

ALABAMA COMMISSION ON HIGHER EDUCATION
PROPOSAL FOR A NEW GRADUATE DEGREE PROGRAM

A. General Information

1. Institution: The University of Alabama
2. Date of Proposal Submission: August 14, 2001
3. Institutional Contact Person: Vernon James Knight, Ph.D.
Telephone: 205-348-5947 Fax: 205-348-7937
E-mail: vknight@tenhoor.as.ua.edu
4. Program Identification
Title: Anthropology Degree: Ph.D. CIP Code: 45.0201
5. Proposed Program Implementation Date: August 16, 2002
6. Program Administration
College or School: Arts and Sciences Dean: Robert Olin
Department: Anthropology Chairperson: Vernon J. Knight

B. Program Objectives and Content

1. List the objectives of the program as precisely as possible. The objectives should address specific needs the program will meet (institutional and societal) and the expected student learning outcomes and achievements. This is an extremely important part of the proposal. The objectives should lend themselves to subsequent review and assessment of program accomplishments.

The Department of Anthropology at The University of Alabama proposes the creation of a new doctoral program that will build on the strengths of our current Master's program. The Ph.D. program will have two emphases: 1) The Archaeology of Complex Societies, pertaining to the emergence and spread of early civilizations in the Americas, and 2) Biocultural Anthropology, the study of the influence of social relations and culture on psychological and biological adaptation. There is both a regional and national need for additional anthropology doctorates in these two areas of the discipline, and there is a demand for a new Ph.D. program by students in our existing master's program. Our doctoral program will be especially suited to preparing graduates with the skills needed to

move easily into either academic or non-academic positions. Our collaboration with the Office of Archaeological Services at Moundville further enhances the already considerable merits of the proposed doctoral program. We are confident that graduates will find meaningful employment in their field within two years of graduation from the doctoral program. Yearly contact will be maintained with graduates, primarily by email, to assess their current employment status and the usefulness of the Ph.D. program to their work and goals. Suggestions will be elicited for improving the program.

Demand for Anthropologists at the National Level

There is little doubt that the job market for anthropology Ph.D.s outside of the academy is growing as potential employers recognize the benefits to be gained from the employment of highly trained anthropologists (see *Chronicle of Higher Education*, November 16, 2000, “Anthropology Job Market Continues to Expand Within and Beyond Academe,” and *USA Today*, February 18, 1999, “Hot Asset in Corporate: Anthropology Degrees”). For example, federal and state historic preservation laws have led to more jobs for contract archaeologists, while there are expanding opportunities for cultural anthropologists in public-health organizations, business consulting, public relations, and opinion polling. Presently, there is no discernible ceiling or cap for Ph.D. anthropologists targeting the nonacademic realm for employment. With its focus on internationalism, information and research, the expanding economy will be able to absorb more anthropologists than the average 400 Ph.D.s produced annually in the U.S.

As of 1997 there were 93 institutions awarding doctorates of anthropology in the United States, and, based on the surveys and studies commissioned by the American Anthropological Association, “there is little reason to assume a substantial increase in anthropology Ph.D. production over the next several years, either in greater output from existing departments or from the creation of new doctoral programs” (from *1997 AAA Survey of Anthropology Ph.D.s*, n.p.). In other words, there is no trend toward other anthropology departments moving to develop Ph.D. programs. Contributing to the non-growth scenario is an administrative strategy in many states to eliminate program duplication.

By far the most interesting fact to emerge out of the AAA’s *1997 Survey of Ph.D.s* is that by 2025 there will be a *shortage* of anthropology Ph.D.s:

“By the year 1996 approximately 11,500 men and women...had received a doctorate in anthropology...By the year 2025...straight-line forecasting yields a grand total of 12,000 U.S. awarded anthropology Ph.D.s—1,000 more than today. If the value of a commodity is determined by its scarcity alone, future anthropologists will be valued indeed.”

The highly tenured nature of the academic departments, with 67% tenured faculty, adds to the seniority of the profile of anthropologists in the U.S. These senior faculty members will need to be replaced in the coming decades.

Need for a Ph.D. Program in Anthropology at the University of Alabama

The UA Department of Anthropology is uniquely positioned to offer two Ph.D. emphases that will be among the strongest of state institutions in the U.S. The creation of the Ph.D. will meet a growing demand for such a degree within the region.

Regionally, our academic niche is different from that of other programs. Our program will be more focused than most in the Southeast, yet set within the broad framework of a four-field approach. There are no other doctoral programs in anthropology in the state, and the few Ph.D. programs that exist in the Southeast would not compete with our offerings (see Section D.4.). We currently provide a strength in research methods and experience as well as knowledge of applied (or applicable) areas of the two disciplinary foci. The proposed Ph.D. program will continue to build on these strengths.

Anthropology is a holistic discipline, but although this is the discipline's greatest strength, especially today, the majority of departments across the country have abrogated our heritage of holism and have become narrowly focused. For instance, departments such as those at Emory, Harvard, and Chicago emphasize one or another of the discipline's major subfields: archaeology, cultural anthropology, physical anthropology, and linguistics. In very few archaeology or biocultural anthropology programs are students expected or required to take courses in all four fields. The University of Alabama is rare in that its faculty has expertise in all the primary fields, and graduate students receive instruction across the full range of anthropological fields. The broad holistic foundation is vital given the cross-disciplinary nature of the two emphases in which we specialize.

Potential students for the doctoral program will come from our bachelor's and master's programs and from numerous other programs nationally and internationally (see Section C.2.). Our current master's program is superb in quality. Our students have successfully carried out field research for their theses in places such as Sarawak, Malaysia; the Peruvian Amazon; Samoa; Martinique; Poland; Belize; Mexico; and, closer to home, Moundville Archaeological Park, all the Southeastern states, the Tuscaloosa Health Department and the Turning Point Domestic Violence Shelter. Since 1990 our students have won 7 College of Arts and Sciences Outstanding Thesis Awards, 2 University of Alabama Outstanding Thesis Awards, 11 Graduate Council Research Fellowships, 6 Graduate Council Fellowships, 3 National Alumni Graduate Fellowships, and 2 Arts and Sciences Blount Fellowships, among other awards—an exceptional record for a small, non-terminal degree program. In addition, nearly every year applicants are awarded Graduate Council Fellowships but choose instead to attend a doctoral program, often with less financial aid. Another measure of the success of our current graduate program is that, since 1992, 30 students have been admitted to Ph.D. programs after finishing their

M.A. with us, nearly all (28) with funding. For instance, the Chair of Northwestern's Anthropology Department, Prof. Timothy Earle, a preeminent scholar of complex societies, has recruited our top archaeology students to his Ph.D. program for the past four years.

A major impetus for our desire to start a Ph.D. program is that our high caliber M.A. graduates are forced to seek a Ph.D. granting institution in another state, even when their interests are a perfect match with our faculty. And too many times students have been referred to us by colleagues from other schools for a Ph.D. program we do not have. Scholars of complex societies have long voiced their desire to see a Ph.D. in archaeology offered here. Biocultural anthropologists (sometimes referred to as medical anthropologists) across the country, especially those whose research integrates biological and cultural approaches (a strength of our program—see below), inevitably draw a blank when discussing where to send their students. A recent and widely-used textbook by Don Joralemon, *Exploring Medical Anthropology* (1999, p.125), highlights UA as the lone example of where to study biocultural medical anthropology (this with our being a master's program only, and before the recent addition of Dr. Nuckolls and Dr. Jacobi).

Once in place, a doctoral program will easily attract the students who automatically apply elsewhere because of our lack of a Ph.D., as well as retain students currently enrolled in the master's program (see section C.2. for survey of student demand).

Program Description: Emphasis I – The Archaeology of Native American Complex Societies

The archaeological component of the proposed Ph.D. will be focused on the emergence, spread, and organization of complex societies. From an archaeological perspective, complex societies are the consequence of the transformation from hunting and harvesting to food production, from an economy that moves people to food to one that moves food to people. The social, political, and economic effects of this transformation produced social orders classified by archaeologists as chiefdoms, kingdoms or early states. At the time of contact with Europeans, chiefdoms were found in the Southeastern U.S. and the Caribbean, kingdoms and early states in Mexico and Central America. Our archaeology focus includes North America, primarily the Southeastern U.S., and Mesoamerica, two areas of the New World where ancient complex societies evolved.

The archaeology of complex societies is strengthened by the collaboration of prominent Southeastern U.S. and Mesoamerican scholars. Faculty members who study prehistoric chiefdoms and states share a similar set of research questions oriented toward understanding how leaders come to power, what strategies they used to institutionalize social inequality, and why these organizations collapsed. Although every society followed a unique evolutionary trajectory, each struggled with these basic processes, no matter whether they lived in ancient Moundville, the Maya lowlands, or the Andean highlands. University of Alabama students will benefit from a cross-cultural approach that attempts to explain cultural processes, rather than merely describing culture history.

The focus on archaeology includes many different theoretical approaches and various geographic settings, with the greatest strength lying in the Southeastern U.S., where four of our faculty have conducted research. One unique aspect of our program is UA's longstanding association with Moundville and the logistically simple opportunity the proximity of Moundville affords for research in this area. This association is currently being exploited by one of our faculty who has had the aid of a grant from the National Science Foundation. Another of our faculty has used National Endowment for the Humanities funding to pursue research as part of the Gulf Coast Survey, an archaeological program housed in the Alabama Museum of Natural History. The preservation of Alabama's cultural resources is a direct service to the state that would be performed by both our faculty and our students.

The proposed focus also fits the current and future job opportunities for archaeologists with a Ph.D. By far one of the best prospects for employment now and in the future will be with those private firms, public institutions and government agencies that are obligated by contract, or mandated by law, to manage our nation's cultural resources. There are now over 50 private research firms listed in the American Anthropological Association Guide to Departments and over 100 more that are not listed. There are 56 museums and 7 government agencies in the continental U.S., each of which employs archaeologists in their cultural resource management programs. There are similar numbers of cultural resource management firms, museums and government agencies in the nation states of Europe, Africa, the Middle East, Asia, the Pacific Islands, Canada, Mexico, Central, and South America. Since the prehistoric societies that are socially complex are also the most populous and materially complex, they produce the greatest number and most extensive archaeological deposits that are by law targeted for cultural resource management efforts whether these be mandated by the U.S. or foreign governments.

Articulation with the Alabama Museum of Natural History

The resources of The University of Alabama Museums, under direction of Dr. Richard Diehl, and its units, particularly the Office of Archaeological Services, the Laboratory for Human Osteology, and Moundville Archaeological Park, are available to support the Ph.D. program in the Department of Anthropology. These programs are briefly described below with emphasis directed to the expected synergisms between these programs and the Department.

Office of Archaeological Services: The mission of the Office of Archaeological Services (OAS) is to provide a focused and organized structure for archaeological and related research and education involving faculty, staff, and students. Housed in the David L. DeJarnette Archaeological Research Center within Moundville Archaeological Park, OAS employs a director (position currently vacant), two senior archaeologists, eight professional archaeologists, an architectural historian, a GIS specialist, a collections specialist, and a graphics designer. About 25 paraprofessional and four office personnel assist in the mission of OAS.

OAS conducts about 150 applied archaeological research projects each year attracting about 1.5 million dollars in external funding annually. The office maintains the official Alabama State Site File (ASSF), a comprehensive database on all recorded archaeological sites in the state, currently 21,815 sites. This file is available to professional archaeologists and planners at Moundville, and remotely through password access to the ASSF web site. A password to the web site has been provided to the Department of Anthropology for teaching and research. The office also serves as the keeper of the National Archaeological Data Base for Alabama.

Archaeological collections management is a significant aspect of OAS's overall program. OAS administers the archaeological curation program for the University. The program is directed by Eugene Futato, Curator of Collections. Collections are housed in the Erskine-Ramsay Archaeological Repository, also located at the DeJarnette Center. The curation policies and facilities at OAS meet or exceed Federal standards. OAS has curation agreements in place with a variety of Federal, state and private concerns, and maintains collections from across the Southeast and the Caribbean. The collections comprise about 8,000 cubic feet, primarily from Alabama, with significant collections from Arkansas, Georgia, and South Carolina.

OAS hosts approximately 450 visiting researchers each year, with approximately 50 of these researchers using the collections per se, and the remainder drawing on other research and reference materials. In addition, a number of loans for teaching, research, and exhibit are made each year. Since 1984, just over 200 loans have been made, 60 of these going to UA faculty and staff. (Loans are not made directly to students.) In the 1990s some 135 publications, papers, theses, and dissertations, were based all or in part on research on our collections.

In the future, Ph.D. students in the archaeology emphasis would have the opportunity to participate in the research and field school program at Dust Cave. OAS currently sponsors a research project and summer archaeological field school at Dust Cave, near Florence, Alabama, under the direction of Dr. Boyce Driskell. The program attracts professional archaeologists, graduate student researchers and undergraduate students from universities throughout the nation. Sponsored by a combination of federal, state, and private organizations, the field school recently completed its 10th summer at the cave. Excavations will continue for four or five summers to come, and the camp infrastructure including buildings, portable facilities, field equipment, computers and field computer network can be used indefinitely for research in the immediate area, which features one of the highest concentrations of prehistoric archaeological sites in the nation. So far, two students (both from the Department's M.A. program) have completed M.A. theses involving Dust Cave while two dissertation projects (one completed) from the University of Tennessee, and current dissertation projects from the University of Pittsburgh, University of North Carolina, Chapel Hill, and University of Michigan deal with aspects of the archaeology at Dust Cave. As a field school, Dust Cave has attracted over 100 undergraduates from over 40 universities nationally (see www.dustcave.ua.edu). The project also sponsors summer teachers' workshops at which participants are able to

visit Dust Cave as part of the curriculum and receive 20 CEUs from cosponsoring teacher in-service centers.

OAS maintains facilities, vehicles, equipment, and technical expertise that are available for use by graduate student and faculty researchers. Microscopes are available for analyses including microscopic use wear on stone tools. A small lithics teaching lab is used for the course Lithic Analysis (ANT 465) and houses comparative and teaching collections. Other research resources include map collections, lithic source collections, teaching and comparative ceramic collections, Ground Penetrating Radar (GPR) and expert operator, and Geographic Information Systems (GIS) capabilities and technical assistance. Research space is available as needed for graduate students in the 4,000 square foot laboratory at the DeJarnette Center, Moundville.

As indicated in the proposed budget, the Alabama Museum of Natural History is prepared to offer 6.5 FTE positions for Ph.D. students in the Department of Anthropology. At present an informal arrangement, this level of support for graduate students in a Ph.D. program will be formalized as internships or other formal support mechanism. Students already are involved in all aspects of OAS's programs. OAS presently employs graduate and undergraduate students at levels of responsibility appropriate to each student's training, allowing for both experiential education and temporary employment opportunities. Last year (FY1999-2000), 11 full time undergraduate and 7 full time graduate students worked up to 20 hours per week and received a total of nearly \$35,000 in wages. Additionally, OAS employs graduate students who have completed course requirements on a part time or full time basis. Working as professional archaeologists, these positions are critical to the mission of OAS and provide extremely important workplace professionalization of our graduate students.

Laboratory for Human Osteology: The Laboratory for Human Osteology within The University of Alabama Museums is a fully functional and operating laboratory housed on the third floor of the Scientific Collections building on the UA campus. The approximately 3,300 square foot laboratory and collection room has state of the art lab equipment, security system, and climate controls. Ongoing skeletal analysis and research, and instruction in skeletal analysis and forensic anthropology take place in the lab. Students involved in forensic anthropology studies learn how to document correctly, take samples, and excavate a crime scene that includes skeletal remains. They learn how to determine age, sex, and stature, and to assess traumas and pathologies on the skeleton. Facial reconstruction and forensic dentistry are important techniques used in the identification of an unknown set of remains. DNA extraction from ancient and modern bone is discussed. Courtroom procedures for presenting testimony are also addressed. The laboratory for human osteology has been designated as a repository for unclaimed human skeletal remains for the State of Alabama by the Alabama Department of Forensic Sciences. This allows students to see a wide variety of problems, pathologies, and traumas that appear in these unclaimed or donated remains. The lab houses one of the largest skeletal collections in the U.S. and the largest in the Southeast (more than 6,000 individuals).

