



DOUGLAS COLLEGE

**Comprehensive Program Review**  
Faculty of Humanities and Social Sciences

Associate of Arts in Anthropology  
Associate of Arts in Sociology

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## Recommendations: Summary and Summary List

Recomm. Number	Related Report Component	Recommendation [examples]	Status / Timeline
1.	1	Continue to update courses in curriculum navigator on a regular basis	Underway (all faculty)
2.	3	Consider including one or more courses in the STEP UP program	2022-23 (all faculty)
3.		Finalize transfer credit for 3375 and rearticulation of 3345	Underway (Chair)
4.	4	For Sociology: Continue to build on existing expertise and gradually add newer areas, being responsive to student demand. For Anthropology: Ensure diversification of departmental expertise.	Ongoing
5.	4	Ensure that the Anthropology lab in the new building is properly resourced	Ongoing; Chair and ANTH department consulting with the Dean
6.	7	<ul style="list-style-type: none"> <li>Ensure that the department continues to consult both within and beyond Douglas College when developing new courses-</li> <li>Ensure on an ongoing basis that existing AA programs do not have issues regarding ease of transfer-</li> <li>Ensure that the department is fully aware of all departments that we can service with our courses</li> <li>Ensure that new programs developed at the college take into consideration existing courses within ANTH/SOC</li> </ul>	Ongoing
7.	10	Ensure that post-probationary evaluations are up to date	2022-23

## Overview of Methodology/Processes for Gathering and Evaluating Data

This review was initially undertaken and submitted in 2019. Due to a number of administrative issues, most particularly the impact of the COVID-19 pandemic, the review was set aside at the administrative level until the Fall of 2021. This document represents the materials gathered initially with the addition of student and alumni surveys undertaken in 2021 – 2022 as well as other relevant updates. All materials were transferred to the most recent institutional review template.

## External Reviewer Report

### External Reviewers

Dr. Sean Ashley, Department of Sociology and Criminology, Outgoing Convenor, Capilano University, North Vancouver, BC

Dr. Jason Ramsey, Department of Anthropology, Kwantlen Polytechnic University, Surrey, BC

### Douglas College Anthropology and Sociology Department Programs:

Associate of Arts Degree in Anthropology

Associate of Arts Degree in Sociology

**Date:** June 21, 2022 [incorrect; correct date: June 21, 2023]

### Introduction

As part of the program review process, a Self-Study Report was completed by the Department of Anthropology and Sociology at Douglas College. This report was first submitted in 2019, but due to a series of unfortunate events, including the impact COVID-19, the review was set aside until Fall 2021. We commend the department for finalizing such a thorough review within the difficult context of the past few years. We hope that our external observations might prove helpful as the department looks to a post-pandemic future.

As part of our review process, we had the opportunity to meet with members of the department on 12 June 2023 over Zoom. It was clear to us that the faculty members are not only committed educators in their field, but that they work very well together as a team. While our environmental scan below does not capture the inter-personal dynamics of other departments within the post-secondary environment (where each unhappy department is unhappy in its own way), we recognize that having a cooperative and collegial working group is one of those intangible strengths that should be celebrated, as a collaborative approach to departmental administration ensures that action plans are achievable and future challenges surmountable.

One way to address the desire for more integration of non-academic work into courses may be to increase the number of guest speakers within the classroom. In the Alumni Survey, 78% of Anthropology respondents (Q9) and 50% of Sociology respondents (Q9) indicated that there were not enough guest speakers. We therefore recommend an that a healthy budget be available for guest speakers, and that faculty be encouraged to bring in non-academic outsiders whose work intersects with the course material.

Self-Study Recommendations		External Reviewer Assessment			
No.	Content	Agree	Disagree	Other	Comments/Rationale
1.	Continue to update courses in curriculum navigator on a regular basis.	√			This is already underway, with many of the courses updated since 2019.
2.	Consider including one or more courses in the STEP UP program	√			We support the departments desire to include one or more courses in the STEP UP program, and were pleased to hear that other options were also being considered. Please see above for additional comments.
3.	Finalize transfer for 3375 and rearticulation of 3345	√			This is now completed. Only SOCI 3330 remains unarticulated, due to it being very new.
4.	For Sociology: Continue to build on existing expertise and gradually add newer areas, being responsive to student demand. For Anthropology: Ensure diversification of departmental expertise.	√			Sociology has added several new upper-level courses in the past few years which serve students who are completing other Bachelor degrees at Douglas College, as well as students hoping to transfer to other post-secondary institutions. We commend the department for ensuring the transferability of third year courses, as this can sometimes be difficult with the research universities, given the way they view

					<p>their residence requirements.</p> <p>For Anthropology, faculty have identified the desire to widen expertise in response to student requests for courses involving Indigenous Studies and Biological Anthropology. In regards to Indigenous themes, we support the department's efforts to review new and existing course offerings (see Section 3 below for more on this). In terms of Biological/Physical Anthropology offerings, the department can draw on existing faculty expertise and/or explore part-time hires.</p>
5.	Ensure that the Anthropology lab in the new building is properly resourced.	√			Given the number of faculty members from the Anthropology department with specializations in physical Anthropology and archaeology it would be prudent to designate a particular person to champion this lab, if such a person has not already been identified. This person could also be tasked with ensuring that the necessary budget funds are allocated in the annual college wide budget.
6.	<ul style="list-style-type: none"> <li>Ensure that the department continues to consult both within and beyond Douglas College</li> </ul>	√			Given the extent to which ANTH/SOCI services the needs of other departments by providing its students with useful

