interested students into the major after they had taken one of the large undergraduate lecture classes. By any measure these have been very successful. They are now offered at least twice a year and generally achieve enrollments of 50-80 students each time they are offered. Many students taking these classes go on to become majors. In addition, the Department initiated several certificate programs on specialized areas of study of interest to undergraduates (economy and culture, gender studies, law and policy, etc.). Again, these have been successful. Finally, for those majors who are intending to go on to graduate training, the Department offers an upper-division seminar in the History of Anthropological Theory every year. This course now achieves enrollments of 40-50 and is very popular among the Department's best students. The Department sponsors an Undergraduate Anthropology Club, which has also helped to recruit good students.

ii. Demographics and diversity: The undergraduate majors reflect the diversity of the Irvine campus as a whole. In addition, specific faculty members have gone to great lengths to recruit and mentor members of under-represented groups, particularly through research collaborations and Undergraduate Research Opportunities Program (UROP) projects. Several faculty have received small grants to support their mentoring activity for under-represented groups, and at least one (Prof. Montoya) has been recognized for his efforts with a UROP Mentor Award.

iii. Number and role of majors and minors: The Department major is probably about the right size, at 200-250 majors. While there is room to grow, the Department has become interested in the past five years in supporting students in the major who will go on to professional or graduate training in Anthropology and allied fields. This means keeping the number of majors about where it is, for the sake of maintaining at least one smaller seminar experience (Anthro 180AW, Anthro Majors Seminar) for our majors.

The situation with the Minors is a bit more confusing: After a period when we had small but steady number of minors, these numbers have declined. Few students are opting for the Medical Anthropology Minor or the Archaeology Minor. These two, in particular, are also currently victims of the budget cuts, as the Department has had to curtail its offerings of key courses for these Minors. The Department will continue to monitor the situation with the Minors over the coming years and welcomes the review committee's suggestions on this topic.

iv. Criteria for admission to the major. There are no requirements beyond the campuswide requirements for admission into the major. Transfer students may declare the major without restriction, and there are no restrictions on students in other majors who wish to transfer to the anthropology major.

b. Training

i. Overview of undergraduate program, curriculum and degree requirements. See www.anthro.uci.edu for further details. The requirements are as follows: School requirements must be met and must include 12 courses (48 units) as specified below:

Anthropology 2A; Anthropology 2B, 2C, or 2D; Anthropology 30A or 30B; three topical courses (12 units) from Anthropology 120-159, 170-179); two courses (eight units) on a geographical area, from Anthropology 160-169; four additional elective courses (16 units) from Anthropology 30A, 30B, 40-179, 180A. Students are strongly encouraged to take Anthropology 180A after they have had at least three courses beyond Anthropology 2A and 2B, 2C, or 2D. Students are also strongly encouraged to take both Anthropology 30A and 30B.

ii. Undergraduate class size statistics; courses taught by regular ranks faculty; TA/student ratio: **The Department is heavily impacted by high enrollments. This results in an unacceptably high faculty/student and TA/student ratio.** The latter has climbed from around 1:60 to around 1:110 in the past three years. Lecturers are employed to teach large lecture classes but regular ranks faculty do teach our large lecture classes, as well. However, since the Department has to offer Anthro 2A 9 times per year to meet demand (400 students each class, 3600 students per year), it is impossible to staff these courses without lecturer support.

iii. Time to degree: Required courses are offered frequently enough for students to complete the degree in 4 years. However, the Department has increasingly had to rely on Summer Session in order to provide enough seats in required classes for majors to graduate on time. The Department provides academic support and guidance through its Undergraduate Program Committee and Undergraduate Anthropology Club, but the bulk of academic advising is centralized in the School.

iv. Students appear to be satisfied with the program. Their main concern is that class sizes are too large.

v. Professional socialization for undergraduate students: Of the approximately 40 BAs graduating per year, 4-6 pursue honors. More (15-20%) pursue UROP research projects. Many more are involved in independent research under individual faculty supervision. Anthropology students have won the School's Schonfeld Award, many UROP and SURP awards, the Women's Studies Renee Reese Hubert writing award, Departmental writing awards, and the Campuswide writing award.

vi. Contribution to education of non-majors: Many of the Department's courses fulfill breadth requirements, accounting for the large enrollment figures for lower-division classes and many upper division classes. In addition, many Department courses count toward other majors, such as International Studies, Linguistics, Religious Studies, Women's Studies, and many area studies programs.

c. Placement: The Department sends a number of students to graduate school in Anthropology, Education, Sociology and other fields every year. Recent graduates have gone on to graduate school at UC Davis, NYU, Stanford University, USC; others have received education credentials, joined the Peace Corps, or gone on to internships at institutions like the Carter Center. The Department holds a Career Night every year for

undergraduates to learn about career options outside of academia for anthropology majors.