The collection includes important skeletal collections from prehistoric Moundville, TVA excavations of prehistoric sites in northern Alabama during the 1930s, unidentified forensic skeletal remains, and donated skeletal remains. The laboratory has had approximately 1,000 person-uses in each of the past two years. Among others, visitors have included a large number of undergraduate and graduate student researchers (anthropology, biology, pre-med, criminal justice, art) from the University and students from other universities (Ph.D. and master's level), Alabama faculty, visiting faculty researchers, doctors, physical therapists, the department director for the Alabama Department of Forensic Sciences, forensic pathologists, and medical examiners from the State of Alabama. Current research in the laboratory includes: examination of both trauma due to warfare and occupational trauma in remains from prehistoric sites in northern Alabama; DNA and skeletal analysis of an African-American burial ground from Prattville, Alabama; the investigation of the differences between cutmarks made by knives and those made by a sharpened screwdriver, porotic hyperostosis, cribra orbitalia and hydrocephaly in prehistoric Native Americans; genetic relationships among different prehistoric sites using dental, cranial, and postcranial morphological traits; survival of scalping by Native Americans and the subsequent healing changes that result after the trauma; and forensic identification of unknown remains for the Alabama Department of Forensic Sciences.

Moundville Archaeological Park: The archaeological site of Moundville, located 15 miles south of the Tuscaloosa campus, is a renowned center of prehistoric Mississippian culture. It is highly significant that the University of Alabama owns and controls the archaeological site and its facilities. That fact, combined with the short commuting distance from the UA campus, contributes to an utterly unique relationship between a North American university and an archaeological site of world-class stature.

The site is a National Historic Landmark and is on the National Register of Historic Places. A blue-ribbon panel composed of the nation's leading archaeologists is quoted as saying, "It is our opinion that Moundville is the single most exciting North American archaeological site east of the Pueblos of New Mexico and Arizona" (*Archaeological Research at the University of Alabama: A Promising Program in the Crucible of Despair*, 1978). Research has been conducted at the site for well over a century by the Smithsonian Institution and by various universities, with funding by the National Science Foundation, the National Geographic Society, and other agencies. As a result, Moundville is now viewed nationally and internationally as the most pristine example of a major Mississippian ceremonial center, and as the most thoroughly documented example of a chiefdom-type society. Virtually all introductory archaeology textbooks include discussions of Moundville.

Over the years, Moundville has been a magnet for graduate research. Twenty-seven theses and dissertations have been written on Moundville archaeological materials since 1955. Among these are 13 doctoral dissertations from such institutions as Harvard University, the University of Michigan, SUNY-Binghamton, the University of California-Santa Barbara, and the City University of New York. During the past decade, 10 M.A.

theses were completed by students in the UA master's program working on Moundville materials. Other such M.A. theses are currently being completed by UA students.

In 1989, a long-term program of field research at Moundville and surrounding sites was started by Prof. Vernon Knight of the UA Department of Anthropology. Each fall the Department of Anthropology's field school is taught at the site. From the beginning, the program has involved graduate students as supervisory staff, providing valuable professional training in archaeological field research. This program continues to thrive and promises to be a primary attraction of Ph.D. students to the new program.

Program Description: Emphasis II – Biocultural Anthropology

Biocultural anthropology is the study of the interactions between sociocultural and biological determinants of adaptation, especially with regard to physical and psychological health states. Biocultural anthropology, a specific approach within the subfield of medical anthropology, strives to understand why people grow and develop as they do, and why they may be at risk for health problems. Biocultural anthropologists attempt to use research findings for the benefit of communities as well as care providers. It is part of the largest and fastest-growing subfield within anthropology and is increasingly relevant to research and training across a number of areas, from applied health sciences and transcultural psychiatry to epidemiology and community health development. With over 1,400 members, the Society for Medical Anthropology is the largest topical section of the American Anthropological Association (11,383 total). A unique feature of our approach is to combine the biological and cultural aspects of medical anthropology in a way that almost no other program in the nation manages. This *biocultural* perspective on health and illness is essential to the study of the topics in which the department specializes: culture change and lifestyle influences on health, gender and mental health, fetal and childhood growth and development, and paleopathology, among others.

The proposed University of Alabama Ph.D. program would be one of only a handful in the country that offers a formal Ph.D. emphasis in biocultural anthropology (see Section D.5). The cachet and advantage attached to claiming a biocultural medical anthropology program is evidenced in the "enhanced" program descriptions available on the Society for Medical Anthropology (SMA) web site (www.cudenver.edu/public/sma/guide.html). Of the 16 Ph.D.-granting medical anthropology "programs" listed for the U.S. (which does not include Harvard and UCLA—premier schools with little felt need to advertise), most have fine anthropologists on the faculty, but fewer than half (7 of 16) have a true program, or even departmental emphasis, as seen by cross-checking the SMA list against the program brochures and home page of each of the 16 Anthropology departments. (Especially see Arizona and Kansas, departments that each have several recognized medical anthropologists but whose curricular priorities are clearly in other areas.) Furthermore, the majority of medical anthropologists listed are adjunct faculty from other departments, who function only tangentially to the everyday workings of a Ph.D. program. A UA program will offer five full-time anthropology faculty who are primarily

biocultural medical anthropologists, well above the norm for medical anthropology programs (see Section D.5). Medical anthropologists represent over 12% (1,417 / 11,383) of the members of the American Anthropological Association, while somewhat less than 12% (11 / 93) of departmental programs have a strong emphasis in medical anthropology. Our program would be contributing to a demand for biocultural medical anthropology training rather than to a glut on the market.

What will make UA outstanding in the field is our singular focus on a biocultural anthropology that is practiced and taught by both biological and cultural anthropologists, in contrast to the less integrative health behavioral, interventionist, or interpretivist approaches pursued elsewhere. Biocultural anthropology exists at the intersection of biology and culture and defines itself holistically. The Alabama program takes seriously the proposition that health issues must be understood as determined by our biocultural evolution as distinctively social animals. The department's unusual four-field breadth provides the necessary conceptual infrastructure for a doctoral program in biocultural medical anthropology, since biocultural anthropology not only requires but also demands holistic treatment of the human condition. Our program will require that students become equally conversant in biological and cultural theories of health, and most importantly, will also give them opportunities for integration. For instance, a "biocultural seminar," to be presented every other year by two faculty (one cultural and one biological), will focus on different topics (from infectious disease to mental illness).

Collaboration with the University of Alabama at Birmingham

In order to enhance the course offerings and faculty support for students in the Ph.D. program, we will build on the fifteen years of cooperation in the inter-institutional Master of Arts Program in Anthropology that we have had with our colleagues in the Department of Anthropology at the University of Alabama at Birmingham. A series of recent appointments at our sister institution have enhanced the range of anthropological specializations represented among the UAB faculty so as to complement and strengthen those of the University of Alabama. Specific UAB strengths amplify each of the foci of the proposed program.

Archaeology of Complex Societies: The Ph.D. plan presented here emphasizes a materialist/science based approach to the study of complex societies. Given that focus, we will take advantage of the fact that UAB has undertaken to develop specific strengths in the application of natural sciences to archaeology. The research agendas and publication records of the key faculty in this area reflect abiding interests in the application of these methodologies to complex societies. Brian Hesse (Professor and Departmental Chair) is a zooarchaeologist of complex societies who has supervised several Master's theses that concern faunal remains from sites in the Southeast. Ksenija Borojevic (Assistant Professor) is a paleoethnobotanist who was trained at the Washington University of Saint Louis and has broad experience with mid-American macrobotanical remains. The decision to hire her was motivated by a desire to re-energize the focus on botanical archaeology for which UA was particularly renowned, and one that was lost with the passing of C. Earle Smith. Scott Brande (Associate Professor) is a geo-archaeologist who has developed a research/teaching emphasis on the

examination of materials from the archaeological record of Alabama. UAB has also focused on the theoretical perspective of economic ecology. Chris Kyle (Assistant Professor) conducts ongoing ethnographic fieldwork in west Mexico that integrates an investigation of agricultural systems with political and economic structures. His materialist perspective is therefore of particular relevance to archaeologists of complex society. All of these UAB strengths will contribute to the development of specific methodological skills in ecological/economic modeling and the application of natural scientific techniques in our students, abilities that will sharply enhance their marketability in the archaeological job market of this new century.

Biocultural Anthropology: The University of Alabama at Birmingham is the state's largest medical research and care center. Opportunities are available to students there, both in course work and research settings, which will enhance the development of the skills necessary to achieve success in the competitive world of applying social science approaches to health issues. The experience and training of two UAB faculty indicate that they will be able to provide specific support to the Ph.D. program. Christopher Taylor (Associate Professor) is a medical anthropologist with extensive experience in sub-Saharan Africa. He is currently affiliated with a large research effort centered at the University of Bordeaux and directed toward the study of the social context of STDs in west Africa. He has just undertaken a new project in conjunction with the UAB Department of Pediatrics involving the medical implications sexual behavior among a subset of Alabama residents. His theoretical perspective, which emphasizes symbolic and cultural issues, complements effectively the biocultural focus of this part of the proposed Ph.D. program. Further, his access to international research efforts in medical anthropology will provide our Ph.D. students with a broader range of alternatives within which to conduct their dissertation research. Lori Cormier (Assistant Professor) is an ecological anthropologist who was a nurse before undertaking her graduate training in Anthropology. She has developed an advanced course – Anthropology and the Health Care Professional – that examines from a socio-cultural point of view the position of health-care delivery personnel in our medical system here in Alabama. Her focus will provide students in the Ph.D. program with direct access to the important and practical topic of the culture of Alabama health care.

Implementation: The effectiveness of this collaboration will depend on our ability to create a program that will facilitate access of our students to UAB strengths while maintaining their character as UA students. We congratulate our UAB colleagues for developing faculty strengths, through new hires, that are intended to be complementary to faculty strengths at UA, rather than duplicative. At the advanced level of graduate training there is little justification for redundancy in hiring. Taking advantage of the UAB faculty expertise permits us to deliver a higher quality education product at lower cost. We will ensure that schedules of UAB course offerings be made available routinely to students in the Ph.D. program. We will recognize that successful completion of course work opportunities at UAB will transfer and count toward the degree. The number and scope of such transfers will be a matter of individual student planning. The crucial element is to avoid duplication of advanced course work at the two campuses.

2. Will this program be related to other graduate programs at your institution? If so, how?

No.

3. Please identify any existing program, option, concentration or track that this program will replace.

None.

4. Is it likely that this program will reduce enrollments in other graduate programs at your institution? If so, please explain.

No.

5. List the new courses that will be added to your curriculum specifically for this program. Indicate number, title and credit hour value for each course.

ANT 603: Theory and Method in Current Archaeology. Three hours. Faculty: Krause, Brown, Knight, LeCount. An examination of major paradigms, theories, and models in recent archaeological research. Seminar provides students with a foundation in the breath of theoretical knowledge required by a professional archaeologist.

ANT 605: Seminar in Psychological/Cognitive Anthropology. Three hours. Faculty: Murphy, C. Nuckolls, Dressler. This course will examine the variety of attempts by anthropologists to relate psychological processes to social and cultural ones. The approaches to be covered include configurationalism, basic and model personality studies, national character studies, psychoanalytic anthropology, cognitive anthropology and structuralism. Topics to be covered include primitive mentality, culture and perception, socialization and the acquisition of culture, the psychological dimensions of expressive culture, the expression of emotion, and the relationship between personality and social structure.

ANT 610: Theory and Method in Biocultural Anthropology. Three hours. Faculty: Oths, Dressler, Bindon, C. Nuckolls. This course will develop concepts necessary for students specializing in biocultural anthropology and demonstrate appropriate and inappropriate operationalization of the concepts. These concepts will include stress, adaptation, human ecology. The goal of this course is to demonstrate linkage from theory to research design to data analysis in key areas of the field through careful examination of current work.

ANT 611/612: Seminar in Biocultural Anthropology. Six hours. Faculty: Oths, Bindon, Dressler, Jacobi, C. Nuckolls. Two semester course sequence. This course

provides a synthetic overview of the field of the anthropology of health and adaptation from a biocultural perspective. Topics to be covered will include sections on the biological and cultural approaches to human growth and development, health indicators, belief systems, treatment practices, evaluation of health care, quality of life and satisfaction with health care. The emphasis will be on current theoretical orientations in the field.

ANT 630: Special Topics in Biocultural Anthropology. Three hours. Faculty: Oths, Dressler, C. Nuckolls, Bindon, Jacobi. This course will consider advanced analyses of health problems and practices among diverse ethnic and cultural groups worldwide. The topics covered will be determined by student interests, and may include issues such as applied anthropology, international health, and comparative health care systems. This course may be repeated for up to a total of 6 hours of credit.

ANT 640: Topics in Prehistoric Civilizations of the New World. Three hours. Faculty: Krause, Brown, Knight, LeCount. A seminar in which ancient Mesoamerican and Southeastern North American prehistoric complex societies will constitute the major focus. Case studies may vary. Problems considered include the development of historical trajectories, the process of economic specialization, the evolution of social ranking and stratification, and the role of ideological frameworks in the rise of social complexity. The course may be repeated for credit.

ANT 645: The Rise of Complex Societies: Cross-Cultural Perspectives. Three hours. Faculty: LeCount. An examination of economic, political, and social foundations of ancient complex societies, with a focus on models to explain the rise of social inequality, political economy, and religious cults. Emphasizes the usefulness of cross-cultural data, ethnohistoric documents, and ethnographic analogy for theory building.

ANT 678: Forensic Anthropology. Three hours. Faculty: Jacobi. A detailed study of methods used by anthropologists in assisting with criminal investigations. Topics include crime scene investigation procedures including field methods, skeletal analysis and report writing, skeletal trauma, forensic odontology, forensic DNA, facial reconstruction, and courtroom procedures.

ANT 685: Advanced Topics in Anthropology. Three hours.

ANT 698: Directed Research Not Related to Dissertation. One to six hours. Offered on demand with approval of instructor.

ANT 699: Dissertation Research. Variable hours. Not to be counted for required credit for advanced degrees.

6. Please list any existing undergraduate programs at the institution which are directly or indirectly related to the proposed graduate program. If this is a doctoral proposal, also list related master's programs at your institution.

B.A. Anthropology
M.A. Anthropology

7. Program Completion Requirements

Credit hours required in major courses: 18 (Ant 501, 510, 525, 536, 570; Ant 603 or 610)
Credit hours required in support courses: 3 (Any graduate level Statistics 1)
Credit hours in required or free electives: 27
Credit hours for thesis or dissertation: 24

Additional requirements such as preliminary qualifying examination, comprehensive examination, thesis, dissertation, practicum or internship, some of which may carry credit hours included in the list above. Briefly describe below.

Plan of Study: An individualized plan of study is to be designed in consultation with the student's committee. A minimum total of 48 semester hours of course credit beyond the baccalaureate degree is required for the Ph.D., of which a minimum of 18 must be earned in continuous residence as a full-time student beyond the M.A. In keeping with the long-standing commitment of the Department to a four-field approach to anthropology, foundational graduate course work within all four subfields (archaeology, cultural anthropology, physical anthropology, and anthropological linguistics) is required, as are research methods and an advanced theory course. The rest of the course work will be comprised of relevant electives chosen in consultation with the student's advisor.

Foreign Language and Research Skills Requirements: 1) A reading facility in one foreign language appropriate to the research topic must be demonstrated, either by successful completion of two semesters of foreign language course work or by examination. The language is to be chosen by the student in consultation with the advisor. No graduate credit is earned for course work in foreign languages taken to satisfy the language requirement, although graduate courses taken as part of the student's plan of study will count for degree credit. 2) Knowledge of quantitative research skills must be demonstrated by successful completion of 3 hours of course work beyond any course work completed for the M.A. degree. A variety of UA graduate courses in quantitative techniques may be used to satisfy this requirement, the selection being made by each student in consultation with the advisor and in consideration of the student's preparation in this area.

