# Texas Higher Education Coordinating Board
## Proposal for a Doctoral Program

**Directions:** This form requires signatures of (1) the Chief Executive Officer, certifying adequacy of funding for the new program; (2) the Chief Executive Officer, acknowledging agreement to reimburse consultants’ costs; (3) a member of the Board of Regents (or designee), certifying Board of Regents approval for Coordinating Board consideration; or, if applicable, (4) a member of the Board of Regents (or designee), certifying that criteria have been met for Commissioner consideration. Additional information and instructions are available in the *Guidelines for Institutions Submitting Proposals for New Doctoral Programs* found on the Coordinating Board web site, [www.thecb.state.tx.us/newprogramscertificates](http://www.thecb.state.tx.us/newprogramscertificates). Institution officials should also refer to Texas Administrative Code (TAC) 5.46, *Criteria for New Doctoral Programs*.

**Note:** Institutions should first notify the Coordinating Board of their intent to request the proposed doctoral program before submitting a proposal. Notification may consist of a letter sent to the Assistant Commissioner of Academic Quality and Workforce, stating the title, CIP code, and degree designation of the doctoral program, and the anticipated date of submission of the proposal.

**Information:** Contact the Division of Academic Quality and Workforce at (512) 427-6200.

## Administrative Information

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<th>1. Institution Name and Accountability Group:</th>
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<tr>
<td>Texas State University, Doctoral University-Higher Research Activity</td>
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<table>
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<th>2. Program Name:</th>
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<tr>
<td>Doctor of Philosophy (PhD) major in Applied Anthropology</td>
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<th>3. Proposed CIP Code:</th>
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| **CIP Code:** 45020100  
**CIP Code Title:** Anthropology  
**CIP Code Definition:** A program that focuses on the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, socio-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs. |

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<th>4. Program Description:</th>
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<td>Texas State University’s Department of Anthropology is proposing an applied anthropology PhD program that incorporates intercultural communication, interdisciplinary understanding, research design, grant writing, project management, ethics and professional conduct, methods of data collection, and the use of theory in the interpretation of data. These are the skills desired by potential employers and they are reflected in the proposed program’s educational objectives. The department will offer between 12 to 15 three-credit hours of doctoral courses every year, which totals between 36 to 45 SCH (semester credit hours) every year.</td>
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</table>
The global economy has created a tremendous need for research-based information and pragmatic uses of anthropological knowledge and skills, creating exciting and extensive career opportunities for applied anthropologists in nonacademic settings. Texas State excels in two areas of applied anthropology: forensic anthropology and cultural resource management (CRM) archaeology, which are the two emphases of this proposed program. Rigorous state and federal laws ensure the future demand for PhD anthropologists in both of these applied areas. Despite these legal mandates, no PhD programs in applied anthropology exist in Texas.

The program is strengthened by the expertise of faculty whose teaching and scholarly activities are focused in forensic anthropology and CRM archaeology, and by two applied anthropology research centers: the Forensic Anthropology Center at Texas State (FACTS) and the Center for Archaeological Studies (CAS). These centers will provide unique, hands-on educational opportunities and training for PhD students, ensuring they have the marketable skills needed for employment. These opportunities for practical learning in forensic anthropology and CRM archaeology are not commonly found in a university setting.

5. Administrative Unit:
Department of Anthropology within the College of Liberal Arts

6. Proposed Implementation Date:
Fall 2018

7. Contact Person:
Name: Elizabeth M. Erhart
Title: Anthropology Department Chair, Associate Professor
E-mail: ee10@txstate.edu
Phone: 512-245-3435

8. Academic Program Coordinator:
Name: Christina A. Conlee
Title: Professor
E-mail: cc65@txstate.edu
Phone: 512-245-6582
Qualifications: Dr. Conlee received her PhD degree in anthropology from the University of California, Santa Barbara, in 2000. Dr. Conlee is an archaeologist whose research focuses on complex societies, foundations and relations of power, state collapse, ceramic analysis, mortuary practices and human sacrifice, isotopic analysis, and Andean prehistory. She is the author of 22 peer-reviewed book chapters and journal articles, the co-editor of the “Foundations of Power in the Prehispanic Andes,” and the sole author of “Beyond the Nasca Lines: Ancient Life at La Tiza in the Peruvian Desert.” Dr. Conlee is a National Geographic Explorer and is featured in the National
Geographic television special “Nasca Lines: The Buried Secrets” and in the National Geographic magazine article “Spirits in the Sand.”

9. **Required Reviews:**

- Department Faculty
- Department Curriculum Committee
- Department Chair
- College Curriculum Committee
- College Council
- College Dean
- Dean of The Graduate College
- Associate Vice President for Academic Affairs
- University Curriculum Committee
- Faculty Senate
- Council of Academic Deans
- Provost
- President
- Texas State University System Board of Regents (BOR)
- Texas Higher Education Coordinating Board (THECB)
- Area Institutions within a 50-mile radius
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
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Executive Summary

Anthropology is the study of people, past and present, focusing on understanding the human condition through a cultural and biological lens. In North America, the study of anthropology is divided into four sub-disciplines: cultural anthropology, linguistic anthropology, biological anthropology, and archaeology. Job postings for applied anthropology PhDs suggest employers are eager to hire individuals with broad anthropological and interdisciplinary competence, analytical and data collection skills, and knowledge of business practices. The proposed degree program therefore provides both wide-ranging disciplinary training across sub-disciplines as well as intense specialization in a particular applied area.

