SCHOOL OF ANTHROPOLOGY

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Units Being Reorganized:

Department of Anthropology (College of Social and Behavioral Sciences)
Bureau of Applied Research in Anthropology (College of Social and Behavioral Sciences)
Department of Classics (College of Humanities)
The University of Arizona’s Department of Anthropology has a long and impressive history of world-class anthropological research and instruction.\(^1\) Founded in 1915, the Department as a whole was ranked 5\(^{th}\) in the last NRC rankings, its archaeology program ranked 2\(^{nd}\) by the Society for American Archaeology, and its linguistic anthropology program ranked 1\(^{st}\). The growing prominence of its biocultural and medical anthropology programs, especially its Certificate in Medical Anthropology, has attracted top students and funding to the Department. The Department has one Distinguished University Professor, three Regents’ Professors (and one Emeritus), and the Riecker Distinguished Professor (the first named Chair in the University).

We propose a School of Anthropology both in response to the President’s call for consolidation and in recognition of this unique opportunity to bring together anthropologists and archaeologists from across campus into a single unit, reinforcing our national and international reputation and attracting renewed interest from donors. We would bring together the research faculty of the Bureau of Applied Research in Anthropology (BARA) and the classical archaeologists currently in the Department of Classics, two of whom are Regents’ Professors. All of the archaeologists in Classics have active field projects that complement similar projects in Anthropology and would make us the strongest program in Mediterranean archaeology in the U.S. With the re-integration of BARA within the teaching unit of a School of Anthropology, we would also become the premiere applied anthropology program in the country. A divisional structure would be established that would include four divisions for each of the subfields of anthropology, one in applied anthropology, and one in classical archaeology. This would formalize applied anthropology as an academic program within the School and allow the two archaeological units to work together in teaching and collaborative research. BARA currently has 11 state-funded faculty and 3 project-supported faculty; while Classics has 5.5 tenured or tenure-track faculty. State-funded BARA faculty and Classics faculty would enjoy voting rights within the School and will join an appropriate subfaculty (e.g., socio-cultural, archaeology, etc.) as well as their own divisions.

Anthropology’s ability to remain a world-class program has been challenged by a constant stream of budget cuts and key retirements, of which only half have been replaced in the past two decades. The nationally recognized strengths of the Department in research, teaching, and service are, to a large degree, based on the quality of its faculty and students, but our prominence has also benefited from the dedication and excellence of faculty across campus who have helped train anthropology students, conducted outstanding research, and developed community connections that reach across the Southwest Borderlands and the globe. One such unit is BARA, which has been recognized as one of the foremost programs in Applied Anthropology. Since 1952 BARA’s research has contributed to theory and practice as well as to the development of participatory and community-based methodologies. Even though BARA has been a separate unit for over 20 years, it provides student training both in the Department’s Ph.D. concentration in Applied Anthropology and other departments. Another such unit is the Department of Classics, which has trained Anthropology students in the classroom and the field since 1937.

Benefits of the Proposed School of Anthropology for Research, Teaching, and Outreach

Benefits to Research: The integration of BARA and Classics faculty into the proposed School of Anthropology would expand the scope and nature of research conducted within the School, enhancing particularly participatory and community-based research methodologies and experiences and would increase the research income stream in two distinct ways. By merging the three units and bringing one permanently funded staff member each from BARA and Classics, research efforts could be expanded through centralization of payroll, grant, and contract administration. Second, the integration of the three

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1 Anthropology currently offers B.A., M.A., and Ph.D. degrees in anthropology with subdisciplinary specializations in archaeology, biological anthropology, linguistic anthropology, and socio-cultural anthropology. Cross-cutting minor concentrations are offered in applied anthropology, environmental and ecological anthropology, history and memory, medical anthropology (including a certificate program), and Southwest Land, Culture, and Society.
units into the School will foster strong synergistic relationships with the faculty of the Department of Anthropology, providing an environment of exchange and collaboration.