Doctoral Committee: By the end of the first semester upon entering the Ph.D. program, the student will name a major advisor. It is expected that the relationship with the advisor will be one of apprenticeship as the student moves toward a mastery of the craft of original research and publication and gains familiarity with the role of a colleague. The doctoral committee should be established by the end of the first semester. It will consist of no fewer than five faculty members, all of whom must be members of the

Graduate Faculty. At least one member of the committee must be from a discipline other than anthropology.

Preliminary Examination: During the semester in which the student completes doctoral course work, following successful completion of language and research skill requirements and prior to pursuing dissertation research, the student must pass a preliminary examination for admission to doctoral candidacy. The purpose of the examination is to determine the student's mastery of coursework and theory, and preparation for independent research. The preliminary examination incorporates two components: 1) completion of a doctoral dissertation research plan, and, 2) successful oral defense of the doctoral dissertation research plan to the student's committee. (A student may, prior to completion of the written examination, develop, defend, and submit for funding a proposal for dissertation research). Successful completion of the preliminary examination results in a recommendation to the Dean of the Graduate School for admission to candidacy for the degree.

Dissertation Research and Writing: A minimum of 24 semester hours of dissertation research is required, earned in accordance with the guidelines of the Graduate School. The topic of the dissertation must be approved by the Dean of the Graduate School, upon approval by the student's committee.

Field Work Requirement: It is required that applicants for the degree will have experienced substantial ethnographic or archaeological field work, as judged by the student's committee, and consistent with the traditional emphasis in Americanist anthropology. There are no specific requirements concerning the duration of such field work, though it is expected to last from 3 to 12 months.

Oral Defense: Upon completion of the dissertation research, the student must successfully defend the work in the format of a presentation to the faculty. An oral defense will be scheduled two weeks in advance and notice will be suitably posted. The student's committee will attend, as well as any interested faculty from the University community.

Please attach a typical curriculum to this proposal as Appendix A.

Attached as Appendix A.

8. Accreditation

If there is a recognized (USDE or CHEA) specialized accreditation agency for this program, please identify the agency and explain why you do or do not plan to seek accreditation.

Not applicable.

C. Program Admission Requirements, Enrollment Projections and Completion Projections

1. Describe briefly the criteria and screening process that will be used to select students for the program.

All students accepted for graduate study with a baccalaureate degree will be placed in the M.A. program. A completed M.A. degree in anthropology, or its equivalent, is required for admission to the Ph.D. program. Successfully earning the M.A. degree does not guarantee acceptance into the Ph.D. program. Advancement to the Ph.D. program from the UA Master of Arts program is made only with the written recommendation of the Department Chair to the Dean of the Graduate School, and is contingent upon superior performance in all aspects of master's level study and anticipated success in doctoral study. Upon acceptance, 24 hours of graduate credit earned in the M.A. program may be applied toward the Ph.D. Students holding an M.A. degree from another institution may transfer a maximum of 24 semester hours of graduate credit, based upon recommendations made following an evaluative interview by the Graduate Studies Committee, subject to the policies of the Graduate School.

The criteria for admission to the master's program will remain the same as with the current program. Admission is based on the student's completed application, including a 1-2 page Statement of Purpose, along with the more objective criteria of the GRE score (minimum 1500) and undergraduate GPA (minimum 3.0). As is University policy, students are eligible for admission if either the GRE or the GPA meets the minimum standard. After completion of the master's degree at UA (which includes comprehensive exams and a written thesis), members of the graduate faculty in anthropology will collectively decide whether or not to allow a student to continue on in the Ph.D. program. Students applying from outside the University will go through the same procedures for admission (outlined above) as the master's degree applicants, and may need to fulfill additional core course work.

2. Please describe your methodology for determining enrollment projections. If a survey of student interest was conducted, please attach a copy of the survey instrument with a summary of results as Appendix B.

Enrollment for a new Ph.D. program in Anthropology could alone be sustained by retaining a portion of the high quality students we have graduating from our M.A. program annually—those who currently pursue Ph.D.s elsewhere but who would stay at UA if the opportunity were available. Additionally, many more of the students who inquire about our program would apply to UA if the Ph.D. were offered here. Thus, the three primary methods used to assess enrollment projections were: 1) inquiries and applicants to the master's program for the past five years, 2) a survey of students, and 3) a national level comparison of UA with competing Ph.D. programs regarding acceptance and enrollment of students.

First, inquiries and applicants were tabulated from our Graduate Database. The number of inquiries and applicants have risen steadily in the past five years and are expected to continue to do so. These data are directly relevant because nearly all of our M.A. applicants express a desire ultimately to pursue Ph.D. studies, and those who do so state emphatically that they would consider applying to a UA Ph.D. program (see Appendix B).

YEAR	INQUIRIES	APPLICANTS	ACCEPTED
1996-97	Not available	18	10
1997-98	65	21	12
1998-99	164	18	10
1999-00	102*	22	14
2000-01	56*	24	11

*decline due to availability of program information from web site

In recent years, students have begun to access our departmental web site, obviating the need for formal inquiries. For a 2 ½ month period (August 16, 2000, to November 2, 2000) 45 inquiries were received via the web site, 25 (56%) of these from 18 U.S. States (7 Southern, 11 others from California to New York), and 20 (44%) from foreign students. If anything, web site access has increased rather than decreased the number of applicants. The level of interest in our M.A. program is already sufficiently high and will likely increase with the addition of a Ph.D.

Second, a survey of all our past and current archaeology and cultural anthropology M.A. students verifies the demand for the program. In response to the question, “If the opportunity were available, would you have/have had any interest in continuing your Ph.D. studies at UA?” the 29 responses received were uniformly positive. The response rate was 88%, based on confirmed delivery of email. Furthermore, graduates of the program enthusiastically praised our rigorous curriculum, the collegial atmosphere of the department, the collaborative four-field approach, and the opportunities to do meaningful research at the master’s level, all of which prepared them well for Ph.D. study elsewhere. The major concern expressed by both current and past students was that there be sufficient funding available to support students.

Students	Surveyed	Responded	Positive Response
Current	19	15 (79%)	15 (100%)
Graduates	14	14 (100%)	14 (100%)
TOTAL	33	29 (88%)	29 (100%)

We feel there can be no stronger testimony to the quality of the current M.A. and the demand for a Ph.D. program than the words of our former students who have gone on to other schools for their doctorates. (See Appendix B for the survey questions and complete

responses, unedited except to delete student names and salutations. The original response data are available for review from the Anthropology Department).

Third, comparing the current UA master's level graduate students with those of Ph.D. granting institutions with similar topical emphases (see Section D.5), one finds UA situated comfortably in the range for accepted and enrolled students per year. (Three large schools, UCLA, UC Berkeley, and South Florida substantially inflate the averages.

<u>Ph.D. Granting Universities</u>				<u>UA (MA only)</u>
<u>STUDENTS</u>	N	Yearly Mean	Range	1996-2000 mean
Accepted	18	25	9-46	11
Enrolled	17	13	0-28	10
PhDs Graduated	18	4.6	1-16	N/A

Source: *Official GRE/CGS Directory of Graduate Programs, Vol.C*, Educational Testing Service, 2000.

Data are unavailable for a few of our competitor schools.) We can anticipate that our rates of acceptance and enrollment will be even stronger if a Ph.D. program is initiated, and that we will easily match or exceed the mean annual graduation rate. The latter estimate is bolstered by our current very low student attrition rate as a result of the individual guidance and attention they receive.

In summary, the tally of inquiries, the student opinion survey, the number and variety of recent hits on our departmental website, and a comparison of enrollments across Ph.D. granting universities provide substantial evidence that the demand for a new Ph.D. program at the University of Alabama is high.

3. Provide a realistic estimate of enrollment at the time of program implementation and over a five-year period based on the availability of students meeting the criteria stated above.

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Full-time Enrollment	3	3	4	5	5	20
Part-time Enrollment	--	--	--	--	--	--
FTE Enrollment	3	3	4	5	5	20

We predict that, as with any new program, it will take a few years to get up to full speed. We anticipate that eventually 4-5 new students will enter the program per year, for a total of approximately 20 active Ph.D. students at any one time.

4. Projected Program Completion Rates.
Please indicate the projected number of program graduates for the first 5 years.

Year 1	Year 2	Year 3	Year 4	Year 5	Total
---	---	---	2	3	5

It is anticipated that by year 5 and thereafter, 3 or more students per year will graduate from the program. Some attrition is to be expected and is incorporated in this estimate.

D. Program Need Justification

1. Based on your research on the employment market for graduates of this program, please indicate the total projected job openings (including both growth and replacement demands) in your local area, the state, the SREB region, and the nation. These job openings should represent positions which require graduation from a program such as the one proposed.

Projected Job Openings

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Local	1	1	1	1	1	5
State	5	5	5	5	5	25
SREB	98	102	105	109	112	526
Nation	280	290	300	310	320	1500

Our need justification is primarily based on data gleaned from our discipline’s national organization, the American Anthropological Association, and its primary publication, *Anthropology Newsletter*. Recently, academic job opportunities have improved for anthropology doctorates, but it is also true that anthropology Ph.D.s are becoming increasingly attractive to government employers, to non-governmental organizations (NGOs), and to the private sector. At the same time, a shortage of academic anthropologists is predicted by the year 2025.

The two proposed emphases for the Ph.D. program— complex Native American societies (an archaeology specialty) and biocultural anthropology (a sociocultural specialty)—are in areas that generate 80% of the Ph.D.s in anthropology.

Distribution of Ph.D.s across Sub-Disciplines

	1975-95	1996-97
Sociocultural	50%	53%
Archaeology	30%	26%
Biological	10%	12%
Linguistic	3%	1%
Applied/Other	7%	7%

Sources: David B. Givens & Timothy Jablonski (1995), 1995 Survey of Anthropology Ph.D. In *AAA Guide to Departments, 1995-96*. Washington, DC, pp. 306-317, and, AAA 97 Survey.

Although the number of doctorates awarded each year has remained remarkably stable since the mid-1970s at around 400 per year, academic position listings in the *Anthropology Newsletter* for archaeologists and medical anthropologists began rising in

the early 1990s and continue to increase. The number of positions available has shown some upward movement in recent years, from 300-400 throughout most of the 1980s and 1990s, to 500-600 in the past two years. The upcoming retirement of the large number of anthropology professors hired in the sixties and seventies suggests that this market should further improve. One measure of the academic job market is the number of position-open ads listed in the *Anthropology Newsletter (AN)*. The *AN* carries over 95% of all academic anthropology jobs available at U.S. four-year colleges and universities. During the 1998-99 academic year, 539 career positions were listed: approximately 88% as many jobs as new Ph.D.s available to fill them.

Also, despite the stable annual rate of Anthropology doctorates produced, anthropology Ph.D.s increasingly are finding rewarding non-academic employment, primarily due to expanding opportunities in cultural resources management and health care. (see for example, National Academy of Sciences, Report on Personnel Needs and Training for Biomedical and Behavioral Research, 1982.) According to the AAA biennial Survey of Anthropology Ph.D.s, roughly one-third to one-half of each year's cohort of new recipients of the doctorate take non-academic positions in government or in the private sector (profit or non-profit).

Employment of Anthropology Doctorates

Cohort (all who received Ph.D. in the same year)	Type of Employment Acquired	
	Academic	Non-Academic*
1972	88%	12%
1977	69%	31%
1982	61%	39%
1984	68%	32%
1986	58%	42%
1988	46%	54%
1990	59%	41%
1995	72%	28%
1997	71%	29%

* Nonacademic jobs are defined as jobs outside of traditional academic departments and campus centers, where tenure is not a possibility. It includes research institutes, museums, government, and the private sector

Source: 1997 AAA Survey of Anthropology Ph.D.s. *David B. Givens, Patsy Evans, and Timothy Jablonski. Department of Academic Relations. American Anthropological Association.*
<http://www.ameranthassn.org/surveys/97SURVEY.HTM>9-10-00.

There is and will continue to be a need for trained archaeologists in cultural resource management to respond to federal and state requirements which are unlikely to be relaxed in the current political environment. At the same time, the changing landscape of health care in the U.S. and abroad calls for trained researchers in the field of biocultural anthropology in state, federal, and international agencies, in institutes and foundations, and in consultant groups to assist in the design and implementation of health care

programs.

Another measure of the demand for anthropologists is their service as consultants. On the average, four faculty members per department served as consultants during the 1997 calendar year, many of these in archaeological or biocultural capacities.

2. Please give a brief description of the methodology used to determine the projected job openings. If a survey of employment needs was used, please attach a copy of the survey instrument with a summary of results as Appendix C.

The data on projected job openings at the national level are drawn from the 1997 AAA *Survey of Anthropology Ph.D.s*, by D. B. Givens, P. Evans and T. Jablonski, Department of Academic Relations, American Anthropological Association. Some figures were updated for us from unpublished new data by Kathleen Terry-Sharp, AAA Director of Academic Relations, on September 20, 2000. The following rough calculus was used to provide the estimates: Given current trends, we estimate the total national academic job listings for the next five years to be: 1) 550, 2) 575, 3) 600, 4) 625, and 5) 650. Of the 500-600 academic jobs listed annually, approximately 40% can be filled by graduates of our programs (half of the 80% total that archaeology and cultural fields constitute). Graduates in anthropology are predicted to hold steady at around 400 per year. Thirty percent (30%) of recent graduates take jobs in applied fields; our graduates should be eligible for about half of these (since complex society archaeologists and biocultural medical anthropologists are among the most attractive to non-academic employers). Thus, the national total per year is figured as 40% of academic jobs plus half of the 30% of graduates taking non-academic jobs. As no employment projections are available for the SREB, State, and Local areas, figures are based on the percentage of the national population that each area comprises. Local is construed as the West Alabama region.

3. If the program is primarily intended to meet needs other than employment needs, please present a brief rationale.

Not applicable.

4. If similar programs are available at other institutions in the state, will any type of program collaboration be utilized? If so, please briefly describe. If not, please explain why this is not feasible.

There are no existing doctoral programs in anthropology in Alabama (nor in other SREB states such as Mississippi, Arkansas or South Carolina), and the few programs in the region do not compete with the resources in archaeology and biocultural anthropology available from the UA campus. During our department's 1991 and 1996 Program Reviews, both the internal program review committee and the external reviewer submitted strong statements in their reports encouraging the university to support the development of a doctoral program by our department (see Appendix C-1). These arguments were based

both on the quality of our academic program and on the desire of the reviewers to see us retain the excellent faculty we have hired over the years. Now in 2000, our faculty is even larger and stronger than at the time of the last review.

5. Please identify any similar programs at institutions in other SREB states. If the proposal is for a doctoral program, also identify similar programs in the nation.

In total, there are 10 Ph.D. programs in anthropology in the Southeastern states, with varying emphases represented among them. Only two other programs emphasize complex societies, while only two others emphasize biocultural or medical anthropology. The table below shows the strength of each department in our two proposed emphases as measured by number of faculty members, and the strength of the department in general as measured by the number of graduates. Following the table is a brief description of each department.

Summary of Southeastern Programs with Anthropology Doctoral Programs

Universities	Type of Program	Faculty			1995-99 All PhDs granted
		Total in Anthropology Department	Archaeology of Complex Societies	Biocultural/ Medical Anthropology	
State Schools:					
UA	Complex Societies/Biocultural	15	5	5	N/A
Florida	General	27	3	2	48
Georgia	Ecological	15	2	4	6
North Carolina	General Archaeology/Medical	24	2	2	33
South Florida	Applied/Medical	20	1	5	19
Tennessee	General	11	2	1	22
Private Schools:					
Duke (Biological)	Primate Evolution	13	0	0	9
Duke (Cultural)	Cultural	11	0	0	13
Emory	Biocultural	18	0	4	8
Tulane	Middle America/Complex Societies	13	4	2	15
Vanderbilt	Latin America/Complex Societies	12	6	2	12

State Schools:

Florida: Largest faculty in the south. They still have the expertise to cover the discipline reasonably well, but except for one assistant professor have moved out of Southeastern archaeology and have no medical anthropology focus. As a result, there are no major topical concentrations. Focal areas: Latin America and African studies, urban and regional planning, peasantries, Caribbean archaeology and ethnohistory, anthropology and education, health and agriculture, applied studies of social and cultural change and development.

