



Dr. Ryan Raaum, Chair  
Department of Anthropology  
Lehman College, CUNY

Lehman College, CUNY Program Review Spring 2022

Dear Ryan,

1 August 2022

Thank you for the opportunity to learn more about the Department of Anthropology at Lehman College as part of our programmatic review. We had interesting and impressive meetings and we are pleased to be able to share our recommendations with you. Our virtual meetings included those with the department Chair, current undergraduates, Dean Pam Mills, Associate Provost Victor Broan, the tenured faculty, the tenure-line faculty and the adjunct faculty. Our recommendations and observations combine our input from all of these sources as well as the departmental self-study.

Let us begin by saying that we are unanimous in our opinion that the Department of Anthropology is an incredibly robust and effective set of programs that 'punch above their weight' particularly in light of the limited resources available. The anthropology department faculty are a highly valued set of teacher-scholars who are nationally and internationally recognized for their research and are thus able to bring the highest quality undergraduate training to their students - facilitating social mobility into professions. The greatest exemplar of this is the ABC track that trains and places undergraduates into medical arts careers as well as into other graduate careers. We cannot overstate the importance of this portal for your students.

Our main recommendations are:

- 1) The department is in serious need of two, tenure-line hires, one in biological anthropology and one in archaeology. The core mission of the department cannot continue to thrive without these hires and we suggest to the administration that the department must be allowed to search for a minimum of one of these in this coming academic year (22-23).
- 2) Lab space for collaborative work among faculty and students is a concern. Dr. Dominguez' laboratory situation, in particular, must be resolved as it is a critical restriction not just for her retention but a significant issue for providing student opportunities for research training as well as for building community among faculty and students, which is always hard to do at a commuter school.
- 3) We encourage the administration to support interdisciplinary pathways programs, similar to ABC, with the social sciences and with MS and PhD programs in the New York area. There are ample opportunities to build on the diversity of the Lehman student body within and across institutions that will serve both to enhance student experience and build equity and inclusion in the discipline but that cannot be accomplished without administrative support.

We employ a rubric modified from Dr. Smith's university to frame our recommendations.

Susan Antón (New York University)  
Timothy J. Smith (Appalachian State University)

This rubric is modified from Appalachian State procedures. Our main modification is to recognize that we found no areas of improvement in the Anthropology Department of Lehman - only Areas of Opportunity that the administration might support.

<b>Standard 1: The Program has a clear, current, and comprehensive mission that supports the mission of the College or School and of the University</b>			
	Does not meet standard	Meets standard	Exceeds standard
			xxx
Strengths	<p>The Lehman mission states <i>Lehman College, an urban public institution and economic and cultural catalyst in the Bronx, is a national engine for social mobility and a vibrant center of discovery and creative work, providing a transformative educational experience while advancing equity, inclusion, and social justice.</i></p> <p>The mission of the Anthropology department is in close alignment with those of both the college and the university in a number of meaningful ways and which are explicitly acknowledged by the department in its self-study. It has clear strengths in teaching and research with senior faculty with well-established records and junior faculty with enormous potential in both of these areas. The notion that university professors should strive for excellence as scholar-teachers, and who provide a much-needed public good (especially given Lehman’s history in the CUNY system and NYC location), is alive and well in this department.</p> <p>The Anthropology department is an exemplary unit of teacher-scholars who provide a robust set of practical learning opportunities that provide such mobility and opportunity for a highly diverse student body. With an aim of providing opportunities for critical thinking and hands-on experience, the department serves the Lehman mission of training and advancing the interests of their students and supporting and advancing the Bronx community. As engaged Anthropologists in their work they specifically address social justice in their research and teaching. The department’s curriculum and culture clearly train and encourage students to become engaged and knowledgeable citizens within the greater NYC-area and state but also to develop a strong global outlook.</p> <p>Anthropology, as the study of what it means to be human, is particularly well-positioned to further serve the public by developing students toward practical and inspired careers in health and medicine, law, public service, human rights and international and domestic careers. Lehman Anthropology does this in excellent fashion. Moreover, the department faculty’s global outlook and research expertise help create a space for critically considering the forces of globalism acting on our world, while also</p>		

	fostering global awareness and preparing students to be informed and engaged citizens.
Areas of Opportunity	The faculty have strived to create an inclusive atmosphere and offer strong on and off-campus training opportunities to achieve the above. None of this, however, is possible without much-needed resources. In particular, staffing must be kept at levels to maintain the department's contributions. Maintaining faculty staffing is critical to the robusticity of this department.