	<p>when developing new courses.</p> <ul style="list-style-type: none"> <li>• Ensure on an ongoing basis that existing AA programs do not have issues regarding ease of transfer.</li> <li>• Ensure that the department is fully aware of all departments that we can service with our courses</li> <li>• Ensure that new programs developed at the college take into consideration existing courses within ANTH/SOC</li> </ul>				<p>electives, the department should develop a clear plan to remain up to date on the evolving course needs of relevant departments. Integrated into this can be the promotion of new ANTH/SOCI courses.</p>
7.	<p>Ensure that post-probationary evaluations are up to date</p>	√			<p>The self-study notes that this was completed during the 2022-23 academic year.</p>

[ ... ]

## **Summary Recommendations**

The department has clearly identified a number of recommendations in its self-study which we endorse. We hope that our external observations provide additional insights as the department acts on their own recommendations. From the detailed overview provided above, four additional recommendations can be distilled.

1. Ensure a healthy guest speaker budget and encourage faculty to draw on this for non-academic speakers who work in fields related to the course.
2. More promotion of Associate of Arts degrees in Anthropology and Sociology by Douglas College.
3. Improve the legibility and availability of the methodology course for Anthropology.
4. Consider thematic reframing of existing courses on Indigenous communities.

Overall, the department has been well-served by thoughtful leadership, devoted faculty, and collaborative working relations. Through its courses and programs, it provides a challenging academic experience that is also accessible to a wide range of learners. The department is well-placed for the future, both in terms of offering service sections to other programs at Douglas College, providing solid academic programs for students seeking 2-year degrees that are easily transferable, and providing stand-alone degrees which are currently quite popular with international students.



**DOUGLAS COLLEGE COMPREHENSIVE REVIEW (CR)  
RESPONSE FROM THE  
OFFICE OF THE VICE-PRESIDENT, ACADEMIC AND PROVOST**

Douglas College Administration policy A38: Program Review requires a follow-up plan be developed by the Vice President, Academic and Provost, in response to the Self-Study and External Report.

<b>FACULTY (Lead Dean/Associate Dean)</b>	<b>Humanities and Social Sciences</b>	
<b>Department / Program</b>	Anthropology and Sociology (Associate of Arts)	
<b>Date Submitted</b>	September 2022	
<b>External Review Panel (ERP) [List all]</b>	Dr. Sean Ashley, Department of Sociology and Criminology, Convenor, Capilano University	Dr. Jason Ramsey, Department of Anthropology, Kwantlen Polytechnic University
<b>Reason for Timing of Comprehensive Review</b>	<input checked="" type="checkbox"/> Schedule (routine) or <input type="checkbox"/> Off-cycle, due to emergent concerns (specify below) <ul style="list-style-type: none"> <li><input type="checkbox"/> Changes in discipline/field/licensing</li> <li><input type="checkbox"/> New program development</li> <li><input type="checkbox"/> Demand/enrolment/budget concerns</li> <li><input type="checkbox"/> Other (specify)</li> </ul>	
<b>Date of last Comprehensive Review</b>	2002	
<b>RESPONSE/RECOMMENDATIONS</b>		
<b>SUMMARY RESPONSE AND VPA RECOMMENDATIONS</b> In particular, DDP name should focus on the following:	<p>In their report, the external reviewers praise the Anthropology and Sociology faculty for their commitment to their respective fields of expertise and their ability to work collegially and productively. They also note that the department offers a large range of courses that are well integrated in the BC transfer system and serve students well. The external reviewers agreed with all of the department's recommendations. They particularly appreciated the department's suggestion to expand opportunities for hands-on educational experiences for their students.</p> <p>In addition to supporting the department's recommendations, the external reviewers also recommended the following:</p> <ul style="list-style-type: none"> <li>• Ensure the presence of a healthy guest speaker budget to invite non-academic speakers who work in relevant fields of study</li> <li>• Promote the AA programs more</li> <li>• Improve the legibility and availability of the methodology course in Anthropology</li> <li>• Explore the thematic reframing of courses on Indigenous communities</li> </ul>	

	<p>I support these recommendations overall, with the caveat that fiscal restraint must be demonstrated. This means that budgets for guest speakers need to be carefully monitored, and the scheduling of courses needs to align with student educational priorities and enrolment numbers.</p> <p>I would also recommend that the department ensure that all curriculum offerings are clear and consistent and that course titles and descriptions are representative of course focus and level to help students differentiate among course options more easily.</p> <p>In addition to the recommendations considered in the self-study report and the external reviewers' report, I encourage the department to focus on engaging with the following priorities outlined in the College's 2025-2030 Strategic Plan:</p> <ul style="list-style-type: none"> <li>• Continue to expand experiential learning and applied research opportunities for students</li> <li>• Equip students with digital and information literacy knowledge, skills, and abilities relevant to their areas of study</li> <li>• Expand opportunities for "internationalization at home" for students (for example through COIL projects)</li> </ul> <p>As per the College's routine follow-up to comprehensive program reviews, the Department is to submit its <u>Implementation and Action Plan (IAP)</u> to the Dean within 45 days of receipt of this Report, and to report back to the Dean one year after submission of the IAP to account for progress made.</p>
All Self-Study recommendations accepted?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No [If no, brief explanation.]
All External Report recommendations accepted?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No [Delay between the completion of the external reviewers' report and the VPA response means that the context has evolved, and some recommendations are no longer relevant.]
<b>Next scheduled PR (5 – 7 years):</b>	2029

Vice-President, Academic and Provost

May 15, 2026  
Date