Georgia: Formerly a strong program in Southeastern Archaeology, but changed focus to ecological anthropology in the 90s. Program has suffered greatly in reputation since it went into receivership last year. Focal areas: ecological anthropology, anthropology of development.

North Carolina: This is a very generalized, diffuse department. At first glance their program would appear to be most competitive with ours since they define their focal areas as archaeology and medical anthropology. However, few of the faculty specialize in these areas, nor do they have a formal program in either emphasis.

South Florida: Good program in applied anthropology. No competition in archaeology, competitive program in medical anthropology, though they explicitly train for non-academic rather than academic positions. Focal areas: health and mental health practice and services delivery, business and commerce, urban planning and services delivery, and development.

Tennessee: This is a very general program, primarily known for its program in skeletal biology. They have lost faculty in recent years. Focal areas: physical anthropology, osteology, human paleontology; New World archaeology, zooarchaeology, Southeastern U.S. and Mesoamerican prehistory, historical archaeology; ethnology of the New World, Africa, and East Asia; Afro-American culture and folk cultures of the Southeastern U.S.

Private Schools:

Duke (Department of Biological Anthropology and Anatomy): Ph.D. in Biological Anthropology. No competition for any aspect of our program. Focal areas: primate comparative anatomy and evolution.

Duke (Department of Cultural Anthropology): Ph.D. in Cultural Anthropology. No competition for any aspect of our program. Focal area: cultural anthropology.

Emory: This program has a great deal of university support. They admit few students and promise them 4-6 years of financial support plus research funds. The focus that they have defined, biocultural anthropology, is broad, and not well defined. Students take heavy doses of biological and cultural anthropology, but there is no synthesis. Focal area: biocultural anthropology.

Tulane: Broad coverage of four subdisciplines. One of the two school potentially competitive in the archaeology of complex societies. Focal areas: Middle American studies, Mayan linguistics, hieroglyphs, ethnohistory, Southeastern archaeology.

Vanderbilt: This program has had substantial university resources committed to its Latin American focus. Two new hires have boosted their visibility in archaeology of complex societies, and may become competitive in this area. Focal areas: Native American complex societies, Latin American studies in archaeology and ethnology.

There are 10 universities throughout the United States that have a specialty in the archaeology of complex societies. A table comparing certain characteristics of the Alabama proposed program with the other programs appears below.

Summary of Universities with Archaeology of Complex Societies Program or Emphasis

School	Core Faculty	Public School	Formal Emphasis	Southeast or Mesoamerica Coverage	Southeast and Mesoamerica Coverage	4- Field Department	4-Field Program
UA Proposed	5	?	?	?	?	?	?
Regional							
Tulane	4			?	?		
Vanderbilt	6		?	?			
National							
Brandeis	1		?	?			
Northwestern	2		?	?			
Oklahoma	6	?					
Pittsburgh	6	?	?	?			
Southern Illinois	4	?		?	?		
SUNY Albany	6	?	?	?		?	?
SUNY Buffalo	3	?	?	?	?		
Washington State	7	?					

There are 11 universities throughout the United States that have a specialty in biocultural or medical anthropology. A table comparing certain characteristics of the Alabama proposed program with the other programs appears below.

Summary: Universities with Biocultural or Medical Anthropology Program or Emphasis

School	Core Faculty	Public School	Formal Emphasis	Biological & Cultural Core Faculty	Biocultural Program	4- Field Department	4-Field Program
UA Proposed	5	?	?	?	?	?	?
Regional							
South Florida	5	?	?	?		?	
Emory	4			?	?		
North Carolina	2	?					
National							
Berkeley/UCSF	11	?	?				
Case Western	7		?	?			
Kentucky	4	?	?	?			
UCLA	3	?	?			?	

Wayne State	3	?	?			?	
UMass Amherst	3	?			?	?	
Kansas	3	?	?	?	?	?	?
Harvard	2						

6. Will any type of distance education technology be utilized in the delivery of the program on your main campus or to remote sites? Please describe.

We currently offer Web-based and IITS courses in our undergraduate and M.A. programs. At this time distance education is not envisioned as a major component of the Ph.D. program beyond what has already been offered at the master’s level (ANT 511, ANT 570 and ANT 575). The twin hallmarks of doctoral education are the seminar, in which students can intensively discuss and critique critical ideas and concepts, and the collaboration of the student with a faculty mentor. These dimensions of the program will take precedence over distance education.

E. Program Resource Requirements

1. Number of currently employed qualified faculty who will teach in the program:

Primary Faculty--Full-time: 14 Part-time: 0
Support Faculty--Full-time: 1* Part-time: 0
*with joint appointment

Our faculty size, at 15, is at the median for Ph.D. granting institutions in the Southeast (see Section D.5). Our Ph.D. program will have the advantages of a mid-sized department in being large enough to offer a wide range of opportunities for students to study and learn, while at the same time remaining truly student-oriented and committed to hands-on student research experience. The University of Alabama Department of Anthropology also is noted both locally and nationally as having an extremely collegial and tolerant atmosphere in which to work and research. Students have long commented on the benefit this brings to their graduate careers (see section C.2.). Across campus, we maintain integral interdisciplinary ties with Latin American Studies, the College of Community Health Sciences, Nutrition, Nursing, Social Work, Women’s Studies, The Alabama Museum of Natural History, and the Office of Archaeological Services at Moundville through service on their faculties and their student committees, and through collaborative research.

The archaeology faculty: UA counts six archaeologists on its faculty: Vernon J. Knight, Ian Brown, Richard Diehl, Lisa Lecount, Richard Krause, and Boyce Driskell. Two of them, Knight (Ph.D. Florida) and Brown (Ph.D. Brown) are nationally recognized experts in the archaeology of Southeastern chiefdoms, Knight for his past and continuing work on the Moundville chiefdom and Brown for his work on the chiefdoms of the Gulf coast. Brown has also recently expanded his research interests to include the archaeology of salt production in the development of complex societies in early China. Two of our faculty members, Diehl (Ph.D. Penn State) and Lecount (Ph.D. UCLA) are well known for their

research in Mexico and Central America. Diehl has achieved an international reputation as one of the leading authorities on the Olmec remains in Veracruz and Tabasco, generally considered the “mother culture” of all later Mexican kingdoms, and as an authority on the role of trade and warfare in early state formation for his work at the site of Tula in Hidalgo, Mexico. Lecount, a young scholar, has already earned a solid reputation for excellence in her work on the Maya kingdoms of southern Mexico and Belize. Richard Krause (Ph.D. Yale), who had previously worked on the emergence of food production and its consequences in the Great Plains of North America and the South African Plains, has recently conducted both field and laboratory research on chiefdoms in the Tennessee River Valley of Alabama and the Caribbean islands of the Greater Antilles. Driskell (Ph.D. Kentucky), an adjunct member of the department and senior research archaeologist at The University of Alabama’s Office of Archaeological Services in Moundville has worked on the remains of early states in North Africa. In sum, the proposed Ph.D. focus would build upon the research interests and strengths of our current faculty.

How the profession regards the quality of the faculty is critical in any comparative study. Alabama is the only department of those listed that has had two members of its faculty elected to the presidency of the Southeastern Archaeological Conference (Brown and Knight).

Archaeology at UA has enjoyed a lengthy and fruitful collaboration with the Alabama Museum of Natural History, Moundville Archaeological Park, and the Latin American Studies Program. We expect the strong ties to continue and expand through the development of our doctoral program. We will, of course, continue to cultivate new linkages to further our research effort.

The biocultural anthropology faculty: Five faculty members comprise the core of the biocultural anthropology program: James R. Bindon; William W. Dressler; Keith Jacobi; Charles W. Nuckolls; and, Kathryn S. Oths. What sets this faculty apart from others in anthropology is its interdisciplinary and multidisciplinary strengths. While the faculty could be categorized in conventional terms as cultural anthropologists or biological anthropologists, the research interests and publications of its members cut across these subdisciplinary divisions. The intertwining of biological and cultural anthropology using a blend of quantitative and qualitative methods is adhered to by all the faculty members. It is not a fad of the moment, but rather an approach that began nearly 20 years ago with the collaboration of two of the senior faculty: Bindon trained as a biological anthropologist interested in cultural effects on health and Dressler trained as a cultural anthropologist interested in the social production of biological distress.

Furthermore, Dr. Bindon, a biological anthropologist, has published in the most important ethnological journal dealing with Polynesia, his area research focus, while Dr. Dressler, a cultural anthropologist, has published in the core journals of biological anthropology. With respect to multidisciplinary strengths, Dr. Bindon, Dr. Dressler and Dr. Oths have published in major journals in public health, epidemiology, and psychosomatic medicine. Dr. Nuckolls’ research is widely cited in the psychiatric

literature. Dr. Jacobi, in his research on paleopathology, is notable for his incorporation of literature from ethnohistory and cultural anthropology.

These multidisciplinary and interdisciplinary strengths have been recognized locally, nationally and internationally. UA biocultural anthropologists have long engaged in integral, interdisciplinary collaboration with other departments and colleges on campus (see above). Biocultural anthropology faculty have been sought as lecturers and consultants in schools of public health, medical schools, and government agencies, including both the Centers for Disease Control and the National Institutes of Health, and have been invited to lecture in Zagreb, Samoa, Mexico, Brazil, the United Kingdom and Germany.

Core faculty members have pursued research in West Alabama and internationally as principal investigators on federally funded grants from NIH (3), NIMH (3), NSF (2), and NEH (1), as well as having participated in numerous federal (NIH, NSF, NEH, HRSA) and smaller grants as co-PI or consultant. Doctoral students trained in our program would continue to help the State of Alabama find culturally appropriate disease prevention measures as the emphasis in our health care system turns from treating disease to preventing it. The three senior faculty members have served on NIH Review Panels, as AAA section officers (e.g., VP of Council of Nutritional Anthropology), and as Editor, Associate Editor or Editorial Board member of most of the first tier biological, cultural, applied and medical anthropology journals (e.g., Medical Anthropology, American Journal of Physical Anthropology, Human Organization).

Recipients of the prestigious Stirling Award, given annually by the AAA's Society for Psychological Anthropology for work illuminating the relationship between culture and psychological factors, have included some of the most influential anthropologists of the last quarter century. Incredibly, our department claims two of these anthropologists (an honor unique to UA alone): Drs. Dressler and Nuckolls. Dr. Dressler is currently the President of the internationally-reaching Society for Medical Anthropology. He currently serves on the Ph.D. committees of medical anthropology students at Oregon, Emory and Florida. Dr. Nuckolls, joining us last year from Emory where he was one of the principal architects of their biocultural program, is a distinguished cultural and medical anthropological theorist. He is the author of four widely acclaimed books and numerous articles.

The five biocultural anthropology faculty have collectively published eight books and hundreds of articles on topics that include: social and cultural influences on adult physiology, morphology and reproductive health (Bindon, Dressler, Oths); ethnicity and disease, and health inequalities (Bindon, Dressler, Jacobi, Oths); effects of culture contact on skeletal and dental health (Jacobi); psychoanalytic theory and psychiatric nosology (Nuckolls); access to health care and treatment choice (Nuckolls, Oths); dermatoglyphics and forensics (Jacobi); child growth and development, nutrition, and infant feeding (Bindon); gender and health (Nuckolls, Oths); complementary and alternative treatment and efficacy (Nuckolls, Oths); the history of disease and medicine (Nuckolls, Jacobi); and, culture theory and biocultural processes (Bindon, Dressler, Nuckolls, Oths). We

have ongoing research projects focusing on health and disease among Samoans (Bindon); African Americans (Bindon, Dressler; Oths); urban Brazilians (Dressler, Oths); Japanese (Nuckolls); historic period Maya and Chickasaw (Jacobi); and, contemporary and prehistoric U.S. populations (Bindon, Dressler, Jacobi, Nuckolls, Oths).

Four cultural anthropologists (Marysia Galbraith and Michael Murphy, along with Dressler and Nuckolls) will round out the biocultural anthropology offerings by adding a psychological and psychiatric anthropology component to the program. This emphasis includes the study of mental health, trance states, shamans, religious experience, magic, and the culture bound nature of diagnostic criteria, and is considered *de rigueur* for a complete training in biocultural anthropological issues.

Please attach the curriculum vita of each existing faculty member to this proposal as Appendix D.

Attached as Appendix D.

2. Number of additional qualified faculty who will be employed to teach in the program during the first 5 years:

Primary Faculty--Full-time:	0	Part-time: 0
Support Faculty--Full-time:	0	Part-time: 0

3. Briefly describe the qualifications of new faculty to be hired.

Not applicable.

4. Briefly describe available and additional support staff which will be provided for the program.

Prof. Richard Diehl, Director of the Museum of Natural History and former full professor in the Anthropology department, now holds a joint appointment and is actively involved in all aspects of departmental governance and with the mentoring of graduate archaeology students (see Section E.1.). Dr. Boyce Driskell, an adjunct member of the department and senior research archaeologist at the University of Alabama's Office of Archaeological Services in Moundville, teaches ANT 465, Lithic Analysis, and the department's summer field school at Dust Cave, and is actively involved in graduate student research (see Section E.1.). We have an excellent set of personnel resources outside the department to assist with our biocultural anthropology emphasis. Our department has strong ties with individuals in the College of Community Health Sciences (CCHS) such as Jim Leeper, Ph.D., and John Wheat, M.D., of Behavioral and Community Health, and we anticipate several avenues of collaboration in both the UAB School of Public Health (Jim Raczynski, Ph.D., Chair, Health Behavior; Greg Alexander, MPH, ScD, Chair; Maternal and Child Health; Janet Bronstein, Ph.D.; Lorraine Klerman,

DrPH) and the UAB Department of Anthropology (Brian Hesse, Ph.D.; Lori Cormier, Ph.D.; and, Christopher Taylor, Ph.D.). We expect to extend these ties as we develop our doctoral curriculum in biocultural anthropology. Our students would routinely be expected to study at least epidemiology and biostatistics, and will collaborate in research projects with the above investigators.

5. Describe any special equipment that is necessary for this program, indicating what is currently available and what would be added, including the cost of any additional equipment.

None.

6. Describe facilities required for the program, indicating what is currently available and any necessary renovations or additional facilities that would be added. Provide a cost estimate for any renovations or additions.

At present we have insufficient space for faculty and GAs. Consequently, there are three items bearing on our facilities in ten Hoor Hall for which we seek a one-time commitment. First, we request funds for the renovation of Room 23A, a room currently used for storage, to create new space for ten graduate student carrels. The estimated cost of this work in 1991 was \$31,000. We have not yet received a new estimate; the costs are expected to be on the order of \$50,000. Second, we request funds for transforming Room 25E, now occupied by GAs, into a faculty office. The renovation of this space, including installation of bookcases, is estimated at \$4,000. Finally, we request funds for new furniture (desks, workstations, filing cabinets, chairs) for nine offices and a conference room. We estimate the cost of these furnishings as \$12,000. Funds for the renovations have been committed by UA.

7. Using the Collection Assessment Manual of the Network of Alabama Academic Libraries (NAAL), provide an indication of the current status of the library collections supporting the proposed program. Please describe how any deficiencies will be remedied, including the cost of such remedies.

The anthropology department liaison, Dr. Michael Murphy, requested Prof. Kristina Dalton of The University of Alabama Libraries to assess the adequacy of our current holdings for a proposed Ph.D. program in anthropology, with specialties in the archaeology of complex societies in Native America and biocultural medical anthropology. The following are some paraphrased excerpts from the report (see Appendix D-1 for the full text).

The serial collection in anthropology and archaeology stands at the research level. Of the 49 top journals in the field of Anthropology as listed in *Social Science Citation Index* we own lengthy volume runs of 42 of the titles (86%). Of the 30 titles in the Archaeology section of the *Arts and Humanities Citation Index* we own lengthy runs of 23 titles (77%). The integrity and completeness of our

journal holdings are unparalleled in the state. The University of Alabama Libraries owns all of the major indexes relevant to scholarly research in anthropology and archaeology. These indexes provide citations to articles, chapters, reviews, proceedings, and other publications.