<b>Standard 2: The Program recruits, retains, and graduates high quality students</b>			
	Does not meet standard	Meets standard	Exceeds standard
			xxx
Strengths	<p>Both reviewers were extremely impressed with the quality of training that is being provided by the faculty to their students and with the knowledge and communications skills of the students with whom we interacted.</p> <p>The numbers of undergraduate majors and minors in the program is robust and expanding. This is true of all the programs, and the ABC program in particular successfully trains students for medical arts professions as well as placing students in the PhD and Masters programs. We note that <i>this is especially impressive given that enrollments in Anthropology nationally have been falling</i>. This growth appears to be largely faculty driven but also an indication of the market (that is, what students come to Lehman to study and where they see themselves upon graduation). Given the former, that they are growing at Lehman speaks to their robust programming that provides both pathways to careers (as ABC does to the health sciences) and coursework that is exciting and interesting to students. With regards to the market, it is clear that students come to Lehman with a solid understanding of what anthropology can offer them with regards to their career goals.</p> <p>We note several examples of students placed into both practical career paths (ala medical school) as well as to PhD programs. Once Dr. Dominguez' lab is returned to full capacity, we anticipate that forensic science career placements will also ensue.</p>		
Areas of Opportunity	Although not part of this review, the faculty also participate in graduate training via the CUNY graduate center - we recognize the opportunity for undergraduates, particularly in the ABC program, to participate in vertically integrated mentoring with those students (some of whom also serve as adjunct faculty in the department) as a way of enhancing the already strong pipelines.		

	<p>Given the growing demand that new and transfer students demonstrate when choosing Lehman and anthropology, and the strong recruiting that the department faculty have successfully shown, make it all the more important for the department to maintain (or grow) the number of faculty lines. This is critical as the department is (and can further) help Lehman meet its institutional goals as outlined in performance metrics which have been established for the university from the larger system as well as to fulfill its mission.</p>
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**Standard 3: The Program has established a high quality curriculum that focuses on student learning and scholarly engagement, is responsive to information from stakeholders, and contributes to the success of program graduates**

	Does not meet standard	Meets standard	Exceeds standard
			xxx
Strengths	<p>The anthropology faculty are exceptional teacher-scholars who bring the very best of their disciplines to the curriculum. They have also clearly understood that their curriculum must train their students for careers outside of Anthropology and hence have several tracks that serve different constituents. We note here both the ABC program and the more newly developed Lehman Lab for Social Analysis and Human Rights and Peace Studies.</p> <p>Overall, the curriculum offers a solid list of courses in the majority of the traditional subfields of anthropology as a discipline. In terms of scholarly engagement, the faculty offer students a number of learning and research experiences beyond the classroom. These include lab-work, field opportunities, and methods training on and off-campus.</p> <p>The department is able to boast the training and graduation of a number of highly successful students. The jobs which they have landed and the impressive acceptance rate which the students can claim with regards to professional programs and graduate school placements is a testament to the quality of the curriculum offered by the faculty.</p>		
Areas of Opportunity	<p>The college needs to support lab and communal spaces. A number of constituencies related the difficulty in maintaining a continuous community of students outside of the classroom (i.e., a thriving student club). This is always difficult in non-resident colleges but can be addressed by extracurricular lab opportunities that are nonetheless hindered by lack of</p>		

	<p>college support. Because future career success often leans on practical engagement in research experiences, this makes it all the more important that the administration rectify the ongoing laboratory deficiencies. The number of success stories as mentioned above stand to decline if the lab spaces cannot be garnered. Communal spaces are also critical in order to create a correlation between student success and identities as linked with not only the lived experience of “growing up” with cohorts but also in fostering a link to Lehman and the department (which translates into excited alumni wishing to exude their desires to maintain ties and give back to Lehman in the future). In other words, students do not want to and should never be churned through an institution without building a strong identity to their department or university, which can translate into motivated future donors.</p> <p>In addition, faculty are key in all of this and it is highlighted here that both the tenure line and the adjunct faculty are important players in the program. Post-pandemic we encourage the resumption and full integration into departmental meetings and communal events as labs are completed and full community can be restored. Motivated faculty who themselves can express a community identity always translate that sense of camaraderie to their students. Both faculty and students will benefit from an invested and sustained support with regards to lab and communal spaces.</p>
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<b>Standard 4: The Program outlines a clear path to career opportunities that draw from the discipline and prepares its students for successfully navigating the workforce</b>			
	Does not meet standard	Meets standard	Exceeds standard
			XXX
Strengths	<p>The ABC track serves pre-medical interests (including those interested in MDs, RNs, PT, OT, DDS, and other medical arts arenas). This track is a critical avenue into the medical arts and directly addresses the Lehman Mission of community support as being an economic and cultural catalyst. The programs in biological and archaeological sciences likewise provide courses of high student interest and pathways to practical careers. Among all areas an emphasis on developing students with a global awareness and strong cultural competency students report as facilitating their entrance into the workforce.</p>		
Areas of Opportunity	<p>There likely exist opportunities for fuller participation with other social sciences as suggested with the recently launched Social Justice Lab. We imagine that practical pipelines to social justice/non profit work and even law could be facilitated via these programs as ABC does for medical arts.</p>		