Throughout its history, anthropology has traditionally merged practice and theory successfully and fruitfully. Indeed, the Society for Applied Anthropology (SfAA) has grown from 15 founding members in 1941 to more than 2,819 members today, with students making up 36% of the membership. The founders of the Society for Applied Anthropology selected its name to signify the application of the principles and approaches of anthropology to the interdisciplinary identification and solution of human problems. Anthropologists demonstrate a particular capability in helping to solve human problems through building partnerships in research and problem solving; acknowledging the perspectives of all people involved; focusing on challenges and opportunities presented by biological variability, cultural diversity, ethnicity, gender, poverty and class; and addressing imbalances in resources, rights, and power. Applied anthropologists draw upon anthropological theory, knowledge, methods, technology, and ethics/best practices to find solutions for real-world problems.

- More than 50% of anthropologists with PhDs hold non-academic positions, even though fewer than 18% of United States PhD anthropology programs offer coursework in areas of applied anthropology.
- National demand for applied anthropology PhD graduates has grown by 32% in recent years, and growth is expected to continue.
- Texas ranks in the top five states nationally in employment of applied anthropologists.
- No doctoral program in applied anthropology exists in Texas and there are only two such programs in the United States (University of South Florida and Oregon State University).

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1 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand
2 Society for Applied Anthropology, at http://www.sfaa.net/
5 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand
Our goal is to produce the next generation of applied PhD anthropologists—leaders in inter- and intra-disciplinary research who will help solve critical societal problems in the global 21st century. In support of the proposed program, Paula Olsiewski, Program Director of the Alfred P. Sloan Foundation writes:

Our country is faced with many complex problems. Graduates of such a program would be very desirable to my organization and to others like it in the non-profit and philanthropic sector. Professionals who are well skilled in intercultural communication, research design and methods, and project management, and who are adept at unraveling and solving complex “people” problems would be highly coveted by leaders. I have no doubt that graduates of the proposed doctoral program who enter the job market will find a variety of employers eager to hire them. (See Appendix I for the full letter.)

The global economy has created a tremendous need for research-based information and pragmatic uses of anthropological knowledge and skills, creating exciting and extensive career opportunities for applied anthropologists in nonacademic settings. Addressing the shortfall in applied program availability, along with restructuring graduate education to be more interdisciplinary and more focused on applied, pragmatic uses of anthropological knowledge and skills, is arguably one of the most critical and responsible ways the field of anthropology can increase its relevance, and contribute to the economic and social needs of Texas and the nation.

Texas State excels in two areas of applied anthropology: forensic anthropology and cultural resource management (CRM) archaeology, which are the two emphases of this proposed program. Rigorous state and federal laws ensure the future demand for PhD anthropologists in both of these applied areas. Despite these legal mandates, no PhD programs in applied anthropology exist in Texas. Rather, the primary goal of the current anthropology PhD programs is to prepare students for the postsecondary job market in higher education and they offer little coursework in applied anthropology.

What is Forensic Anthropology: Biological anthropologists study how humans adapt to diverse environments and how biological and cultural processes work together to shape growth, development, and behavior. Biological anthropologists who specialize in forensic anthropology focus primarily on analyzing skeletal, burned, decomposed, or otherwise unidentified human remains in medical-legal and humanitarian contexts in order to identify victims and assist with reconstructing the events surrounding death. The 1976 medical examiner office accreditation through the National Association of Medical Examiners (see “Consultants” H5a,b7), and 2005 Texas Criminal Code (Subdivision 3B, Section 6a8), necessitate the employment of PhD forensic anthropologists. Yet, there are no PhD anthropology programs specializing in forensic anthropology in the state.

8 Texas Code of Criminal Procedure - Article 49.25, Medical Examiners. Use of Forensic Anthropologist Sec. 13, at http://law.onecle.com/texas/criminal-procedure/49.25.00.html
Forensic anthropologists use methods from archaeology, geography, and geology to locate human remains and study mass fatality sites and crime scenes. Based on knowledge of anatomy and osteology, bone remodeling and biomechanics, growth and development, disease, and population variation, forensic anthropologists estimate the “biological profile” of an individual (i.e., age, sex, geographic ancestry, and stature), observe individualizing characteristics, and study evidence of trauma, taphonomy, and pathology.

Because forensic anthropological analysis is regularly utilized in death investigations, the accreditation body that oversees medical examiner offices nation-wide (the National Association of Medical Examiners, or NAME) emphasizes policies and procedures that represent minimum standards for medical-legal death investigation systems. As part of this accreditation process, which began in 1976, medical examiner offices are given guidance in terms of the educational levels required of their expert consultants. This best practice guidance mandates that forensic anthropologists must hold doctoral degrees and be board certified by the American Board of Forensic Anthropology; otherwise the medical examiner’s office is deducted points necessary for accreditation (NAME, “Consultants” H5a,b). Furthermore, the state of Texas, as mandated in the 2005 Texas Criminal Code statutes, requires that medical examiners in the state use only PhD–holding forensic anthropologists in death investigation casework (Texas Criminal Code, Subdivision 3(B), Section 6(a)). Despite these requisites at both the state and national levels, there are no PhD granting institutions specializing in forensic anthropology anywhere in the state of Texas.

PhD forensic anthropologists serve in human rights organizations, medical examiner and coroner offices, military organizations, local/state/national governments, and law enforcement agencies in work ranging from individual criminal cases to mass disasters and war crimes. Common job titles are forensic anthropologist, forensic archaeologist, forensic odontologist, laboratory manager, laboratory director, scientific director, DNA specialist, taphonomist, curator, and program director.