Books are acquired in two ways: with budgeted "approval" money and allocated "discretionary" money. Budgeted money for books arriving on the approval plan is generous and the Department of Anthropology is soundly funded with discretionary money. While this funding is adequate for a master's degree program, it is inadequate for a Ph.D. program. With an increase of \$5266 the program could fund a purchasing program to deepen our holdings in the areas of complex civilizations and medical anthropology. Optionally, some money may be applied to on-demand or desktop document delivery services. Fax-on-demand and aggressive document delivery services benefit researchers since such services are very cost-effective. In conclusion, this librarian believes without a doubt that The University of Alabama Libraries' extensive resources, both owned by it and at our disposal, will support a Ph.D. program in Anthropology. Years of planned, careful analysis, and collection reviews have rewarded researchers in anthropology with a rich, deep, serials archive, and dependable monograph collection.

The suggested budget increase would put us on a par with other doctoral programs at UA of comparable size and discipline. The requested increase of \$5,500 to the library resources has been committed by UA as part of the overall budget.

8. How many assistantship/fellowship stipends will be provided and what will be the range of support involved?

We are currently budgeted for only three permanently funded Graduate Assistant (GA) lines per year. We have several sources of financial support that we use in addition to these lines. In recent years we have funded an average of 12 graduate students per year exclusive of our three GA lines, by employing a combination of sources, such as grants and Graduate Council Fellowships. In spite of our success at supporting students, we will require additional GA lines in our permanent budget for the longer term financial support of Ph.D. students during their time of study at UA. Additional GA positions will also serve to enhance the quality of our undergraduate program, especially given the changing emphasis in undergraduate education and the greater demand for entry-level anthropology courses.

We are requesting 10 additional GA lines for a total of 13 permanently budgeted GAs. Costs shown in Section F incorporate estimated yearly GA stipends of \$8,500 (each at .50 FTE for 9 months) to be added to the department budget, plus the cost to the University of tuition. Because we anticipate, based on enrollment data from our M.A. program, that about 30% of the GAs will be from the State of Alabama, three of the ten are calculated at the in-state tuition rate of \$3,014. The remaining seven (70%) are calculated at the out-

of-state rate of \$8,200 per academic year. Funding for the 10 new permanent GA positions has been committed by the University.

These GAs are to be used in three ways. The first is to teach discussion sections in the newly organized introductory course, ANT 100, *Introduction to Anthropology*. In addition to teaching the weekly breakout sections, these GAs are to be responsible for grading exams and homework assignments. Second, students who had completed two years of graduate coursework and who had previously assisted in ANT 100 will independently teach certain sections of our introductory courses in cultural anthropology, physical anthropology, and archaeology, ANT 101, 102, and 107. The opportunities offered by Graduate Assistantships will contribute markedly to the development of teaching skills, a prerequisite for the academic job market and a valuable introduction to collegueship in the profession. Third, GAs will also be assigned to assist professors who are actively engaged in research projects.

One may note that the five additional GA positions requested in the first two years of the program exceed the projected initial enrollment in the program (Section C. 3). The intent is to use the balance of GA positions during these inaugural years as recruiting tools for first-rank students in the M.A. program who will be encouraged to remain at UA and to apply for the Ph.D. program upon earning the M.A. degree.

The budget includes the cost of 6.5 hourly research positions at the Office of Archaeological Services (OAS) at Moundville, representing a very substantial commitment by the Alabama Museum of Natural History to enhance the new Ph.D. program by providing jobs for graduate students. The commitment by the Museum amounts to \$410,065 over a five year period, amounting to fully 38% of the new student support funding in the budget. With this investment in our program by the Museum, we are exploring the possibility of formal internships at OAS. Such internships would provide invaluable practical training to archaeology graduates who will seek jobs outside of academia.

F. Costs and Financial Support of the Program

Provide a realistic estimate of the costs of the program. This should include only the additional costs that will be required, not current costs. All sources and amounts of funds for program support should be indicated.

Estimated New Funds Required to Support the Program

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Faculty*	n/a	n/a	n/a	n/a	n/a	n/a
Library	--	5,500	5,500	5,500	5,500	22,000
Facilities ¹	66,000	--	--	--	--	66,000
Equipment	--	--	--	--	--	--
Staff ²	17,000	17,000	17,000	17,000	17,000	85,000

Assistantships ³	155,141	233,455	233,455	233,455	233,455	1,088,961
Other ⁴	--	15,000	15,000	15,000	15,000	60,000
Total	238,141	270,955	270,955	270,955	270,955	1,321,961

¹ Includes three one-time commitments. (a) Renovation of Room 23A, ten Hour Hall; (b) Renovation of Room 25E, ten Hour Hall; (c) new office furniture for nine offices.

² Secretarial support in the form of one entry-level position.

³ As permanent commitments, ten total Graduate Assistantships (five per year in Years 1 and 2). Three (30%) are calculated at the in-state tuition rate at \$11,514 each (\$8,500 stipend plus \$3,014 in-state tuition), while seven (70%) are calculated at the out-of-state tuition rate at \$16,700 each (\$8,500 stipend plus \$8,200 out-of-state tuition). To these are added 6.5 hourly research positions committed by the Alabama Museum of Natural History (@7.37/hr), totaling \$82,013 per year.

⁴ Includes, as permanent commitments, an operating budget increase of \$4,000 plus a travel increase of \$11,000.

As noted in both the 1991 and 1996 Anthropology Program Reviews, the Department of Anthropology is currently producing far beyond the level of support given by the University. We cannot be expected to maintain the current level of production, let alone expand to a doctoral program, without additional budgetary resources. To fully implement the proposed program we will primarily need additional student support, additional secretarial support, and a one-time commitment to space renovation (Additional faculty lines will not be required for the start-up period, but they will be requested in later years as the new program matures). Modest increases in operating budget, travel, and library allocation will also be necessary to accommodate the increased expenses anticipated with more active independent research going on in the Department.

At present the Department has 1.5 secretarial positions, and we are requesting permanent funding for one additional entry-level position. We are requesting an increase of \$4,000 to our permanent operating budget. The quoted figure comes from the average current amount of external supplements generated from grant overhead and salary release, which is approximately \$2,000, plus an additional \$2,000 for expected growth in administrative activity and supplies connected with the new program.

We request a supplement in permanent travel funds, sufficient to allow our faculty to attend an average of two professional conferences per year. At present, our faculty members pay most of these costs out of their own pockets for the conferences they attend, or utilize research overhead for this purpose when it is available. Our requested \$11,000 supplement will bring the average allotment to close to \$1,200 per FTE, a more suitable figure for a Ph.D. granting department. Importantly, this supplement will free up other sources of funding within the Department to support graduate student travel to conferences, which is highly important to their professional development.

We request a modest addition of \$5,500 to our library account. Based on the analysis of Prof. Kristina Dalton, reference librarian, an increase of this amount to our discretionary account will bring us into line with other doctoral programs at UA of comparable size (see Section E.7).

In conclusion, we feel that these start-up costs for a new Ph.D. program in the Department of Anthropology are reasonable. Because we find ourselves in the extremely fortunate position of having sufficient faculty to support such a program without the immediate need to hire new faculty (although new faculty will be part of our long-range goals), this will be a relatively economical program to inaugurate. We feel that the benefits to the state, to the University, to the Department, and to the discipline of offering this degree will far outweigh the costs incurred to establish it. The UA Office of Academic Affairs and the College of Arts and Sciences are committed to cover the costs mentioned in the above budget, with the exception of the 6.5 hourly research positions to be covered by the Alabama Museum of Natural History.

Sources and Amounts of Funds Available for Program Support

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Internal Reallocation	125,500	122,500	122,500	122,500	122,500	615,500
*Extramural	82,013	82,013	82,013	82,013	82,013	410,065
Tuition	30,628	66,442	66,442	66,442	66,442	296,396
Total	238,141	270,955	270,955	270,955	270,955	1,321,961

*Attach a statement identifying actual or probable sources of extramural funds for the program as Appendix E. Be as specific as possible.

In this table we have counted as “Extramural” funds the student positions committed by the Alabama Museum of Natural History, Office of Archaeological Services, as explained in Section E.8. These funds, generated through contract services, do not constitute an internal reallocation.

G. Institutional Program Evaluation and Approval Process

1. Please describe the process used by your institution in its internal evaluation and approval of this program.

After the Notification of Intent to Submit a Proposal (NISP) was presented to the Dean of Arts and Sciences, the Dean of the Graduate School, and the Provost, a full proposal was presented to each of them and to the Research and New Programs Committee of the Graduate Council. The Chair of Anthropology, the Deans and the Provost then began discussions regarding the allocation of costs and financial support for the program. After review by the Graduate Council, the NISP was forwarded to the UA Board of Trustees, the Alabama Council of Graduate Deans and the Alabama Commission on Higher Education for consideration.

2. It is expected that the institution will utilize one or more external consultants for all doctoral program proposals and the more esoteric or unusual master's programs. Please attach the consultant's report as Appendix F.

Attached as Appendix F.

H. Program Review and Assessment

Approval of this program will be on the basis of certain program outcomes agreed upon by the institution and the Commission. The outcomes will be based on the stated objectives of the program and enrollment and productivity projectors. In the final analysis, the institution and its governing board are accountable for the quality, utility and productivity of this and all other programs of instruction. With this in mind, please describe the procedures that will be used in assessing program outcomes. Among other things, include an assessment process for student learning outcomes and a follow-up plan to determine accomplishments of graduates such as obtaining relevant employment or being admitted to a doctoral program.

Student learning outcomes will be assessed by a series of preliminary examinations and the successful completion of a doctoral dissertation (see section B.7.). Students will be tracked each year for five years after graduation. The current widespread use of email will facilitate this task. The yearly surveys will assess graduates' current employment status and of the UA Ph.D. program that they completed in terms of the usefulness of the program to their work and goals. Suggestions will be elicited for improving the program. It is anticipated that nearly all graduates will find meaningful employment in their field within two years of graduation from the doctoral program.

The doctoral program itself will undergo periodic review by a committee of core faculty members. Relevance and effectiveness of the curriculum, especially the new courses, will be assessed as well as the general progress of students through the program. The opinions of current and former students and their employers will be sought as an important contribution to this process, with the goal of amending the program where needed.

APPENDIX A -- TYPICAL CURRICULUM

M.A. Degree

Course Work: Each student must complete a minimum of 30 credit hours of courses numbered 500 or above. Without special prior approval of the student's advisor, committee, and the director of graduate studies, neither ANT 598 (Individual Investigations) nor ANT 599 (Thesis Research) will count towards the minimum 30 hours. (Note that there are additional course requirements for two of the three options). Graduate students are expected to enroll for 12 hours of course work per semester. Half time Graduate Assistants, however, are limited to a maximum of 9 hours per semester.

Core Curriculum: All students are required to complete satisfactorily a core curriculum composed of one graduate course in at least three of the four fields of anthropology: ANT 536 (Social Anthropology), ANT 501 (Anthropological Linguistics), ANT 570 (Principles of Physical Anthropology), and ANT 525 (Survey of the History of Archaeology). In addition, a seminar in Research Methodology (ANT 510) is required. These four core courses should be taken during the student's first year in residence. Entering students must provide evidence of having passed introductory level courses in each of the four fields before taking the graduate courses. A student who has not had an introductory course may be required to take or audit the appropriate undergraduate course before enrolling in the graduate course. Credits earned from such preparatory course work may not be applied to the 30 credit hour requirement.

Language/Research Skill Competency: Each student is required to demonstrate competency in a foreign language or research skill. This requirement may be satisfied in several ways including:

- ?? successful completion (meaning a grade of B or better) of at least the second course in a language course sequence such as FR 101/102, GN 103/104, or SP 103/104;
- ?? certification of competency by examination from the appropriate language department;
- ?? successful completion of a graduate level statistics course such as BER 540, ST 550, or CHS 525.

Students must get the approval of their advisor before undertaking any of these options. The student will be responsible for furnishing evidence of completion of this requirement to the director of graduate studies and the department chairman.

M.A. Committee: By the start of the second semester of academic work each graduate student will be required to have identified a faculty member willing to serve as permanent advisor and name at least three additional faculty members to comprise an M.A. committee which will function as an advisory and research project approval board. The committee must include a representative from at least three of the four subdisciplines of anthropology *and* an external member of the Graduate Faculty.

Comprehensive written examinations: All students must take and pass written comprehensive examinations on their knowledge of the field of anthropology. The student will take three-hour written exams in at least three of the four subdisciplines. The determination of which three areas will be made in collaboration with the faculty advisor. The entire anthropology faculty will participate in composing the exam questions and evaluating each student's responses.

The student must take the comprehensive exams before 20 credit hours of course work are completed or before the start of the third semester in residence as a full-time degree student, whichever comes first. Students beginning the program in the Fall are expected to take their exams during or shortly after the completion of the Spring semester. The faculty's evaluations will be communicated to the director of graduate studies and the chairman of the department.

Two Program Options

Students may elect to enroll either in the Tuscaloosa program or in the cooperative UA-UAB Interinstitutional program. If a student chooses to enroll in the Interinstitutional program, at least 6 hours of graduate credit must be taken at The University of Alabama in Birmingham, and at least one member of the M.A. committee must come from UAB. Other requirements remain the same regardless of which track a student selects.

Three Plans of Study for the Master's Degree

In addition to choosing one of the two program options outlined above, the student must satisfy the requirements for one of the following three plans of study. Choice of the plan of study must be made by the student in consultation with the M.A. Committee and the faculty advisor.

Thesis Option: Thirty (30) hours of non-thesis course work plus a master's thesis. This option is counted as Plan 1 in the degree requirements of the Graduate School (see Graduate Catalog, p. 77). Students electing this plan of study will be required to conceive and execute a research project under the direction of their M.A. committee. A student should present a research project plan to the committee for approval no later than the second semester in residence. The student's advisor will convene the committee as necessary to discuss, refine, and approve this plan. During the second year in residence, the student may enroll in ANT-599, Thesis Research. The purpose of this coursework is to provide a structure for supervised contact hours with the student's faculty advisor. Such coursework, including the decision as to the number of contact hours required, must be pre-arranged in consultation with the faculty advisor. Hours completed in ANT-599 must be over and above the 30-hour minimum. In preparing a thesis, the student should consult the booklet, *A Student Guide to Preparing Theses and Dissertations*, available from the Graduate School. Students who take the thesis option will present a departmental colloquium based on the results of their research in the final semester in residence. Students should consult their faculty advisor and the director of graduate studies in scheduling and posting advance notice of their colloquia.

Non-Thesis Research Project Option: Thirty-six (36) hours of non-thesis course work plus successful completion of one of the following:

- ?? Presentation of a research paper at a national meeting which has been approved in advance by the student's M.A. Committee;
- ?? Acceptance for publication of a research paper submitted to a refereed journal which has been approved in advance by the student's M.A. Committee.

In either case, it will be the responsibility of the student's committee to approve a written draft of the research paper. Approval of the paper will be conveyed in writing to the director of graduate studies and to the department chairman by the student's advisor. Final approval of the research project requirement is at the discretion of the M.A. committee. This option is counted as Plan II in the degree requirements of the Graduate School (see *Graduate Catalog, 1997-1999*, p. 79). Students who elect the research project option will present a departmental colloquium based on the results of their research in the final semester in residence, as specified above under the heading of Thesis Option.

Non-Thesis Option by Examination: Thirty-six (36) hours of non-thesis course work and successful completion of written and oral examinations. This option is counted as Plan II in the degree requirements of the Graduate Catalog. (*NOTE:* Students planning to go on to a Ph.D. program are strongly urged to take the thesis option)

Ph.D. Program

Course Work: An individualized plan of study is to be designed in consultation with the student's committee. A minimum total of 48 semester hours of course credit beyond the baccalaureate degree is required for the Ph.D., of which a minimum of 18 must be earned in continuous residence as a full-time student beyond the M.A.. Twenty four (24) hours may be transferred from a completed Master's program. In keeping with the long-standing commitment of the Department to a four-field approach to anthropology, foundational graduate course work within all four subfields (ANT 501, ANT525, ANT536, ANT570 or their equivalents), as well as Research Methods (ANT 510) is required. Doctoral students must take at least one 600 level theory course (ANT 603 or ANT 610). ANT 699 (Dissertation Research) will not count towards the minimum 48 hours. Graduate students are expected to enroll for 12 hours of course work per semester. Half time Graduate Assistants, however, are limited to a maximum of 9 hours per semester.