**Benefits to Teaching/Training:** BARA faculty have always taught extensively in the Department of Anthropology, particularly in courses aimed at training students (graduates and undergraduates) in applied anthropology, and have been members of graduate committees. The greater recognition of applied anthropology at UA that will come with BARA’s integration into a degree-granting unit will significantly increase student interest and demand for training. Nationally and internationally, BARA has had strong name recognition as a center of applied anthropology training, but BARA has not had a significant voice in the development of the academic program at the UA. Since more than half the Anthropology Ph.D.s nationwide are employed outside of academia, the School structure will attract students who desire to practice anthropology professionally. The integration of BARA faculty will allow the School to improve its applied curriculum, add much needed methodology courses, and provide consistent mentoring to students with applied interests. The anticipated increase in research activity in the School will also support a larger number of students. Additionally, BARA faculty have discussed a set of professional programs in areas where a strong potential demand has already been identified. The School would develop one-year and two-year professional M.A. degrees in specific areas where BARA expertise and experience are concentrated, such as development and social impact assessment. The School would also offer short-term training courses to a professional clientele and distance-learning certificate programs.

The Classical archaeologists would bring new opportunities for field training in, and world-class expertise of, Mediterranean archaeology to the School. The University of Arizona is fortunate to have two outstanding archaeology programs in two departments housed in separate colleges, but that organizational model is sorely in need of revision and, we argue, wholesale replacement. Archaeologists in both UA departments increasingly subscribe to a shared constellation of theories, methods, and practices that positively impact all our activities ranging from basic research to the training of undergraduate and graduate students for careers in our discipline. Our undergraduate students in archaeology currently take classes that are cross-listed in both departments and many are dual majors. The B.A. and M.A. in Classics with a specialization in classical archaeology would still be housed with the Classics faculty in the proposed School of International, Area, and Language Studies, but we anticipate a new concentration within our Ph.D. in Anthropology that would focus on Mediterranean Archaeology and on new courses for undergraduate and graduate students.

**Benefits to Outreach:** Both BARA and Classics faculty will bring to the School a research approach that is based not only on the expansion of knowledge but on problem-solving that often involves community/stakeholder participation and includes educational opportunities for participants. BARA already has been recognized for its outreach excellence, and this is a contribution that will enhance the reputation of the School for its leadership in engaged and relevant anthropology. Both units have a long history of international work with a strong network of academic and non-academic institutions in Africa, Latin America, and Asia (BARA) and the circum-Mediterranean (Classics). The School of Anthropology stands to attract increasing numbers of international students and to assume a leading role on campus in creating and promoting an international vision for the University.

**Effect of Proposed Reorganization on the School’s and University’s Ranking and Reputation**

The rationale for this consolidation and realignment is based on our shared vision that our potential whole is far greater than the mere sum of our parts. For two decades now, archaeologists in these two units have cross-fertilized one another’s research and teaching missions through the regular training of students situated in both departments and the participation in each another’s teaching and field research activities. For more than five decades BARA anthropologists have complemented and collaborated with socio-cultural faculty to enhance the department’s teaching mission in such common areas as
environment and development and preservation of Native American culture and language. Combining our faculty programs provides us with especially important strengths in Africa, the Middle East, the Mediterranean, China, Southeast Asia, Central Asia, Latin America, the Midcontinental U.S., the Gulf of Mexico, and the Greater Southwest. We regard the consolidation plan as tailor-made to enhance these opportunities in ways not possible previously.

Peer institutions (e.g., UCLA) are ahead of the curve in restructuring the relationship between their Classical and Anthropological archaeologists by recognizing that the distinctions separating these two intellectual streams are no longer valid. By incorporating archaeologists currently housed in the Department of Classics as a distinct division within a School of Anthropology originating from the Department of Anthropology, the UA has the opportunity to establish itself as a leader in the application of broadly-based archaeological methods and theories to the understanding of the human past. The proposed reorganizational scheme preserves the strengths of the current curriculum in Classical archaeology at the UA, including its highly respected M.A. program, while creating an innovative new context for all UA archaeologists to work within, benefiting all constituents involved.

Similarly, the incorporation of BARA applied anthropologists into the degree-granting unit will eliminate what has been a false boundary between the units. As 33 of our students wrote in a letter of 24 September 2008 addressed to the faculty of Anthropology and BARA: “We as graduate students in anthropology consider that this [reorganization] process could actually strengthen the Department as a whole by tapping into a greater pool of intellectual resources. Both BARA and the Department have international reputations; their merging under the umbrella of a School of Anthropology can only enhance this reputation.” The faculty and staff are in full agreement with the students’ assessment that the proposal for a School of Anthropology will enhance the overall mission of the University in research, teaching, and outreach, and contribute to the goals of the University reorganization plan.

**Process of Consultation**

The following individual and group meetings were held with administrators, faculty, staff, and students affected by the plan.