What is Cultural Resource Management (CRM) Archaeology: Archaeologists study past peoples and cultures by analyzing material remains, ranging from artifacts and evidence of past environments to architecture and landscapes. Archaeologists who specialize in cultural resource management (CRM) identify, research, and preserve ancient and historic sites on public and private lands and recover culturally valuable materials from areas where they would otherwise be destroyed by human activity, such as construction or development. The 1966 National Historic Preservation Act (NHPA, Sections 106 and 110) and the 1969 Antiquities Code of Texas require the evaluation and preservation of historic properties on all federally funded or permitted

11 Anthropology Section, American Academy of Forensic Sciences, at http://www.aafs.org/physical-anthropology
13 Antiquities Code of Texas, at http://www.thc.state.tx.us/project-review/antiquities-code-texas
projects and on state land, and CRM archaeologists ensure compliance with those laws. An analysis of 2,600 job postings for applied anthropology PhDs indicates that CRM archaeology, specified by more than one out of every three postings (N=930), dominates employer needs. However, there are no PhD anthropology programs with a specialization in CRM archaeology in Texas.

The education and training of PhD CRM archaeology students includes cultural heritage law and legislation, contract and proposal writing, project design, geoarchaeology, survey and excavation techniques, artifact analysis, curation, public education, and consultation and collaboration with descendant communities. In addition to their education and training in anthropology, CRM archaeologists use methods from geography, geology, public history, heritage management, museology, and business management and marketing.

PhD CRM archaeologists are often employed by private engineering and cultural resource management companies and in the public sector in city, state, and federal agencies. Their job titles include cultural resources investigator, field project director, historical archaeologist, project manager, Archaeologist III, senior archaeologist, principal investigator, archaeological director, program officer, senior scientist, laboratory director, and curator.

Texas State Applied Anthropology Research Centers: The Forensic Anthropology Center at Texas State (FACTS) and the Center for Archaeological Studies (CAS) will provide unique, hands-on educational opportunities and training for PhD students, ensuring they have the marketable skills needed for employment. These opportunities for practical learning in forensic anthropology and CRM archaeology are not commonly found in a university setting. As the external review team states, “The facilities available to graduate students at Texas State are exemplary and reflect the forethought and university support to accomplished faculty who have been able to write and win grants that have paid for the equipment needed for current research topics. The current facilities provide a superb range of research options for PhD students.”

FACTS includes a 26-acre outdoor human decomposition facility; two laboratories equipped for 3D imaging, micro-CT scanning, histomorphometry, osteometry, digitizing, autopsy, and skeletal maceration; a 250+ skeletal collection; and a willed-body donation program, which accepts an average of 70 donated bodies per year and has more than 300 individuals currently self-registered as “living donors.” To prepare PhD students for careers in forensic anthropology in the medical-legal community, students must understand human skeletal variation beyond the level available in a classroom setting. Working with the remains of the body donors and the 250+ skeletal individuals is essential to their ability to estimate a decedent’s biological profile and understand

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14 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand
15 Society for American Archaeology, at http://saa.org/
16 On September 15 and 16, 2016, an External Review Team of six doctoral-trained anthropologists conducted an on-site appraisal of a proposed new PhD program in Applied Anthropology at Texas State University. See Appendix J for the full evaluation.
trauma, taphonomy, and time since death, and provides a basis for generating new methodologies and research questions. According to the external review team, “This type of research facility is rare within the academic community and is vital to understand the factors contributing to decomposition in an arid environment that can be applied to actual forensic cases found in similar microenvironments (see Appendix J for full report).”

PhD students working at FACTS will have hands-on experience with active forensic casework and gain experience in field searches, crime scene evaluation, evidence collection techniques, excavation and recovery methods, laboratory analysis of human remains, and technical report writing for law enforcement agencies. Advanced PhD students will help teach the center’s law enforcement and educational workshops and short courses (upwards of 15 per year), many of which are accredited by the American Board of Medical Death Investigators and the Texas Commission on Law Enforcement. This intensive training, and these hands-on experiences working in consultation with the law enforcement community and medical examiner/coroner offices will provide students advanced interactions and exposure to the professional agencies in which forensic anthropologists work and are employed. Additionally, this specialized educational background and the hands-on experience in working on actual medical-legal casework will lay the foundation for the graduate to take the rigorous board examinations in forensic anthropology, administered by the American Board of Forensic Anthropology, in order to become a certified Diplomate of the American Board of Forensic Anthropology (D-ABFA).

CAS is one of the few university-based CRM facilities in the state and nation, and will help prepare PhD students for compliance-based CRM archaeology careers. The primary goals of CAS are to conduct archaeological investigations for federal, state and local governments as well as private entities when required by law; to assist in the cultural resource management of archaeological sites associated with the Meadows Center at Spring Lake and other sites on Texas State’s campus; to provide student training in the field of archaeology through direct research experience; and to support public education through a better understanding of cultural resources. CAS has a completely equipped laboratory and typically conducts 8-15 archaeological investigations per year.

The center’s curation facility is one of 11 facilities certified by the Texas Historical Commission, and is therefore charged with museum-standard care and management of archeological and skeletal collections obtained under a Texas Antiquities Permit. The external review team finds, “Importantly, the curation facility at CAS was designed to meet the rigorous requirements of [the 1990 NHPA] federal regulation 36 CFR 7917 and as such can hold federal collections. This achievement, acquired only by Texas State investing significantly into the curatorial facility, provides students with opportunities to learn collection management and curation procedures. Texas State PhD graduates will

\[17\] National Park Service, Curation of Federally-Owned and Administered Archeological Collections, at https://www.nps.gov/archeology/tools/36cfr79.htm
have the opportunity to help lead the state and the country in solving the ‘curation crisis’." (see Appendix J for full report)

Working at CAS will allow PhD students to apply what they have learned in their courses to CRM projects. CAS staff will help students secure CRM projects, and then supervise students in their application of NHPA, Texas Antiquities Code and other legal criteria, project design, proposal writing, staff supervision, budget management, fieldwork, laboratory methods, report writing, curation, marketing, public education, and business development.

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I. Need

A. Job Market Need

Provide short- and long-term evidence of the need for graduates in the Texas and US job markets. Common sources for workforce need and workforce projections include the Bureau of Labor Statistics, the Texas Workforce Commission, and professional associations. If the program is designed to address particular regional or state needs in addition to workforce demands, provide a detailed description.