Foreign Language and Research Skills Requirements: 1) A reading facility in one foreign language appropriate to the research topic must be demonstrated, either by successful completion of two semesters of foreign language course work or by examination. The language is to be chosen by the student in consultation with their advisor. No graduate credit is earned for course work in foreign languages taken to satisfy the language requirement, although graduate courses taken as part of the student's plan of study will count for degree credit. 2) Knowledge of quantitative research skills must be demonstrated by successful completion of 3 hours of course work beyond any

course work completed for the M.A. degree. A variety of UA graduate courses in quantitative techniques may be used to satisfy this requirement, the selection being made by students in consultation with their advisor and in consideration of the students' prior preparation in this area.

Doctoral Committee: Within six weeks of entering the Ph.D. program, the student will name a major advisor. It is expected that the relationship with the advisor will be one of apprenticeship, as the student moves toward a mastery of the craft of original research and publication, while gaining familiarity with the role of a colleague. The doctoral committee should be established by the end of the first semester in residence. It will consist of no fewer than five faculty members, all of whom must be members of the Graduate Faculty. At least one member of the committee must be from a discipline other than anthropology.

Preliminary Examination: During the semester in which the student completes doctoral course work, following successful completion of language and research skill requirements, and prior to pursuing dissertation research, the student must pass a preliminary examination for admission to doctoral candidacy. The purpose of the examination is to determine the student's preparation for independent research. The preliminary examination incorporates two components: 1) completion of a doctoral dissertation research plan, and, 2) successful oral defense of the doctoral dissertation research plan to the student's committee. (A student may, prior to completion of the written examination, develop, defend, and submit for funding a proposal for dissertation research). Successful completion of the preliminary examination results in a recommendation to the Dean of the Graduate School for admission to candidacy for the degree.

Dissertation Research and Writing: A minimum of 24 semester hours of dissertation research is required, earned in accordance with the guidelines of the Graduate School. The topic of the dissertation must be approved by the Dean of the Graduate School, upon approval by the student's committee.

Field Work Requirement: It is required that applicants for the degree will have experienced substantial ethnographic or archaeological field work, as judged by the student's committee, and consistent with the traditional emphasis in Americanist anthropology. There are no specific requirements concerning the duration of such field work.

Oral Defense: Upon completion of the dissertation research, the student must successfully defend the work in the format of a presentation to the faculty. An oral defense will be scheduled two weeks in advance and notice will be suitably posted. The student's committee will attend, as well as any interested faculty from the University community.

APPENDIX B – SURVEY OF STUDENT INTEREST

Survey instrument sent to former graduates of UA Master's Program in Anthropology

To: (former student)
Subject: Proposed Ph.D. Program

The anthropology department at UA is considering the possibility of initiating a Ph.D. Program with a dual focus on 1) the archaeology of complex societies, and, 2) biocultural medical anthropology. In an effort to get a Ph.D. program approved, we will need to document student demand for such a program.

I would like to ask you the favor of briefly answering the following questions. Please respond honestly:

- 1) If the opportunity had been available, would you have had any interest in pursuing your Ph.D. studies at UA after your master's degree? If not, why not?
- 2) In what ways did the master's program prepare you to pursue a doctorate/employment elsewhere?

Please try to answer by **Friday, Sept. 22**, so that we can submit the Proposal promptly. Thanks so much for taking the time to help us out. It's the successful student like yourself who makes us proud of our program and eager to expand it to the next degree level.

Truly,
Kathy Oths
Associate Professor
Department of Anthropology
University of Alabama

Survey instrument sent to current graduate students in UA Master's Program in Anthropology

To: (current graduate student)
Subject: Proposed Ph.D. Program

As you may have heard, we are discussing the possibility of initiating a Ph.D. program here at UA with two tracks: Archaeology of Complex Societies, and, Biocultural Medical Anthropology.

For those of you who 1) wish to pursue a Ph.D., and 2) are interested in one of the two topics, I'd like to ask your assistance with the following question. Please answer honestly, and feel free to either email your brief reply or leave an anonymous note in my mailbox.

Q: If a Ph.D. program were available at UA, would you likely apply/have applied to it?

Thanks for your time and participation!

GRADUATE 1

Q1. Absolutely, 100% yes!! I would have jumped at the chance to continue my education at UA. If I had known this project was in the works, I would have continued my work for the university in anticipation of a program start date.

Q2. The program enabled me to continue working in the field of research based on skills I acquired as a graduate assistant and contacts I made while in the program. The requirement of a focus at the Master's level aided me in further study (e.g. I chose to focus in Biostatistics). Also, working knowledge of research methodology provided a basis for the in-depth, detailed methods I learned in my current doctorate program.

GRADUATE 2

I'm glad to hear that UA is considering developing a Ph.D. program. As to the questions...

1) This one is the toughest. I feel like I've gotten the better graduate education by being a member of more than one department. The two years I spent at UA, together with the 3 years at NWU, have made me a more well rounded student, and hopefully will make me a more well rounded anthropologist. I think that for me, it was very important to have the opportunity to study in two different places and come away with two different areas of professional interest --it is doubtful whether I would have pursued dissertation work in Bolivia (from where I am writing this e-mail, by the way), if I'd had the opportunity to stay at UA. Clearly, this reflects not at all on the department, but simply on what has been the course of my graduate career. Speaking as an archaeologist, I don't think there is a better program in the country for Southeastern archaeology, and especially Mississippian archaeology, than UA --between Jim Knight, Ian Brown, and Richard Krause, no Ph.D. program in the country is better prepared to direct students interested in pursuing a dissertation in this area of research. With the addition of Lisa LeCount, this is a great group for the archaeology of complex societies. To get back to the question you asked, I guess for me it comes down to this: If I could go back three years, and if funding was available, then I would definitely have been interested in staying at UA, and probably would have stayed. Again, however, from where I'm sitting now, I can say that I wouldn't opt to make that change--not because of any shortcoming of UA, but simply because I would probably not be sitting where I am in an internet cafe in La Paz, four months into my dissertation fieldwork, in a new area of the world for me, had I not spent time at NWU.

2: Of course, I wouldn't be here at all had it not been for the education I received at UA. I came to the department with a knowledge of point types and pottery types, and field experience in contract archaeology, but with very little background in anthropology. The department at UA provided me, first of all, with a well rounded perspective on all of the four subfields --a perspective that many graduate students I know in some of the "elite" programs simply haven't been taught. Because the faculty at UA, all things considered, get along with one another very well, it is possible for a graduate student to spend considerable time with professors in archaeology, linguistics, sociocultural, and biological anthropology: needless to say, this is an unusual, and for me invaluable, situation. Beyond a thorough classroom background in anthropology, UA gave me the opportunity, with Jim Knight, to carry out original fieldwork for my MA, and opportunity I think was necessary for me in preparation to carry out a dissertation project here in Bolivia. In short, the department gave me confidence in both the classroom and the field --two places any anthropologist must be able to perform.

GRADUATE 3

There is no doubt that I would have liked to continue my studies at the Ph.D. level in the Anthropology department at UA. The rigorous academic and practical training offered in the Master's program has proven invaluable, and further training in a department with this type of philosophy would be an incredible opportunity for anthropology scholars who wish to be professionals in our field. One other significant reason that would have influenced my decision to

seek doctoral level study at UA had it been an option is the personal time and attention given to me by my committee Chair and members. This factor was critical to my success in completing the Master's program.

Now that I have entered my second year of Ph.D study in Applied Anthropology at the University of South Florida, I realize with each course I take how well-prepared I was for doctoral level study by completing the Master's program in Anthropology at UA. The Master's program provided a solid four-field orientation along with strong grounding in anthropological theory. The methodological teaching has also been invaluable in its qualitative and quantitative combined emphasis. I believe that this blending of methods constitutes the future of our discipline, and I continually see evidence of its importance in our discipline's scholarly publications, especially with application to a biocultural medical anthropological focus. I have also realized that the education and direction I received as a Master's student has given me an advantage over many of my current colleagues in medical anthropology who, coming from other Master's programs, were not exposed to a four-field approach or mixed methodology.

GRADUATE 4

In response to your questions, there is no doubt in my mind that I would have pursued a Ph.D. in Anthropology at UA had the option been available. As it was, the Masters' program honed my research and writing skills. As an archaeologist, my experiences of excavation and analysis, under the direction of Dr. Knight and Dr. Brown, were invaluable to my further studies. In terms of coursework, the program improved my writing skills and analytical abilities. Both of those skills are invaluable to me now as I've entered my second year of law school. If there is anything further I can do to support the proposal for a Ph.D. program at UA, please let me know.

GRADUATE 5

In response to the first question, I seriously would have considered remaining at Alabama had a Ph.D. program been initiated during my master's studies. However, one of the reasons I wanted to go to Alabama in the first place was that the department did not have a Ph.D. program. At that time I believed, perhaps incorrectly, that more funding and faculty attention would be available at Alabama for master's students than would be available in a program offering both Master's and Ph.D. degrees, where, I assumed, Ph.D. students would get first priority for funding and research opportunities.

GRADUATE 6

- 1) Without reservation, I can say that I would have been extremely interested in pursuing a PhD in anthropology at UA, following my masters degree in the program there. I am very excited at the prospect of the PhD program because while I was there I recognized the department's potential to offer a rigorous and well-rounded doctoral program. The department is unique both in its breadth and specialization of research areas. These attributes provide students with exposure to a broad base of knowledge as well as opportunities to work closely with professors in specialized areas of study. While in the program, fellow students and I discussed the disappointing absence of a PhD program in the department. Given the expertise of the faculty and capacity of the department, I expect that a PhD program in anthropology at UA would receive a considerable positive response from students.
- 2) I tremendously value the mentorship I received in the department. It was that intimate interaction that allowed me to develop substantially both personally and academically during my two years there. As a new PhD student, I can say that my masters program prepared me well for my work here. From all my academic and work experiences combined, I am confident that the rigor of training in the anthropology department at UA would be difficult to surpass. As a doctoral student interested in a research career, I am already appreciating the research tools the program provided me, including the ability to conduct both qualitative and

quantitative research and to prepare grant proposals. In particular, the medical anthropology program provided me with a solid foundation to enter my current program in Maternal and Child Health in Public Health. With my masters emphasis on women's health, it provided me with the necessary content knowledge for the MCH program as well as a unique perspective with which to approach public health problems.

GRADUATE 7

I am delighted to hear that the University of Alabama is considering initiating a doctoral program through the anthropology department. I appreciate the opportunity to provide input during the process, and I hope you did not have too much trouble locating my e-mail address. If such a program had existed when I completed my master's work at the University, I most certainly would have remained. The decision to do so would not have been at all difficult.

I am pursuing a doctoral degree in anthropology at Tulane University, and currently I am a.b.d. I also am a faculty/research associate at Northwestern State University, Louisiana, and am assistant director of their Cultural Resource Office. I attribute my success in these endeavors to my experience in the master's program at the University of Alabama.

Based on my experiences at Alabama, I feel that one of the strongest attributes of the anthropology department is its faculty. They provided some of the most challenging and informative coursework I have yet experienced in graduate school. Their strengths, however, extend far beyond the classroom. The faculty in the anthropology department are unparalleled as mentors. They provided teaching experience in the form of assistantships, training in grantsmanship, and the opportunity to interact with other professionals in the discipline. The faculty also offered research opportunities, through which they taught the archaeological and anthropological techniques that are learned only through field experience. Furthermore, they encouraged me to conduct and present the results of my own academic research. This formal and informal training and education is essential for success in both the scholarly and business worlds, and the faculty in the anthropology department takes every effort to ensure that their pupils are competitive in either arena.

The faculty in the department have an excellent record of research and publication. By combining this record with an emphasis on quality student education the department has established a strong national reputation in anthropology, particularly with regard to the archaeology of the Southeast. A dissertation program built on the department's preexisting merits has, I believe, the opportunity to produce students who will be an asset to the discipline, and such a program will allow the University to continue its reputation as a focus of regional and national scholarship.

GRADUATE 8

1) Yes, without hesitation.

2) The master's program prepared me to pursue a doctorate at the university of my choice. I was accepted, awarded a fellowship, and felt very confident that with my research and writing background from the UA Anthropology Dept I would achieve my doctorate goal. As it turned out, health problems have prevented me from further pursuing a doctorate. Hopefully, that will change soon. While I may change my focus in the future, I would still say that the research and writing background from UA will be a major reason for my success in both a doctorate program and employment. That and the incredible endurance that was built upon that research and writing program. I thank you all.

GRADUATE 9

I am writing to express my support for the creation of a PhD program in Anthropology at The University of Alabama. I was a student in the MA program at UA from August 1994 through May 1997, whereupon I received the degree of Master of Arts in Anthropology, with a focus in medical anthropology. As a student at UA, the interaction with both faculty and graduate students was immensely helpful in the development of my skills as a professional. The coursework was

challenging, and even superior to that of the program where I am currently pursuing a PhD. Given the choice to stay at UA and continue my studies and the completion of a PhD or going to a different university, I would have chosen to stay at UA.

Not only was I provided with a solid understanding of theoretical and methodological developments within medical anthropology, the four-field approach to training students at the graduate level broadened my understanding of all sub-disciplines of anthropology. This understanding and knowledge has guided me in teaching students of introductory anthropology classes in the US and in Russia. The faculty at UA stresses the importance of situating literature within its theoretical paradigm, and encourages students to develop the skills necessary to challenge prevailing thinking. Additionally, the faculty insists that students effectively communicate their thoughts through writing and oral presentations within the department for coursework and through presentation of research results at regional, national and international conferences. As a PhD candidate and a professional anthropologist, these skills are necessary for securing funding for research—both within and outside the academy. The reputation of faculty members at UA and the training that I received through working with them also helped me secure a full fellowship at the University of Connecticut at the doctorate level.

Upon completion of my degree at UA, and during the first semester of my studies at UConn, I was hired as an applied medical anthropologist at the Child Health Data Center at Connecticut Children's Medical Center, where I was employed until beginning my dissertation research in Russia in the fall of 1999. My work there consisted of communicating the health care needs of women and children residing in the state of Connecticut to health care providers, policy planners, and public health officials at the city, state and federal levels. This required collaborative work between individuals from diverse backgrounds, and "translating" the work of anthropologists into an easy-to-understand language common outside academic circles. As a graduate student at UA, my major adviser (Prof. Kathryn Oths) and thesis committee (Profs. William Dressler, James Bindon and Ian Brown) continually challenged and encouraged me to not only familiarize myself with the literature from diverse fields, but also to incorporate this work into my own research interests. As testimony to their success, I am currently working on research with professionals from the fields of economics, demography, and sociology, most of whom are Russian and not familiar with the discipline of anthropology as practiced in the US.

In order for the proposed PhD program at UA to succeed, I would like to make several recommendations. The medical anthropology faculty was small when I graduated in the Spring of 1997. Although I understand that this has changed, it would be helpful for further faculty members to be hired. This will also help in the creation of a broader range of topics for coursework available to students of medical anthropology (e.g., Culture and Reproduction, International Health, etc.). Additionally, the coursework required of students should include at least one course devoted to the history of anthropological theory. As mentioned previously, the faculty at UA stresses the importance of understanding and identifying the theoretical background of reading as part of course requirements. But a course devoted to the history of theoretical developments is a necessary component of any doctoral program. Finally, further funding opportunities are necessary to attract a larger number of students and the best applicants who wish to pursue their advanced degrees.

In conclusion, I fully support the efforts of the Department of Anthropology at The University of Alabama to create a PhD program. My experience at UA was the most formative in my development as a professional anthropologist, and continues to guide my research.

GRADUATE 10

I am pleased to be able to offer any input towards such an important decision for the department -- and I am sure everybody is excited that I am! Firstly, it is difficult to address whether I would have stayed at UA if there was a Ph.d. program as that was never an option. Thus, I would rather start off by offering my opinions about the MA program presently available at UA.