- Dean Ed Donnerstein, College of Social and Behavioral Sciences (Mills & Greenberg)
- Interim Dean Mary Wildner-Bassett, College of Humanities (Voyatzis)
- Anthropology Graduate Student Town Hall (with Mills & Olsen)
- Anthropology Department Retreat with Faculty, Staff, Undergrad & Grad Students (Mills)
- Anthropology Faculty Meetings (multiple meetings including student and staff reps) (Mills)
- Dr. Beth Grindell, Director, Arizona State Museum (Mills)
- Anthropology Staff (Mills)
- BARA Executive Committee (two meetings): Austin, Baro, McGuire, Vásquez-León, Finan, Greenberg, and Mills
- BARA Faculty Meeting (multiple meetings): Greenberg
- Anthropology Executive Committee (two meetings): Aldenderfer, Gillett-Netting, Mendoza-Denton, Kuhn, Park, Reid & Mills
- Anthro/BARA Working Group: Vásquez-León (BARA EC Rep), Park (Anthro EC Rep), Stamp (Anthro staff rep), Rodríguez (BARA staff Rep), Radonic (Applied Student Rep), Villanueva (Anthro Student Rep), Mills & Greenberg
- Anthro/Classics Working Group: Voyatzis, Soren, Mills, Olsen, Maynard (Anthro staff rep), Keech (Classics staff rep), McBride (Classics student rep), & Reifsneider (Anthro student rep)

All constituents are enthusiastically in favor of establishing a School of Anthropology and merging into the School as divisions. All of the Classical archaeologists wish to join the School. BARA faculty voted to accept the plan on Oct 9th. The Anthropology faculty voted unanimously in favor on Oct 7th.
Budgetary Considerations

Over the short term, the consolidation and realignment proposed here will result in cost savings through the sharing of administrative support currently distributed among three departments situated in two colleges. Through time, we expect that the enhanced cooperative research and teaching opportunities that will inevitably result from these new synergies will lead to innovative faculty partnerships in both these arenas that can be supported, in part, through the generation of externally-supported projects. We argue that the core concept here is not solely financial savings but, rather, the extent to which the proposed realignment will make possible the generation of new income through access to an enhanced range of external grants and an expanded donor base. When these two parameters are considered – up-front savings and longer term earning potential – the rationale for implementing this plan is apparent.

Projected Annual Savings

- Administrative stipend of Head of Classics Department $20,000
- Administrative stipend of Director of BARA 15,000
- Summer salary for Associate Director of BARA 5,000
- Temporary salaries of adjunct faculty (av. 4 courses/yr) 26,000
- Temporary salary of .75 FTE administrative assistant, Classics 24,000

TOTAL 90,000

Projected Future Revenue

- Expanded donor base for what will be the first School of Anthropology in the country that holistically includes all of the disciplinary subfields
- Expanded collaborative research grants and contracts within the School and across campus through the incorporation of faculty with cross-cutting interests
- Increased student tuition revenues through a new B.S. degree in Anthropology, which would especially draw upon faculty in archaeology and biological anthropology, and the environmental anthropology concentration, which dovetails with the University’s strengths in environmental sciences
- Increased student tuition revenues through a combined five year B.A./M.A. degree (starting most likely with Honors students)
- Increased student tuition revenues through stand-alone one- and two-year M.A. degrees in applied anthropology

Current Revenue

The three units being proposed for mergers are among the most productive in terms of student credit hours, fund-raising, and contracts and grants. Classics, especially because of the courses of the classical archaeologists, typically ranks as one of the most effective units in terms of the total number of student credit hours (SCH) taught, SCH per instructional faculty, SCH in Tier I General Education courses, and in the ratio of state expenditures to SCH across the entire university. In terms of fund raising, Anthropology has a particularly strong record and brought in $6 million this year alone in gifts. Anthropology and BARA are highly productive units in the College of Social and Behavioral Sciences in generating research funds. Contract and grant awards for the past 5 years (start dates of Jan 2003 or later) in these two units total $22,430,889 (Anthropology: $11,019,067; Bureau of Applied Research in Anthropology: $11,411,822).

2 With the consolidation of faculty into one unit and coordination of courses offered, we would have sufficient faculty to be able to cover a larger number of classes for faculty on sabbatical (including junior sabbaticals). The savings here is based on 4 courses per year @$6500 per course.