In order to document the unmet need for individuals trained at the doctoral level in applied anthropology, multiple sources of labor market projections and employer feedback were reviewed and analyzed. Specifically, the following paragraphs describe the need for graduates of a doctoral program in applied anthropology in Texas and the U.S. Of particular note, the existing doctoral programs in Texas are not graduating sufficient students to meet employer needs, and nationwide, the problem is even more acute. A recent survey shows there are nearly 1,200 annual job postings for PhD applied anthropologists nationwide (Appendix K), but only two doctoral programs in the U.S. (University of South Florida, Oregon State University) are devoted to applied anthropology.

A. 1. Texas Workforce Commission workforce projections: The state workforce for anthropologists with graduate degrees is expected to grow 14.7% (N=390) by 2024, compared to 12.4% for all other social scientists, with five annual openings due to growth and another five annual openings due to replacement (Table 1).20

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Available Positions</th>
<th>Growth Rate</th>
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<tr>
<td>Anthropologists and archeologists</td>
<td></td>
<td>14.7%</td>
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<tr>
<td>Due to growth</td>
<td>5 annually</td>
<td></td>
</tr>
<tr>
<td>Due to replacement</td>
<td>5 annually</td>
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However, the existing anthropology PhD programs in the state are not producing appropriately trained PhDs to fill the nonacademic positions predicted by the TWC. There are no PhD programs in applied anthropology in the state; rather, the primary goal of the existing programs is to prepare students for a future in academia. This means that PhDs from the proposed Texas State program in applied anthropology will be especially competitive on the nonacademic job market, where there are comparatively more positions available in the state and nation.

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19 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand
20 Texas Workforce Commission, at http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Occprj
A. 2. U.S. Bureau of Labor Statistics workforce projections: Employment for anthropologists and archaeologists (N=7,700) will grow at 4% during 2014-2024, with the best job prospects for candidates with PhD degrees, extensive anthropological or archaeological fieldwork experience, and experience in quantitative and qualitative research methods.21 Industries that employ the most anthropologists and archaeologists are research and development, management, scientific and technical consulting, and federal, state and local governments.

Texas ranks in the top five states in national employment of applied anthropologists with the Austin-Round Rock and Houston-Woodlands-Sugar Land areas having the greatest concentration employed in non-academic settings (N=100-160 per area).22 This is primarily due to the approximately 40 CRM archaeology firms located in these areas. CRM firms are drawn to Texas because their services are needed in light of population growth, new construction, exploration for new energy sources, and state and federal laws that protects cultural heritage and artifacts.23

A. 3. Other sources of workforce projections: A higher proportion of anthropology PhDs hold jobs in the nonacademic sector than do PhD degree holders in history, communication, sociology, and political science.24 Multiple sources estimate that more than 50% of PhD anthropologists work outside the academy in positions, which prefer or require anthropology degrees.25,26 National demand for applied anthropology PhDs has grown by 32% over the past three years, and this demand is expected to increase in the near future. Experts predict that the increased prominence of and need for applied anthropologists will draw students and resources from more traditional anthropology programs, as students look for programs that prepare them for future employment in nonacademic spheres.27

Analysis of the top employers of applied anthropology PhD graduates shows that most postings come from private and public sector entities interested in hiring individuals with anthropological and interdisciplinary knowledge and skills, analytical and data collection and management skills, and knowledge of business practices. As illustration, below is a summarized sample of six recent job postings for forensic anthropologists and CRM archaeologists.

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24 Center for Innovation and Research in Graduate Education, Social Science PhDs Five+ Years Out, at http://www.aaanet.org/sitesearch.cfm
27 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand
Job Title: Forensic Anthropologist  
Employer: Department of Defense-Defense POW/MIA Accounting Agency  
Primary Job Duties: 1) Provide professional, scientific leadership to a team engaged in forensic and biological anthropological studies and investigations leading to establish the medical-legal identity of skeletal remains. 2) Estimate race/ancestry, age, sex, trauma, surgical intervention, and other physical characteristics and anomalies in support of forensic identification. 3) Serve as program leader for overseeing and performing forensic recoveries of missing U.S. Service Personnel using modern forensic and archaeological techniques. 4) Complete official reports of casualty recovery and identification.  
Qualifications: PhD in Anthropology (required) with advanced knowledge in fields such as osteology, anatomy, anthropometry, microscopy, statistics, and related areas  

Job Title: Forensic Anthropologist  
Employer: Office of the Medical Investigator (OMI)  
Primary Job Duties: 1) Conduct recoveries and forensic examinations for the OMI to identify unknown skeletal remains and estimate time since death. 2) Has curatorial responsibility for OMI’s forensic collection, which is housed on the campus of the University of New Mexico, and directs and instructs anthropology and pathology fellows. 3) Serve a liaison between the State Historical Preservation Office (SHPO) and OMI, and oversees proper disposition of historic remains.  
Qualifications: Doctorate degree in Anthropology (required)  
Posted: January 24, 2015 on University of New Mexico website, at http://unmjobs.unm.edu

Job Title: Research Anthropologist (Biological Anthropologist)  
Employer: Smithsonian Institution  
Primary Job Duties: 1) Initiate and maintain an innovative scholarly and scientific research program in biological anthropology, with emphasis on human skeletal biology. 2) Work to enhance anthropology collections from a curatorial and research perspective, including developing research based on Smithsonian collections. 3) Collaborate with researchers within the Smithsonian and with other institutions to encourage studies of interest and to promote the increase of knowledge in anthropology.  
Qualifications: PhD degree in Anthropology (required)  

Job Title: Assistant State Archaeologist/Archaeologist III  
Employer: State of Oklahoma-Archeological Survey  
Primary Job Duties: 1) Work with the State Archaeologist to determine the effects of planned community development or changing land use projects through studies of site files, maps, or library materials. 2) Housed at the University of Oklahoma, oversee anthropology graduate students who aid in the
project evaluation process. 3) Organize, coordinate, and administer reports, data, and project information, and produces clear, accurate, readable reports of work conducted within a specific time frame. 4) Work with avocational archaeologists and the general public.