I believe that the Anthropology department prepared me extremely well for my future academic experiences. I accepted the offer to attend the program with the knowledge that I wanted to continue my graduate education beyond the Master's level. The fast track program enforced in the department was challenging and at the same time helped me to reach my potential. The faculty in the department were the key to my success while at UA. The student to faculty ratio was unbelievably low and allowed for great interaction. The faculty was always willing to converse and offer suggestions --not that I always took them!

The problems I experienced while in the department were few, but serious. I think that the major obstacle was the lack of funding, although I know that many more TA positions are now available. Besides that I really cannot think of anything that was problematic during my MA. I believe that if the department is serious in adding a Ph.D. program to the department, the highlights that I mentioned above need to be continued. I enjoyed my time in Alabama and I am very proud to have received my MA degree in the department of Anthropology.

GRADUATE 11

1: If the opportunity had presented itself, I would have strongly considered Alabama for continuation of my degree. There is an extremely strong commitment to students in the department, and I think the current track record of students in Ph.D. programs elsewhere speaks to the quality of instruction at UA. The only reasons for not attending UA for a Ph.D. program after a MA is for breadth of instruction from other sources, creating a cooperative with other departments to allow a semester or two at other (maybe SEC) schools would alleviate this shortcoming. Funding is another issue, you need to be able to support students through their coursework and have some options, RAs, etc. for students during proposal writing.

2. The program at UA, in my personal opinion, prepared me tremendously for my Ph.D. career. The fact that the structure and basics of anthropology as a discipline were ingrained in the department greatly enhanced my preparedness when entering into a school with advanced students. Theoretically, creativity and striking out for new ground were encouraged, and that fosters an attitude of success and innovation. Keep up with the world, hire young and dynamic people to compliment the wisdom of the elders, and you will be able to create a strong department on the bedrock already in place. Keep it four-field, we need people with that type of background and breadth in their thinking and it will help people when it comes time to find a job. Encourage publication more.

GRADUATE 12

I definitely would have been open to working on a PhD at Alabama. For someone with my interests (late prehistoric/contact period Native American societies of the Southeastern US), Bama offered two of the best people to work with in the region (Brown and Knight). Regarding potential for broader training in anthropology, I liked the fact that there was much discussion across the subdisciplines within the dept at UA. For example, I always felt that the information that you and Dr. Murphy presented in class should inform my research interests and vice versa. It was only after I left UA when I learned that subdisciplinary boundaries were defended more often than not. The whole department at UA was a community, a situation conducive to developing and maintaining a holistic perspective. Another thing that would have kept me at UA was the relationship that I developed with many of the faculty. For example, my committee members were always accessible and took an active interest in what it was that I was doing. For me, that's critical to making it through grad school.

If I had been comparing UA to the other depts I applied to, I would have been attracted to the opportunities for field-based dissertation research at or related to Moundville the opportunities for collections-based dissertation research with the AMNH collections housed at OAS the (once) amiable relationship between the AMNH and the dept. As a prospective student looking at the

dept on paper, I would have been concerned about the small size of the dept. (as of 1997 when I left) and the breadth of exposure I would receive in a PhD program at UA (although after two years at a slightly bigger dept, my above comments come into play; also, I now realize that there's a core group of faculty with which you'll work most). Also, funding opportunities would have been a critical part of my decision.

I came out of UA confident in my abilities as a field archaeologist; Bama made me a good dirt archaeologist. It made me confident as a researcher and impressed upon me the importance of recognizing and demonstrating the relevance of one's work. It humbled me as well in the sense that anthropology was a lot bigger when I left than when I started. The dept at UA also impressed on me the importance of a 4-field approach.

GRADUATE 13

I am a recent graduate of the Masters program in Anthropology from the University of Alabama and would like to communicate my great appreciation to the Department and its faculty. I can say unequivocally that mine was a positive experience. I feel that the caliber of students accepted into the program was excellent and in turn made me a much better student. I came away from the Department with a firm grasp of anthropological topics and learned how to conduct research in an organized and efficient manner. I know that the faculty encourages its students to play an active role in professional meetings, which in turn makes them valuable contributors to the field and more marketable on the job front. I believe that the addition of a doctoral program within the Department would be a positive move for both the University and the State of Alabama. I have been fortunate enough to continue my employment with the University after graduation and have worked with individuals currently in the Masters program. While my class had high caliber students, it seems that each class continues to improve. This is a testament to the faculties ability to draw top notch students. In short, I fully support the implementation of a doctoral program within the Department of Anthropology and would even be interested in continuing my education if such occurred.

GRADUATE 14

In response to the first question, I would have been interested in staying at Alabama for my Ph. D. studies. I think that the overall environment at UA is very conducive to students. The size of the department ensures that students can interact with professors on a one on one basis, which I think is very important for encouraging the intellectual growth of the student. The dynamic of the department is very positive and the professors get along well with each other. I think this makes the department at UA very appealing. I have friends that attended school elsewhere and they have horror stories about faculty infighting and how it creates a negative environment for students. Also, I think that the research interests of the faculty mesh nicely allowing the department to have strong theoretical foci. I think this is important to students because it means that information taken from most classes should be applicable to their own research. One concern that I might have in considering Alabama for PH. D. work is funding opportunities.

With regard to the second question, I think that Alabama gave me a strong background in theory. Coming to Kentucky, I was confident in my understanding of anthropological and archaeological theory. This background gave me a great advantage when I began my coursework here. Critical thinking is another area where I feel UA prepared me well. Here at UK much of our coursework revolves around critiquing and discussing assigned readings. I have had no real problems falling into this system because at Alabama I was encouraged to be critical of what I read.

=====

CURRENT STUDENT 1

Yes, I would be interested in the proposed Ph.D. program, however, the uncertainty of being part of a fledgling program is disconcerting. I have casually discussed this matter with other students

and there appears to be consensus that the uncertainty could be countered with reasonable assurances from the department. Such assurances would entail: funding, the guarantee of instructing undergraduate classes, and tuition waivers for the first few years of the program. The students and myself all agree that we would happily abide by and work hard to accomplish the goals and standards that you and the rest of the faculty decide upon, furthermore, we would do our best to assure that the first run of Ph.D's are successful so as to increase the viability of the program. Although there are no doubts about the high quality and caliber of the instruction we would be receiving, it is still frightening for students to basically be the "guinea -pig" of a new program.

CURRENT STUDENT 2

The reality of a Ph.D. Program here at UA is an exciting prospect. I would be particularly interested in applying in part because there is no one more qualified than Dr. Brown to study under for my interests in the archaeology of the Lower Mississippi Valley. Also, the close proximity of Moundville and its accompanying contracting agency could provide work for archaeologists during their residency here. This could help defray some of the expenses for students who may be left wanting for funding in a fledgling program. It would also help if there was a branch office of OAS in Smith Hall for instance, to better facilitate employment of graduate and other students. just an idea... Anyway, yes, it would come down to a matter of funding, but I would be very interested in applying here.

CURRENT STUDENT 3

In response to the questionnaire regarding the proposed Phd program in Anthropology my reply is a most definite affirmative.

CURRENT STUDENT 4

If there were adequate funding offered, a chance to teach undergraduate courses, credit of some sort for comps, and the improvement of some facilities (office space, the computer lab), I would seriously consider Alabama when choosing a PhD. school. My only reservation is being part of the first group through and being a guinea pig for ironing out the kinks in the new program, which seems like an inevitability with this sort of thing.

CURRENT STUDENT 5

I am very excited about the possibility of a Ph.D. program with a track in the "Archaeology of Complex Societies." I hope to be one of your first students through the program. I also know of several archaeologists around the state who have indicated to me that they would likely apply for admission if the program goes through (e.g., Stacy Hathorn at the Alabama Historical Commission). Moreover, a Ph.D. program undoubtedly will enhance archaeological studies throughout the state and in doing so further increase the reputation of the UA among professionals at an international level.

At a more practical level, we have well-known and respected professors in their fields of study that I am certain will draw many students to the program. We also have the Moundville facilities (not to mention the internationally known prehistoric Moundville site) that can easily be restructured to accommodate major grant programs accompanying the Ph.D. program. All in all, it will be a sorely missed opportunity for not only the Department of Anthropology but also the University of Alabama if the program is not developed in the coming months.

Please let me know if there is anything I can do to help initiate this program.

CURRENT STUDENT 6

Without knowing any specifics, I can't say that I would apply to a PhD program here at Alabama. I would, however, surely look into and most likely consider applying for archaeology. Based on

what I have experienced here in archaeology, I think it would be nice to exploit collections at Moundville for graduate work, at least more than is being done now. It would also be nice to have a faculty member or two whose main area of study is outside of North America (Dr. LeCount was a fine start).

CURRENT STUDENT 7

I absolutely would have had, and currently do have, interest in a Ph.D. program in anthropology at UA. In conjunction with the exemplar faculty, especially attractive is the focus on biocultural medical anthropology. I know of no other university that offers this specific concentration. Given the chance to earn a degree not only in biocultural medical anthropology but also given the chance to work with such outstanding professors I would jump at the chance to come to UA for a Ph.D..

The master's program has solidly prepared me for my future, both in terms of pursuing a doctorate and in securing employment opportunities. The combination of conceptual tools and pragmatic skills taught throughout the program is second to none. In a short time, I have noticed dramatic improvements in my organizational and management skills as well as in my writing and presentations skills, not to mention the notable expansion and enhancement of my cognitive capacities. I am able to analyze and synthesize material more clearly and efficiently. I am confident that I am a competitive and qualified candidate in both of my pursuits of employment and higher education.

CURRENT STUDENT 8

I guess I represent an unusual case in that I received inspiration to attend the graduate program because of my existing relationship with the University. Namely, they paid for part of my tuition under a faculty/staff grant. I would have applied under the same circumstances if it had existed. I think it's an excellent idea to begin such a program.

CURRENT STUDENT 9

I probably would apply/ would have applied.

CURRENT STUDENT 10

If UA were to get a Ph.D. program in arch of complex societies, I would almost definitely be interested in applying.

CURRENT STUDENT 11

I would definitely be interested in hearing more about it.

CURRENT STUDENT 12

I would not have gone here for a masters and then continued on in a phd program here also, basically because I like variation. but I think that if I was applying strictly for a phd track, I would consider it. so much depends on the reputation that program has though. it would be hard for me to say what I would do knowing that the program was brand new, but if it had been around and I heard good things about it, then yes. also, it depends on whether the archaeology program would be a moundville program, or if there was going to be variation in the complex societies. if I was particularly interested in pre-contact Southeastern Indian arch., then it would be great. I think those would be the people that would apply.

CURRENT STUDENT 13

I think a Ph.D., program would be an amazing step for the Anthropology department. Most of the Master's programs I considered had the option of entering their Ph.D., program after completion of a Master's degree. There are only a few reasons why I would not apply to a Ph.D., program at Alabama. I attended the University of Alabama as an undergraduate and I would like the opportunity to work with new professors. Also, I am interested in historical archaeology and did not see that listed as an option for the proposed degree program. Overall, I think a Ph.D., program would increase the number of applicants from outside of the state of Alabama. While the proposed program does not sound highly diversified at this time, I am sure that as interest grows the options within the program will follow.

CURRENT STUDENT 14

If a Ph.D. program were offered at U.A., I would apply to the fledgling program if I knew that:

- Tuition was waived for all required credit hours
- Considerable, if not full, financial support would be available to me
- Course hours earned at U.A. while earning an M.A. would count toward the Ph.D.
- The department would remain very active to ensure the program eventually become competitive and somewhat prestigious among similar programs in the Southeastern U.S.

Negotiable points:

- No retaking of comprehensive exams
- Uncrowded office space for use during graduate research assistant activities, grading papers, etc.
- Reliable computer lab and copy machine privileges.

CURRENT STUDENT 15

Yes I would apply to a Ph.D. program in anthropology at UA in one of the two areas.

APPENDIX C-1: QUOTES FROM THE 1991 AND 1996 PROGRAM REVIEWS

The following quotations are taken from the 1991 Anthropology Internal Review, authored by the Anthropology Internal Review Committee (L. Clayton, chair, R. Bogardus, J. Nelson, C. Rickard).

Under Main Strengths:

To satisfy the stated need of a Ph.D. program, the University will have to inject added resources into the Department. This decision will have to come, quite naturally, from the administration. If the decision is positive, the Department will be given the platform to emerge as one of the premier anthropology programs in the region, given its other strengths to be noted below. If the decision is negative, the Department stands to lose some of its best and brightest. At least four of the newest additions to the faculty have accepted positions in the Department with the understanding that a Ph.D. program is in the making... (page 5)

The committee believes that the need exists for a doctoral program in Anthropology and that the Department has the basic competence and will to develop such a program. (page 5)

Under Recommendations to Strengthen Program:

1. Upgrade the graduate program with a Ph.D. See section Program Strengths: Introduction: Department Headed in Right Direction of this report for a full discussion of that topic. (page 8)

The following quotations are taken from External Review Department of Anthropology by George J. Armelagos. Dr. Armelagos was department chair at Florida at the time of the review and he currently holds an endowed professorship at Emory. Dr. Armelagos is a past president of the American Anthropological Association and of the American Association of Physical Anthropologists.

...James Bindon has established himself as one of the bright and rising physical anthropologists. He, Kathryn Oths, and William Dressler ... provide the department with an excellent medical anthropology program. In archaeology, Richard Diehl, a Mayanist, is considered a leader in this area. Richard

Krause, Ian Brown, Vernon Knight, and Joseph Vogel have excellent reputations as New World archeologists (Vogel is also known for his work in Africa). (pages 2 -3)

There is often a feeling by some departments that they have not arrived if they are not able to grant the most advanced degree in the field. This is not the case with the Alabama department. They realize that a regional need exists. Furthermore they realize that they may not be able to maintain the quality faculty without having quality students to work with. In addition, there is a frustration in training outstanding students at the MA level and to see the fruits of this labor enjoyed at another institution that offers a Ph.D. program. (page 3)

The Department of Anthropology has requested that they be authorized to grant a Ph.D. degree. There is obviously a need for Ph.D. program in the region. I would support this request with the provision that the administration is willing to provide the resources necessary to develop a small but quality program. (page 7)

The following quotations are taken from the 1996 Anthropology Internal Review, authored by Lynne Adrian, chair, Howard Miller, Jeff Norrell, and Dennis Sunal:

Under Program Strengths:

Clearly the main strength of the graduate program in anthropology is the distinction of the faculty, especially in two areas: medical anthropology and Eastern North America/MesoAmerican archaeology. In those areas, the faculty is doing high quality research of international renown. Indeed, the University of Alabama is among the best places in the US to study these subjects....the faculty's commitment to being mentors is laudable—indeed a model for other departments...the department of anthropology is a model of efficient use of resources. Every dollar provided by the University produces a dollar (and often more) worth of benefits in teaching and research. The Review Committee strongly believes that any funds allocated to Anthropology will be well spent... (page 5)

Under Areas of Opportunity:

The anthropology department has an opportunity to expand its influence and enlarge on its excellence by beginning Ph.D. programs in medical anthropology and Eastern North American archaeology. Apparently there are vacuums in the training of specialists in both those areas, and the needs correspond to the strengths of the University of Alabama anthropology department (page 5)

The following quotations are taken from the External Consultant, Linda Mitteness, Chair of the Program in Medical Anthropology, University of California San Francisco.

Under Strengths of the Program:

Students in this Master's program are taught in a mentorship style that is more common at the best PhD-level training....At the Master's level, of 10 graduates, 6 went on to graduate schools and four went into employment in archaeology. This is an absolutely outstanding record. I believe that relatively few anthropology departments can claim such a large percentage of ...MAs who go on to PhD training. This is a major indicator of the quality of these faculty....I was very impressed with the quality of writing and sophistication of research projects produced by these Master's students. (page 4)

Under In Favor of a PhD:

Southeastern archaeology is a specialty that has significant employment prospects both within and outside academia. With the decline of the program at the University of Florida, UA is poised to be the leader...The focus of the medical anthropology faculty is distinctive and in short supply: in my opinion, only Case Western, Emory, and the University of Hawaii train medical anthropologists adequately in the biocultural perspective, a perspective that is both present and strong at UA....There is a significant need for medical anthropologists to address the very complex health issues facing the Southeast and rural America...The existing UA Master's program is so sophisticated in its training of students that relatively few changes have to be made to create a PhD program... (page 5-6)

APPENDIX D – CURRICULUM VITAE OF ANTHROPOLOGY FACULTY

APPENDIX D-1:

University of Alabama Libraries Collection Assessment Department of Anthropology

by

Kristina L. Dalton

Reference Librarian and Assistant Professor

Submitted October 9, 2000

Library Profile

The University of Alabama Libraries are pleased to be a member of the elite Association of Research Libraries (ARL). There are only 126 member libraries, and these libraries are peers in areas of size of budgets, size of collections, serial titles, document delivery services, and unique collections.