4. Evaluation of graduate program

a. Admissions

i. See **Table 7** for list of current graduate students

ii. The Department competes with top-tier programs like Chicago, Stanford, NYU, Princeton, Michigan, and the other UC campuses for graduate enrollment. Funds from the School and the Graduate Division are used for recruitment visits as well as top-off fellowship support to help match competing offers. The Department has difficulty in competing with the wealthy private institutions which offer 4 or 5 years of guaranteed support without TA obligations. The Department does outreach to prospective students at the American Anthropological Association meetings, and mails posters and brochures with personal letters each year (2009-10 excepted, due to budget) to all of the Department Chairs in Anthropology in the country. The School sends thank-you letters signed by the Chair to the reference-letter writers of admitted students.

iii. Demographics of graduate students: The Department is attentive to diversity issues in making admissions decisions and routinely nominates PhD admits for diversity fellowships. More such fellowship support is needed to fully meet the Department's diversity goals. The Department has difficulty in recruiting foreign students due to funding constraints and rarely can compete with the wealthy private schools for foreign student admissions.

b. Training

i. Overview of graduate program. See www.anthro.uci.edu for more details.

1. Students are required to take the following courses:
  *A one-year proseminar in anthropology to be completed during the first year of study. This covers such topics as the history of anthropological thought and readings in classical and contemporary ethnography.
  *One course in anthropological fieldwork methodology
  *The two-course sequence in research design and data analysis, (Statistics and Research Design; Research Design and Data Analysis).
  *Six elective courses taught by members of the department. These should be selected in consultation with the student's advisor and should cover a coherent area of specialization within the field.
2. To continue in the program, students must pass a formal evaluation at the end of the first year. The evaluation will be made by the Department on the basis of (1) the first-year course work; and (2) examinations to be taken as part of the Proseminar.
3. Students should advance to candidacy during their third year in the program. In order to advance to candidacy, students must (1) complete all course work requirements; (2) initiate the formation of a candidacy committee of five members which shall include at least three members of the Department of Anthropology and one member from outside the School of Social Sciences

but from the UC Irvine Academic Senate; (3) submit a research proposal, review of the literature, and bibliography, which must be approved by the committee; and (4) pass an oral examination by the candidacy committee, which shall include a defense of the proposal and the literature review.
4. Candidates for the PhD in Anthropology will undertake extended fieldwork for their dissertation research. Students intending to conduct field research must present to the Department, prior to the commencement of research: (1) evidence of competence in the field language appropriate to the dissertation research project, or (2) a satisfactory plan for acquiring such competence in the field, where necessary. This field language requirement will in some cases be met simply by establishing that the appropriate field language for the proposed research is English. (In those cases in which a student is pursuing a dissertation project that does not involve anthropological fieldwork, the field language requirement does not apply.)
5. The student must demonstrate competence to read one scholarly foreign language, in accordance with the requirements of the Ph.D. degree in Social Sciences. Students who have not fulfilled the foreign language requirement will not be able to file their dissertatations.
6. In the normative case, the student will advance to candidacy by the end of the third year, and will complete the program by the end of the sixth year.
7. Having advanced to candidacy, the student must initiate the formation of a dissertation committee and submit a satisfactory dissertation to this committee. The dissertation committee must be chaired by a member of the Anthropology Department and consist of three members, at least two of whom are from the department.

ii. Graduate class size statistics: Graduate cohorts have steadily increased, from around 5 at the last external review to 8-10 for the past three years. The average graduate course has 5-10 students. Recently, several graduate classes have witnessed larger (20-25 student) enrollments, particularly those in grantwriting and specific subfields. All graduate classes are now taught by regular ranks faculty. Prior to the 2009 revision of the statistics requirement, statistics was taught by a lecturer. The new statistics and data analysis sequence is currently taught by an emeritus faculty member.