**Qualifications:** Doctorate degree in anthropology (required) with specialization in archaeology and substantial experience in cultural resource management, and knowledge of and experience working within Section 106 of the National Historic Preservation Act and other applicable cultural resource management laws

**Posted:** March 3, 2015 on University of Oklahoma website, at http://www.jobs.ou.edu

**Job Title:** Project Director  
**Employer:** WSA, Inc.

**Primary Job Duties:** 1) Manage surveys, site evaluation and data recovery in support of Section 106, NEPA, and CEQA compliance. 2) Provide analysis for, and preparation of technical documents in support of EIRs, EISs and other environmental documents. 3) Prepare and implement research designs and treatment plans. 4) Manage budgets for a full range of cultural resources projects. 5) Oversees quality assurance/quality control of staff reports. 6) Design proposals and develops new clients.

**Qualifications:** PhD degree (required) in anthropology, archaeology, or historical archaeology.

**Posted:** April 12, 2016 on ShovelBums, at http://www.ShovelBums.org

**Job Title:** Principal Investigator  
**Employer:** SWCA Environmental Consultants

**Primary Job Duties:** 1) Develop and maintain the quality assurance/quality control program and ensure that all fieldwork, analysis, and report production is conducted in accordance with the QA/QC plan. 2) Manage budgets, prepare proposals, reports, and other technical documents, monitor field procedures, and author Research Designs, Treatment Plans, and other technical documents. 3) Oversee all aspects of field research, data collection, inventory, analysis, and final report production. 4) Establish project procedures and budgetary constraints and assure that projects are concluded within budget and on time. 5) Maintain good working relationships with state and federal agency contacts and clients. 6) Promote SWCA in the scientific community through professional presentations, participation in professional conferences, and coordinating the participation of other staff members in professional conferences.

**Qualifications:** PhD degree in anthropology (preferred), past peer review publication record and conference presentation experience preferred, emphasis in North American Archaeology and must be able to obtain a Texas Antiquities Permit

**Posted:** May 18, 2015 on ShovelBums, at http://www.ShovelBums.org
A. 4. Persuasive statements about unmet need: As demonstrated by the previous discussion, there is a clear and present unmet need for applied anthropologists trained at the doctoral level. Existing doctoral programs in Texas have neither the appropriate coursework nor the number of graduates to meet this critical need. Texas State has documented both increasing applicant and employer demand for a PhD in Applied Anthropology and is prepared to meet that demand via a proposed program focusing on two critical areas of applied anthropology.

A. 4. a. Forensic Anthropology: Forensic anthropologists hold a variety of nonacademic and academic positions that require a doctorate in anthropology.

Analysis of the 2015-2016 Anthropology Section of the American Academy of Forensic Sciences indicates 48% of PhD members work outside of academia (N=85) in human rights organizations, medical examiner and coroner offices, military organizations, local/state/national governments, and law enforcement agencies, while 52% hold college and university positions (N=91).28

The federal government is the primary employer of PhD forensic anthropologists in nonacademic positions, with the Defense POW/MIA Accounting Agency (DPAA, Department of Defense) employing the greatest percentage (Table 2, agencies ranked by percentage employed). The mission of DPAA is to account for Americans who are listed as Prisoners of War (POW) or Missing in Action (MIA) from all past wars,29 and DPAA predicts that it will need to hire 10 to 20 additional PhD forensic anthropologists in the next 10 years.30 Dr. John Byrd, DPAA Laboratory Director, who has advised Texas State on forensic anthropology graduate curriculum development, indicates he intends to send DPAA forensic anthropologists to Texas State to pursue PhD degrees.

| Table 2. Employment of PhD Forensic Anthropologists at Federal Agencies |
|---------------------------|----------------------------------|
| Agency                     | Offices                           |
| Department of Defense (73%)| Defense POW/MIA Accounting Agency |
| Smithsonian Institution (8%)| National Museum of Natural History |
| U.S. Department of Transportation (7%)| NTSB's Transportation Disaster Assistance Division |
| Federal Bureau of Investigation (4%)| FBI Laboratory |
| Department of Interior (2%)| Bureau of Land Management |
| Department of Justice (2%)| National Missing and Unidentified Persons System |
| Department of Health and Human Services (2%)| National Disaster Medical System |
|                           | Disaster Mortuary Operational Response Team |
| U.S. Army (2%)            | Joint Mortuary Affairs Center |
|                           | Armed Forces Medical Examiner System |
|                           | Armed Forces Institute of Pathology |

28 Anthropology Section, American Academy of Forensic Sciences, at http://www.aafs.org/physical-anthropology
30 Personal communication with Dr. John Byrd, Lab Director DPAA
Other PhD forensic anthropologists in nonacademic positions are employed in a variety of settings, but by far, county and city medical examiner and coroner offices employ the greatest percentage.\(^{31}\) Medical examiner office accreditation via the National Association of Medical Examiners (NAME) and the Texas Criminal Code necessitate the employment of PhD forensic anthropologists. Yet, there are no PhD anthropology programs specializing in forensic anthropology in the state.

The National Association of Medical Examiners (NAME) is the professional organization of medical examiners, medical-legal death investigators, and death investigation system administrators who perform the official duties of the medical-legal investigation of deaths of public interest in the U.S.\(^{32}\) NAME accreditation, which began in 1976, is an endorsement that the office or system provides an adequate environment for a medical examiner in which to practice his or her profession and provides reasonable assurances that the office or system well serves its jurisdiction. It is the objective of NAME that the application of these standards will aid materially in developing and maintaining a high caliber of medical-legal investigation of death for the communities and jurisdictions in which they operate. Because forensic anthropological analysis is regularly utilized in postmortem death investigations, NAME emphasizes standardized policies and procedures that represent minimum standards for medical-legal death investigation systems.