In 1999, The University of Alabama Libraries holdings boasted 2.19 million volumes. The University of Alabama Libraries are also a Regional Depository in the Federal Depository Library Program. In the last five years, we ranked as the sixth largest depository in the nation with holdings numbering 1.733 million volumes.

The Health Sciences Library of the University of Alabama's College of Community Health Sciences holds approximately 60,000 monographs, 10,000 bound serial volumes, and currently subscribes to 350 serial titles.

Preface to the Nature of Collections Supporting Research in Anthropology

Because Anthropology scholars immerse themselves in all aspects of culture, they rely heavily on publications that span all scholarly disciplines. It is necessary that anthropologists search and study the literature generated by other academic disciplines. Schwartz (1992) published the following statistic, ". . . citation studies show that anthropology draws about 70% of its intellectual sources from outside its own scholarly community" (p. 317).

It is important to realize how interdisciplinary research affects the collecting efforts of the library. Because collecting on such a vast scale is neither practical nor possible, anthropology relies on *access* to products from the scholarly community. Therefore, services which provide access to the community (such as indexes, abstracting services, publishing house catalogs) and document delivery services (for things identified in the access services) such as fax-on-demand services, photocopy delivery, and interlibrary borrowing, are crucial to successful research in anthropology.

Serials Owned

The serial collection in anthropology and archaeology stands at the research level. The Anthropology Department currently subscribes to a total of 182 serial titles from around

the world. Of the five Master's Degree programs in the College of Arts and Sciences that have their own fund code within the Libraries budget, Anthropology enjoys the largest budget for serial subscriptions.

The anthropology journals listed in the *Social Sciences Citation Index's* Journal Impact Factor List are the top 49 journals in the field of Anthropology. They are journals that have the highest number of citations in scholarly journals. Of the 49, we own lengthy volume runs of 42 of the titles (86%). The titles in the Archaeology section of the *Arts and Humanities Citation Index* are not ranked for Impact Factors. However, of the 30 titles indexed, we own lengthy runs of 23 titles (77%).

In contrast, Auburn University, the only other ARL member in the state of Alabama, owns only 35 (71%) of the Anthropology journals listed in the Impact Factor list, and 15 (50%) of the Archaeology journals indexed in the *Arts and Humanities Citation Index*.

Additionally, over the previous four years, the Anthropology faculty has purchased back issues and/or completed journal runs of no less than two journals and two monographic series. The integrity and completeness of our journal holdings are unparalleled in the state.

Access to Serials Unowned

The University of Alabama Libraries owns all of the major indexes relevant to scholarly research in anthropology and archaeology. These indexes provide citations to articles, chapters, reviews, proceedings, and other publications. With these citations, the Libraries can obtain the item through many different document delivery services.

The primary indexes for these areas are: Anthropological Bibliography, Anthropological Literature, Abstracts in Anthropology, the Anthropological Index of the Royal Anthropological Institute, The International Bibliography: Anthropology, UnCover, and JSTOR. Several other indexes are important to anthropology research in areas of medical anthropology and the study of complex civilizations: Medline, Clinical Health Nursing, Social Work Abstracts, the Handbook of Latin American Studies, Historical Abstracts, and America: History and Life. We own all of these titles in electronic format except Abstracts in Anthropology and The International Bibliography: Anthropology.

The earliest serial index dates to 1802, and we have the earliest American periodicals from the colonial era in microfilm. Thus, the library provides virtually complete access to American publications from the colonial era to the current contents of journals that have yet to come off the press.

Monographs

The Libraries funds book and monograph purchases separately from serials. Monographs are acquired in two ways: with budgeted "approval" money and allocated "discretionary" money.

Approval Money

Budgeted money for books arriving on the approval plan is generous. Anthropology benefits from a higher price limit than other disciplines. This results in more titles than some of the other Master's Degree programs that have approval plans. In fiscal year 1999-2000, 441 monographs were purchased for Anthropology, at an average cost of \$47.05 per volume. Total money spent for anthropology approval materials was \$20,750. Both figures are larger than fiscal year (FY) 1998-1999. That year's average cost per book was \$45.26 and only 418 monographs were purchased with money totaling \$18,919.

Discretionary Money

Of the five Master's Level programs in the College of Arts and Sciences plus one in the College of Nursing, which have their own library fund codes, Anthropology is soundly funded with discretionary money. Anthropology receives \$20 less than the average amount of \$4581.28. The discretionary budget for FY1999-2000 was \$4560.00 with which we purchased 98 monographs.

While this funding is adequate for a Master's Degree program, it is inadequate for a Ph.D. program. The School of Library and Information Science in the College of Communication and Information Sciences, a Ph.D. program of comparable size enjoyed discretionary money totaling \$9826.00 in FY1999-2000. This is a difference of \$5266.00. Which such an increase, the program could fund a purchasing program to deepen our holdings in the areas of complex civilizations and medical anthropology.

Optionally, some money may be applied to on-demand or desktop document delivery services. This librarian is of the opinion that fax-on-demand and aggressive document delivery services benefit researchers since such services are very cost-effective. The library is freed from continuing subscription commitments, the library benefits from a brief waiting period (as little as 24 hours), and delivery to the professors desk-top or fax machine save the library considerable staff time. This librarian hopes that such services, and well as funding to use such services, are viewed as invaluable to the modern library and are considered as fundamental to research as the print journals to which the library subscribes.

Consortia Resources

In addition to the access tools listed above, The University of Alabama is also a member of several research consortia. Membership permits access and borrowing from consortia resources. Primarily important is the Center for Research Libraries. From their catalog, we can obtain resources that extraordinary costs prevent us from owning. Many of these are microfilmed primary materials. The University also participates in the Inter-university Consortium for Political and Social Research (ICPSR). From the ICPSR, researchers can obtain large data files for our researchers.

Likewise, since the Libraries are a Regional depository, we have an excellent collection of statistics gathered and disseminated by the United States government. The Department of Health and Human Services gather, compile, and disseminate invaluable data on the health and welfare of the United States population. Medical anthropologists will find the depository collection brimming with data. Additionally, we have access to, and own some United Nations and World Health Organization statistics.

Conclusion

This librarian believes without a doubt that The University of Alabama Libraries extensive resources, both owned by it and at our disposal, will support a Ph.D. program in Anthropology. Years of planned, careful analysis, and collection reviews have rewarded researchers in anthropology with a rich, deep, serials archive, and dependable monograph collection. The library is prepared to be the researcher's entry point to the scholarly communication of the field.

Works Cited

Schwartz, C. (1992). Literature Loss in Anthropology. Current Anthropology, 33, 315-317.

APPENDIX E – SOURCES OF EXTRAMURAL FUNDS*

Office of Archaeological Services Hourly Positions Committed by Dr. Richard Diehl, Director, Alabama Museum of Natural History

3 positions, 20 hours/week (0.5 FTE), @ \$7.37/hr., plus
4 positions, 38.5 hours/week (1.0 FTE), @ \$7.37/hr. Total 6.5 FTE.

Which translates as:

$\$7.37 \times 40 \text{ hrs (biweekly)} \times 26 \text{ pay periods/yr} = \$7,664.80 \times 3 \text{ positions} = \$22,994.40$

$\$7.37 \times 77 \text{ hrs (biweekly)} \times 26 \text{ pay periods/yr} = \$14,754.74 \times 4 \text{ positions} = \$59,018.96$

Total commitment per year = \$82,013.36

*Here we have counted as “Extramural” funds the student positions (6.5 FTE) committed by the Alabama Museum of Natural History, Office of Archaeological Services, as explained in Section E.8. These funds, generated through contract services, do not constitute an internal reallocation.

APPENDIX F -- REPORT OF EXTERNAL CONSULTANT

External Review of the Proposed New Graduate Degree (PhD) Program

George R. Milner
Professor of Anthropology
Pennsylvania State University

I recently had the pleasure of visiting the University of Alabama to assess the Department of Anthropology's proposed PhD program (January 25-26, 2001). I reviewed the department's New Graduate Degree Proposal; interviewed members of the faculty, the Office of Archaeological Services (OAS) staff, and students; and saw the department's facilities, as well as those of the Museum of Natural History and OAS.

Will the PhD Program Fill A Need?

The department has every reason to be confident that its proposed PhD program will be a success. It fills a regional need for a high-caliber anthropology graduate program, and its graduates can expect to compete successfully on the job market at the regional and national levels. Much of the reason for such a confident outlook is attributable to a strong faculty and an unusually cohesive MA program. The proposal comes at a good time because the demand for archaeologists and medical anthropologists, particularly in applied positions, is expected to increase in the future.

Proposed Program

The PhD program is based squarely on the department's current strengths in both medical anthropology and archaeology (complex societies of the Americas). The department's programmatic growth in these two areas has put it in an excellent position to develop an outstanding PhD program. While the department is not large, it has sufficient depth in these two areas to support a vigorous graduate program, as has already been demonstrated by the MA students that graduate from the department.

Specialization in only a few areas of excellence is absolutely essential for any small to medium-sized department that seeks nothing less than national recognition as a leader in its field. Departments about the same size as Alabama's are ranked among the most widely respected anthropology programs in the country. Their reputations are earned by having enough faculty in selected areas to provide the academic background and practical training their graduates need to compete with the finest students from the oldest and largest PhD-granting institutions. There is no reason why Alabama's department cannot be among the schools that are widely recognized as the very best in archaeology and medical anthropology.

While your department has quite rightly emphasized two research specializations – archaeology and medical anthropology – it has maintained anthropology's traditional

four-field approach. This balance, which should be maintained, prepares graduate students to fill the widest possible range of academic and applied positions. By adopting such an approach the department helps students avoid the premature specialization that too frequently results in the overly narrow and generally uninformed scholarship that stifles professional careers.

The department has also maintained its emphasis on empirical research and real-world needs, especially in medical anthropology. The department has wisely avoided the troubles caused by a rise of postmodernism in anthropology, which has deeply divided the discipline. In fact, the department's coherence is one of the main reasons why its PhD program is likely to succeed.

Faculty and Staff

The faculty are fully capable of meeting the needs of a PhD program. They already provide excellent training, as I have recently discovered by close interaction with one of the university's MA graduates who is now doing doctoral work in my department. Current students told me that one of the strongest points of the MA program is the attention they receive from the faculty. The faculty also compete successfully for external funding for their research. Such research is absolutely essential for a vigorous doctoral program. Also of importance is the faculty's involvement in both basic and applied research. This mix of training opportunities will prepare students for a wide variety of positions both within and outside academia.

All departments inevitably face difficult decisions over the replacement of faculty. In recent years key positions have been filled that solidify the department's focus on archaeology and medical anthropology. The university will have to continue its practice of strategic replacement to bolster the already strong parts of the program. Hiring at the junior and senior levels will be important to augment the department's visibility while retaining a good mix of faculty at different points in their careers. A few middle to senior appointments will capture the attention of scholars in other institutions, thereby hastening Alabama's rise as a major player in graduate education in anthropology. With careful planning, this department can eclipse other anthropology programs that are not as committed to programmatic development.

The department should take full advantage of what the OAS can offer its archaeology students. Before visiting I knew about the OAS, but quite frankly was unaware of the regional breadth and varied nature of the research projects. The principal personnel at the OAS can contribute much to the training of students by teaching courses and providing practical experience on major projects.

Close linkages between the department and OAS will make Alabama one of only a handful of institutions that take full advantage of what a strong Cultural Resource Management (CRM) program can offer. This opportunity should not be missed. Most universities with CRM programs treat them solely as a means of generating income, and many major anthropology departments do not provide any CRM training at all. By

providing formal classroom instruction, the OAS staff can add to the practical training they already give students. Not only will Alabama's students be more competitive for applied positions, many academic positions now include a CRM component.

Student Placement

Competition for PhD-level positions in anthropology is currently stiff, although the employment picture is likely to improve in the decades to come, particularly in archaeology and medical anthropology. But even today the best-trained students usually find personally and professionally rewarding academic or applied positions.

This department is fully capable of producing PhD graduates who are highly competitive in the job market. The members of the faculty are outstanding, and they have a realistic vision about where the department and discipline are heading. This vision is shown most clearly by their insistence on rigorous research and an emphasis on two areas of strength where employment opportunities are likely to increase.

Student Recruitment

Good placement begins with good recruitment. Your department is fortunate in already having a MA program from which high-caliber students can be selected. Many of the department's MA students now go on to earn their PhD at other universities, including those with the strongest anthropology programs in the country. There is no reason why those students will not choose to stay at the University of Alabama if it was possible to earn a PhD in Tuscaloosa. Students currently in the program told me that Alabama would be high on their graduate school lists if it was possible to stay. These students find it impossible to take full advantage of the faculty's expertise in the short period during which they are enrolled in the MA program. They repeatedly said that as things just get interesting, they have to leave for another university.

In addition to being attracted by a high-caliber faculty, archaeology students will wish to take advantage of the university's excellent Museum of Natural History collections facility (archaeology and human osteology) and the OAS. These students will also be attracted to the university's ongoing research at the nearby prehistoric Moundville site, a National Historic Landmark.

Students interested in pursuing medical anthropology will be attracted to the university because it will be one of the few programs in the country that focuses specifically on that growing area of research. Because medical anthropology focuses on pressing real-world needs, it is certain to attract the attention of prospective students and professionals alike. The emphasis on both the biological and cultural dimensions of medical anthropology is a particularly strong aspect of the proposed program.

The department also benefits from the interest of many southern applicants of staying in the South. But with its strong archaeology and medical anthropology programs, there is no reason why the department could not also compete for highly qualified students from other parts of the country.

Pressing Needs

Student recruitment and retention depend on having adequate funding for graduate students. Right now, the funding picture is bleak. A successful PhD program must have more graduate student support in order to attract and keep the best students (both tuition and stipend). The increase in support identified in the proposal is a fine start, but the department's need for student support will undoubtedly increase as the program develops to its full potential.

Despite great efforts on the part of the faculty, the department's computer facilities are not as strong as they should be – a point raised by the current students. But this problem can be fixed easily by a modest investment on the part of the university. Once done, the department's computer facility can serve as an additional incentive for students to come to Alabama.

Early in the development of the PhD program it will be necessary to do whatever possible to foster a sense of “community” among the doctoral students. They will be understandably nervous about being the first students to pass through a new program. This objective can be accomplished in a number of ways, two of which are mentioned below.

Offices should be provided to as many students as possible in one building. In fact, the dispersal of students in various offices and laboratories is one of the principal complaints of the existing graduate students. They want to have more face-to-face contact for the right reason: to augment their education through frequent interaction among members of their cohort.

A Current Research Seminar for students to discuss new journal articles would also help accomplish this purpose. Such a course would round out the graduate student experience by providing a formal setting where current research can be discussed outside of regular classroom settings. Course credit will, of course, be based on department and university requirements. One possibility would be to have young students enroll in a low-credit course, while more senior students (those writing their dissertations) would be encouraged to participate without signing up for it. Being up to date on research developments helps students place their own doctoral research into a broader context, and it prepares them for job interviews where they must be knowledgeable about more than their own doctoral research.

Outlook for the Future

The proposal repeatedly emphasized that the program would meet regional needs, and these concerns are obviously important. But with careful planning along the lines of this proposal, it should also be possible for Alabama's PhD program to achieve recognition at the national level. The university already has in place several critical elements of an outstanding program: a faculty active in externally funded research and facilities such as the museum and OAS. With some additional support – most importantly, better funding for graduate students – the department could produce some of the country's most

competitive PhD graduates in archaeology and medical anthropology. With this necessary but modest investment, there is no reason why the Department of Anthropology cannot develop into one of the premier PhD-granting programs at the University of Alabama.