<b>Standard 5: The Program is supported by engaged and effective faculty members</b>			
	Does not meet standard	Meets standard	Exceeds standard
			XXX
Strengths	<p>Tenure and Adjunct faculty alike are incredibly engaged with their students and curriculum. The tenure line faculty is incredibly small and includes nationally and internationally accomplished scholars. The Lehman students thus have incredible opportunities to learn-by-doing with leaders in the field who are also dedicated to undergraduate education. We cannot say enough good things about the faculty members. All of the faculty with whom we spoke were emphatically dedicated to and invested in the success of their program.</p>		
Areas of Opportunity	<p>The department is short by at least two-tenure lines: one in biological anthropology and one in archaeology. These shortages put in peril the ABC track, at the heart of the program, and are a lost opportunity particularly as students find archaeology a compelling area of interest. We encourage the university to support this amazing faculty and protect this important program.</p>		

<b>Standard 6: The Program effectively cultivates and promotes a climate that values diversity, equity, and inclusiveness</b>			
	Does not meet standard	Meets standard	Exceeds standard
		xx	
Strengths	<p>Lehman is a minority serving institution with a plethora of capable students. Coupled with the exceptional anthropology faculty, the possibility for creating pipelines to careers (including in anthropology) are substantial. The ABC program realizes the pipeline possibility for medical professions.</p>		
Areas of Opportunity	<p>We believe that with adequate resourcing Lehman could play an important pipeline role into graduate work. A 4+1 (i.e. BA/MA) program could offer students the opportunity for advanced work and/or partnering with other local schools more intentionally via the NYCEP PhD program and with NYU/Stony Brook/Rutgers could substantially build capacity and diversity. We note that this is not a failing on the side of the department, but a failure of support for the possibilities the department poses to the university.</p>		

<b>Standard 7: The Program has adequate resources to meet its mission and goals</b>			
	Does not meet standard	Meets standard	Exceeds standard
	xxx		
Strengths	The faculty and staff are the strengths of the department but they are woefully unsupported. While the question of resources (tenure-earning positions, research support, space, and other mission-critical allocations) is an ongoing national narrative, it is clear that the current situation regarding positions and space will most likely erode the department's ability to maintain its successful contribution to Lehman as an institution. More to the point, the faculty's commitment is there but to secure, maintain and sustain their tangible and recordable value in helping Lehman meet its goals at the institutional level, the department's history of demonstrable outcomes must be recognized with the backfill and recovery of lost resources.		
Areas of Opportunity	Space is a challenge for the program, both in absolute amounts and in functional space. In particular, health and safety issues in the Dominguez lab have reduced the availability of student training opportunities and doubled up faculty in unsustainable ways. Additionally, we note that fuller university support would allow the full development of this important program.		

<b>What recommendations do you have for the Department for the next five years?</b>
<p>Our main recommendations are:</p> <ol style="list-style-type: none"> <li>1) The department is in serious need of two, tenure-line hires, one in biological anthropology and one in archaeology. The core mission of the department cannot continue to thrive without these hires and we suggest to the administration that the department must be allowed to search for a minimum of one of these in this coming academic year (22-23).</li> <li>2) Lab space for collaborative work among faculty and students is a concern. Dr. Dominguez' laboratory situation, in particular, must be resolved as it is a critical restriction not just for her retention but a significant issue for providing student opportunities for research training as well as for building community among faculty and students, which is always hard to do at a commuter school.</li> <li>3) We encourage the administration to support interdisciplinary pathways programs, similar to ABC, with the social sciences and with MS and PhD programs in the New York area. There are ample opportunities to build on the diversity of the Lehman student body within and across institutions that will serve both to enhance student experience and build equity and inclusion in the discipline but that cannot be accomplished without administrative support.</li> </ol>