To maintain accreditation with NAME, medical examiner offices must in part 1) “arrange for the availability of expert consultants in neuropathology, forensic dentistry/odontontology, forensic anthropology, and radiology” (H5a Consultations); 2) attest that “consultative services are responsive, complete, reliable, reputable, and credible in court” (H5b Consultations); and 3) certify that their offices are “affiliated with a PhD forensic anthropologist board certified by the American Board of Forensic Anthropology (ABFA)” (H6a Consultants). Nationwide, 77 of 410 medical examiner offices (or 19%) are NAME accredited and 30 more offices are in the accreditation process.\(^{33,34}\) Importantly, Texas State is one of only nine anthropology departments in the U.S. to have a tenured faculty member who is board certified by the American Board of Forensic Anthropology, and no other anthropology department in the state has a board certified forensic anthropologist.\(^{35}\) As stated by the board, “ABFA board certification does not merely signify minimal competence to practice; it denotes the highest achievement in the field of forensic anthropology.”\(^{36}\)

Likewise, the 2005 Texas Criminal Code (Subdivision 3(B), Section 6(a)) underlines the importance of PhD-level forensic anthropologists in postmortem investigations, mandating that: “[Upon] discovering the body or body part of a deceased person in the

\(^{31}\) Anthropology Section, American Academy of Forensic Sciences, at http://www.aafs.org/physical-anthropology
\(^{35}\) American Board of Forensic Anthropology, at http://theabfa.org/faq/interested-students/
\(^{36}\) American Board of Forensic Anthropology, at http://www.theabfa.org/
circumstances described by Subdivision 3(B) of Section 6(a), the medical examiner may request the aid of a forensic anthropologist in the examination of the body or body part. The forensic anthropologist must hold a doctoral degree in anthropology with an emphasis in biological anthropology. The forensic anthropologist shall attempt to establish whether the body or body part is of a human or animal; whether evidence of childbirth, injury, or disease exists; and the sex, race, age, stature, and physical anomalies of the body or body part...The forensic anthropologist may also attempt to establish the cause, manner, and time of death.\(^{37}\)

Finally, due to changes in federal law (e.g., the Daubert Standard\(^{38}\)) and a charge by the U.S. Congress for greater oversight in forensic science,\(^{39}\) in 2014 the National Institute of Standards and Technology (NIST) and the Department of Justice cosponsored the creation of the Organization of Scientific Area Committees (OSAC) to strengthen forensic science in the U.S.\(^{40}\) NIST established OSAC to support the development and promulgation of forensic science consensus documentary standards and guidelines, and to ensure that a sufficient scientific basis exists for each discipline. The OSAC Anthropology Subcommittee focuses on the standards and guidelines related to application of anthropological methods and theory relating to the recovery and analysis of human remains.\(^{41}\) The subcommittee has recommended levels of qualifications (level I, level II, level III) to practice forensic anthropology in laboratory settings including medical-legal facilities, universities, law enforcement agencies, government laboratories, and other crime laboratories. They state that in a laboratory providing forensic anthropological services or analyses, the work of individuals at the Forensic Anthropologist I and II levels should be directly supervised by a Forensic Anthropologist III. A Forensic Anthropologist III must have several qualifications including a PhD in Biological Anthropology and board certification by the American Board of Forensic Anthropology.\(^{42}\)

Under the Applied Anthropology PhD program as proposed, the concentrated coursework in anthropological method and theory, the doctoral research conducted for completion of the dissertation, and real world opportunities to perform skeletal analyses (of both active and cold cases) and generate technically exact medical-legal case reports will be fundamental skills to the student’s professional development, and will prepare the graduate for a career in both academic and nonacademic sectors. Additionally, the graduate will be well trained and equipped to sit for the rigorous board examination administered by the American Board of Forensic Anthropology, in order to


\(^{40}\)National Institute of Standards and Technology (NIST), at http://www.nist.gov/forensics/osac/

\(^{41}\)OSAC Anthropology Subcommittee, at http://www.nist.gov/forensics/osac/sub-anth.cfm

\(^{42}\)Scientific Working Group for Forensic Anthropology (SWGANTH), Qualifications, at http://swganth.startlogic.com/Qualifications%20Rev0.pdf
become a certified Diplomate of the American Board of Forensic Anthropology (D-ABFA).

State Medical Examiner Offices are supportive of Texas State’s proposed program as noted below (see Appendix I for Medical Examiner letters of support). Sample comments include the following:

As HCIFS continues to grow and the need for additional anthropologists is recognized, I will not hesitate to hire doctoral level anthropologists. Given your department’s reputation within the State of Texas, as well as in the field of anthropology, doctoral students from your program will certainly be strong candidates. (Dr. Luis Sanchez, MD, Chief Medical Examiner, Harris County Institute of Forensic Sciences)

The work done by forensic anthropologists with advanced PhD training involves access to collection of minute details on skeletal remains often times not accessible for notes by forensic pathologists. (Dr. Ray Fernandez, MD, Chief Medical Examiner, Nueces County)

I strongly support your efforts to develop an advanced program in forensic anthropology at Texas State University to increase the availability of these important specialists for the growing population of the State of Texas. (Dr. Paul Boor, MD, Chief Medical Examiner, Galveston County)

The external review team finds that “Texas State is thus uniquely positioned to offer PhD graduates in Applied Anthropology that fulfill the qualifications and duties required by the State of Texas Code of Criminal Procedures for a forensic anthropologist, as well as those related to federal standards. The Texas medical examiner offices that have PhD forensic anthropologists on staff are likely to expand the number of anthropologists needed as the population of Texas continues to grow (see Appendix J for full report).”