iii. Progress toward degree: Time to degree is within the maximum defined for the program (8 years). Many students complete in 5-6 years. The Department provides an unusually high degree of graduate mentoring relative to our competitors, particularly through the grantwriting stage and at the dissertation stage. The Department offers a Dissertation Writers' Seminar for added support during the dissertation year. The Department also hosts a colloquium series during which invited speakers meet with the graduate students to enhance networking and professionalization.

iv. Financial support for graduate students. **See Tables 10 and 11**. The Department's graduate students have achieved phenomenal success in securing extramural support for their field research. The Department provides classes in research design and proposal writing, as well as informal and formal mentoring on the grants process. The Chair holds quarterly meetings with the students on the grantwriting administrative process and IRB process. However, the Department still has difficulty competing with private universities, which can provide much more attractive packages, generally 4 to 5 years of full fellowship support without TA responsibilities.

v. Graduate students perceive the key strengths of the Department to be its theoretical and methodological training, and the support given to students to pursue extramural funding

and to present their research at conferences and other venues. The students' chief complaints have to do with increasing workload in their TAing jobs, as well as lack of adequate office space for graduate students. The latter is being addressed this year, as the Department has moved into its new accommodations. Support for student conference travel has decreased due to the budget situation.

vi. Professional socialization: In addition to the activities mentioned above, the Department provides numerous opportunities for students to organize conferences and to present their research. Graduate student conferences in the past five years have focused on topics ranging from contemporary Korean studies to "soft law" global governance. As noted, the Department provides more guidance and support in the grant-writing process than perhaps any of our competitor programs. The Department received additional funding in its Colloquium Budget from the Dean several years ago to allow select colloquium speakers to stay an additional night in order to have breakfast and a mentoring/networking session with graduate students. These special colloquia are titled Irvine Seminars in the Anthropology of Modernity. This Seminar Series has continued, albeit with less frequency over the past year or two.

vii. Scholarly productivity of graduate students: See **Table 12**.

b. Placement.

i. See **Table 13**.

ii. As indicated in Table 13, the Department has done an excellent job of placing its students in academic and non-academic positions.

iii. Postdoctoral researchers associated with the Department: see **Table 14**. The Department sees as a long-term goal the expansion of its efforts in housing post-doctoral researchers through the Center for Ethnography and the Institute for Money, Technology and Financial Inclusion, as well as programs like the UC President's Postdoctoral Fellows program.

Section 3: Strategic Plan for the Future

The Department underwent a strategic planning exercise in 2006. See Appendix 1.

1. Provide an overall evaluation of the strengths and weaknesses of the Department and suggest how research and teaching programs can be improved without additional resources.

The Department is in a very strong position in the field and in the University. It achieved its current high standing with minimal resources and virtually no increase in FTE since the last external review (1998: 13.5 FTE; 2003: 14.5 FTE; 2008: 16.5 FTE; 2009, after one retirement and one separation: 14.5 FTE). At the same time, undergraduate enrollment has skyrocketed, and the Department has struggled to keep up with undergraduate enrollment demand. Graduate enrollment has doubled, as well, and

students are of increasingly high quality and are turning down competitive offers from our peer institutions to attend UC Irvine. Faculty and student pursuit of extramural funds for research has placed a heavy burden on staff. Finally, faculty salaries are not competitive: Associate Professors at Chicago and UCLA make on average $20,000 more than Associate Professors at UC Irvine.

The weaknesses of the program are therefore related to funding: for additional FTE, graduate students, staff support and faculty salaries.

Without additional resources, the Department will continue to enhance its reputation in the field by promoting its graduate program and by supporting its faculty members' research activities as its primary goal. It will continue to build on its reputation as a center for innovation in anthropological theory and methods, and will deepen its existing interdisciplinary connections across the campus.

In its 2006 strategic planning exercise, the Department set as a goal the evaluation of its new Minors in Archaeology and Medical Anthropology. It will undertake that review in the Fall of 2010 after collecting data for 2007-2009, to determine why enrollment in these programs has remained low. In the 2006 exercise, the Department identified as a goal the creation of an MA program in medical anthropology and/or STS. The proposed MA in Medicine, Science and Technology Studies meets that goal, and the Department will push for its approval so that graduate recruitment can begin in the 2010-11 academic year.