A. 4. b. CRM Archaeology: As with forensic anthropology, evidence of need for PhDs in CRM is persuasive, which is due in large part to the fact that federal and state laws have changed the nature of archaeology in the U.S., creating a growing need for applied archaeologists.

The National Historic Preservation Act (NHPA) of 1966 requires federal agencies to evaluate the impact of all federally funded or permitted projects on historic properties such as buildings, archaeological sites, and other historic resources—and to assume responsibility for their preservation (Sections 106 and 110). The Antiquities Code of Texas (1969) parallels NHPA and protects historic buildings and archaeological sites on state land and in the state’s political subdivisions (e.g., cities). The implementation of these laws greatly widened the scope of CRM. Previously the majority of archaeologists were employed at universities and museums. Today the majority of degreed archaeologists in the U.S. are employed in CRM archaeology, ensuring their public and private clients are in compliance with federal, state, and local laws; curating and
managing collections, site files, and archives created as part of CRM projects; and providing public education and outreach. At the federal level alone, this includes 72 departments and agencies who is a recent four-year period created almost 150,000 archeological inventories, surveyed more than 16,900,000 acres of federal lands, documented about 120,900 new archaeological sites, preserved and cared for over 63 million archeological objects, and supervised 670,075 volunteer hours. Nationally, there are over 1,300 private CRM firms employing over 10,000 CRM professionals who are generating over a $1 billion in revenue every year.

A national survey for applied anthropology PhDs indicates that CRM archaeology, specified by more than one out of every three postings, dominates employer needs. This is reflected in the fact that 52% (N=1148) of PhD archaeologists work in the nonacademic public and private sectors, and 48% (N=1070) work in the academy in anthropology or other departments, in museums, and in university-based centers for the study of CRM archaeology. The same ratio is also found in Texas where 52% (n=61) of archaeology PhDs are employed in CRM archaeology and 48% (n=57) are employed in academic archaeology. All of these positions require specific archaeological skills and a PhD in anthropology; however, there are no PhD anthropology programs with a specialization in CRM archaeology in Texas. This means that the approximately 55 CRM archaeology firms located around the state (with 20 firms in the Austin-Round Rock area), as well as state employers of CRM archaeologists, do not benefit from professionally trained employees because of the lack of appropriate doctoral programs. As the external review team points out, “Senior Texas CRM employees are trained out-of-state and lack coursework and research directly grounded in Texas laws, rules, and regulations concerning CRM, Texas cultural heritage, and Texas history. Texas State would be able to remedy that deficit through this program (see Appendix J for full report).”

Primary nonacademic employers of archaeologists are federal agencies, state agencies, CRM companies, and engineering and environmental companies (Appendix O). Major federal and state employers of archaeologists (in decreasing order of full-time employed archaeologists) include State and Tribal Historic Preservation Offices, State and Municipal agencies, State Departments of Transportation, Department of the Interior, Department of Defense, Bureau of Land Management, Fish and Wildlife Service, Bureau of Reclamation, U.S. Army Corps of Engineers, Forest Service, and National Park Service. The largest consumer of CRM services in the U.S. is the

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45 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand
49 Council of Texas Archaeologists Contractors List, at http://counciloftexasarcheologists.org/
transportation industry through every state’s Department of Transportation (DoT). For FY2001–2015, Texas Department of Transportation (TxDoT) averaged between approximately $3-6 million in yearly CRM expenditures, contracting with private CRM companies, engineering and environmental companies, and university CRM centers.\footnote{Texas Department of Transportation, at http://www.txdot.gov/inside-txdot/forms-publications/publications/finance/reports.html}

We obtained statements of support for our proposed PhD program from many of the top state and private employers of CRM archaeologists in Texas, indicating strong interest in our graduates as potential employees (Table 3; Appendix I). These employers uniformly cite the need for a PhD program in Texas that will specifically educate and train students in CRM to professionally address statutory requirements and to fulfill the needs of the changing job market.

| Table 3. Sample of Employers of Applied Archaeologists in Texas |
|-------------------|------------------|
| Employer                      | Letter Writer and Title                           |
| Texas Department of Transportation | Dr. Scott Plekta, Supervisor Archaeological Studies Program |
| Texas Parks and Wildlife       | Dr. Michael Strutt, Director Cultural Resources Program & Dr. Christopher Lintz, Cultural Resource Specialist V |
| Texas Historical Commission   | Ms. Patricia A. Mercado-Allinger, Archaeology Division Director and State Archaeologist |
| SWCA Environmental Consultants | Dr. Judith R. Cooper, Cultural Resources Program Director |
| Statistical Research, Inc.    | Dr. Donn R. Grenda, President                      |
| Cox/ McLain Environmental Consulting | Dr. Chris Dayton, Cultural Resources Program Manager |
| AR Consultants, Inc.           | Dr. S. Alan Skinner, President                     |
| William Self Associates, Inc. (WSA) | Dr. James W. Karbula, Regional Project Director |
| Center for Archaeological Research, UTSA | Dr. Raymond Mauldin, Assistant Director |
| Historical Research Associates, Inc. | Mr. Brad Bowden President/CEO, Senior Archaeologist |

Texas State has significant and compelling support from experts and key employers in the field of CRM archeology. Sample comments include the following:

*The field needs practitioners who have the theoretical background and practical know-how to solve resources management issues … and the proposed program will fill a gap that CRM firms need and agencies such as our will highly value.* (Dr. Michael Strutt, Director, Cultural Resources Program, Texas Parks and Wildlife)