In the 2006 strategic planning exercise the Department noted that there is a risk that the Department will not be able to sustain its current high standing in the field without additional new resources. That risk remains. As noted then, competitor programs are actively tracking the careers of faculty here with an eye toward luring them away. This remains a real threat to the continued excellence of the Department.

2. Strategic plan if the Department were given additional resources

A comparatively small commitment of resources commensurate with the campus's growth will enable the Department to build on its strengths and displace some competitor programs for graduate and faculty recruitment. An allocation of 5 FTE over the next five years would replace losses due to retirement and separation and would bring the number of Department faculty in line with that of our competitors, to 21-22 FTE total. In 2006, the Department estimated a "build-out" size of 28 FTE based on continued undergraduate and graduate growth. At that time, the Department also laid out a plan for future recruitments in the anthropology of information technology; the anthropology of science and medicine; media, communication and language; law, rights and global governance. The Department has successfully recruited in most of these areas. Further growth will attend to the area studies requirements of a moderate-sized sociocultural department: the Department may need to recruit for expertise in specific geographic regions given field and student interests (e.g., Latin America, Europe, South Asia, Korea). The Department expects to recruit faculty working on the topical foci listed in the 2006 Strategic Plan

with a broad focus on expert knowledges, social and cultural phenomena at a number of levels of geographic scale, and innovation in methods.

In addition, the Department is concerned about the competitiveness of faculty salaries. The Department is now competing with top private universities that can offer much better salaries and start-up packages. It is also competing with other UC campuses, which also offer more favorable salaries and teaching loads (for example, UCLA Assistant Professors in Anthropology usually start at $72,000; teaching loads in Anthropology systemwide are 4, except at UC Irvine and UC Riverside, where the load is 5).

Additional graduate support is essential if we are to be able to compete with the wealthy private universities that offer 4 to 5 years of fellowship support. Additional resources in the Department budget will almost certainly be devoted to graduate support for summer research, conference travel, and the backstopping of extramural grants for dissertation field research. In addition, the new In Absentia registration policy is a benefit to the Department since it allows students in the field to maintain their enrollment status and the Department thereby to be funded for that enrollment; however, In Absentia comes with new fees. Currently, the Chair is supporting In Absentia student fees with his own research funds, and the Department is encouraging students to build these fees into their grant proposals. Finally, the Department cannot currently support foreign students. If the Department is to compete with the wealthy private schools and to enhance its prestige, it must seek support for foreign graduate students.

As noted, additional staff support is necessary given the large grant-related workload facing the Department. One additional staff member will assist in the contracts and grants related business of the Department.

Finally, given that every external review of the Department since the 1980s has commented on undergraduate class sizes, additional resources should be devoted to addressing the faculty/student and TA/student ratio.

3. Provide a copy of the most recent strategic plan. See Appendix 1.

4. What are the emerging trends in your field nationally? How do your strategic plans fit with those emerging trends?

It would not be too much of an exaggeration to say that the Irvine Department of Anthropology is setting the emerging trends in Anthropology. Irvine identified early on the need for faculty recruitment and graduate training in transnational processes; science and technology studies; and the social and cultural dimensions of new information and communications technologies. Irvine anthropologists are also taking phenomena like audit and ethical review and viewing them as subjects for anthropological investigation.

The Department has constituted a Planning Committee. It will begin its work in Winter 2010 with the aim of producing a plan for future faculty recruitment by Winter 2011, so that the Department is ready when resources begin to flow again.

As was stated in the 2006 strategic plan: no longer simply recording exotic lifeways and worldviews, anthropology has become caught up in broader debates about the ethical, legal, and cultural implications of dramatic and large-scale social changes. Anthropologists contribute to important policy discussions about a host of contemporary dilemmas, from the movement of peoples and the governance of multicultural societies, to the design and implementation of new technologies, to the causes and consequences of humanitarian and public health crises, and the understanding of political and economic dislocations and responses to them. Anthropologists are called upon to lend their expertise to the news media, lawyers, corporations, NGOs and governmental agencies on any issue involving cultural diversity and social change. The UC Irvine Department of Anthropology has an edge over its competitors in already contributing vital scholarship on these global issues.