*Few national PhD programs exist with a CRM focus despite the industry needs for PhD specialists to fill policy making positions in government, consult with indigenous groups and project stakeholders, oversee complex CRM projects, and teach the next generation of CRM specialists.* (Dr. Jeffrey H. Altschul, President of the Society for American Archaeology)
A PhD program with specialized training in the various aspects of cultural resource management (CRM) is sorely needed” and graduates of such a program “would undoubtedly be better positioned to compete in the job market, whether for jobs in archaeological consulting or the public sector.” (Dr. Patricia A. Mercado-Allinger, Archaeology Division Director and State Archaeologists, Texas Historical Commission)

Employers expect that with continued, rapid population growth in Texas, coupled with the construction of new housing and infrastructure and increased heritage tourism, demand for CRM archaeologists in the state will continue to rise. The Texas Historic Commission (THC), which serves as the NHPA-required state Historic Preservation Office, regulates CRM work, issues permits, employs archaeologists, conducts archaeological and historic preservation projects, and administers the Antiquities Code of Texas. The THC has designated nearly 3000 archaeological and historic sites as state Archaeological Landmarks, which it helps to administer and protect. The THC cites demographic data that shows steady population growth in Texas of 1.7 percent annually with 8.7 percent through 2017 when the total population is projected to reach 28.5 million.\textsuperscript{52,53} Almost two-thirds of this population growth is in areas just outside of city boundaries in unincorporated areas, which have undisturbed archaeological and historic resource.\textsuperscript{54} The commission also found that heritage tourism to such sites is one of the fastest growing segments of the tourism industry in the state, generating more than $5.18 billion in travel spending in 2010. With an increase in population, construction of new housing and types of infrastructure, and heritage tourism there will certainly be a continued increase in demand for CRM archaeologists in Texas.

\textsuperscript{53} Texas State Data Center, Texas Population Projections, at http://txsdc.utsa.edu/Data/TPEPP/Projections/Index.aspx
B. Existing Programs
Identify the existing programs and their locations in Texas. Provide enrollments and graduates of these programs for the last five years, and explain how the proposed program would not unnecessarily duplicate existing or similar programs in Texas. Provide evidence that existing Texas programs are at or near capacity and describe how the existing programs are not meeting current workforce needs. Provide the job placement of existing Texas programs. Provide information about the number of existing programs nationally.

B. 1. a. Public anthropology PhD programs in the state: During academic years (AY) 2010-2014, Texas PhD anthropology programs graduated an average of 24.6 students per year (total N=123)\(^5\) (Figure 1). However, the existing anthropology PhD programs in the state are not producing appropriately trained PhDs to fill the 10 yearly nonacademic positions predicted by the TWC.

![Figure 1. PhD Graduates for Anthropology PhD Programs in Texas (CIP Code 45020100)](image)

No PhD programs in applied anthropology exist in Texas. The primary goal of the existing anthropology PhD programs is to prepare anthropology students for the postsecondary job market in higher education (Table 5), and they offer almost no coursework in applied anthropology. The anthropology PhD program at Texas A&M (TAMU) University includes courses across the subdisciplines and the research area of nautical archaeology.\(^5\) Although TAMU offers no applied graduate courses in forensic anthropology, they do have a course in CRM archaeology and several courses in the conservation of archaeological materials. The anthropology PhD program at The University of Texas (UT Austin) offers no applied graduate courses, but is also focused

\(^5\) Degrees Awarded by Level, Curriculum Area (CIP), Texas Higher Education Data, at [http://reports.thecb.state.tx.us/ibi_apps/WFServlet](http://reports.thecb.state.tx.us/ibi_apps/WFServlet)

\(^5\) Graduate Course Catalog, Department of Anthropology, Texas A&M University, at [http://anthropology.tamu.edu/html/graduate-catalog.html](http://anthropology.tamu.edu/html/graduate-catalog.html)
on the subdisciplines of anthropology and other areas such as cultural forms, African diaspora, Mexican-American borderlands, and activist anthropology. The anthropology PhD program at The University of Texas at San Antonio (UTSA) emphasizes ecological anthropology, which is distinct from applied anthropology in that it pertains to "how humans culturally construct and organize past and present environments; how power relations are embedded in these activities; and the impact socio-physical environments have upon human and non-human primates." No graduate level coursework is available in forensic anthropology, and while UTSA has a center focused on cultural resource management, the center is not integrated into the PhD program, nor does the program include any graduate coursework relating to CRM archaeology.

Therefore, it is not surprising that only 3 of the 123 doctoral graduates from TAMU, UT Austin, and UTSA during AY2012-2016 concentrated their dissertations on areas of CRM archaeology, and that no graduates focused on the area of forensic anthropology, despite the documented need for more PhD anthropologists working outside of academia. In our own survey of forensic anthropologists and CRM archaeologists specifically, we found 168 openings nationwide that require or prefer a PhD degree from April 2014 to April 2016 (Appendix O), with 85 openings (or 51%) for nonacademic positions.

B. 1. b. Private anthropology PhD programs in the state: In addition to doctoral programs at public institutions, Rice University and Southern Methodist University also offer PhD programs in anthropology. These programs are not comparable to the program Texas State proposes, as each focuses only on the subdisciplines of cultural anthropology and archaeology, and neither offers coursework in applied anthropology.

B. 1. c. Forensic science PhD programs in the state: In 2014, a PhD program in Forensic Science was established at Sam Houston State University. Although the School of Criminal Justice does house a human decomposition facility at Sam Houston, forensic anthropology is limited solely to an undergraduate minor, and only one forensic anthropology elective is offered in the forensic science PhD program. Sam Houston does not offer a PhD in Anthropology. No duplication would exist between the proposed PhD in Applied Anthropology and the PhD in Forensic Science at Sam Houston. The focus of the two programs, their required curricula, praxis opportunities for students, and academic and nonacademic job markets differ substantially (Table 4).

57 Graduate Course Descriptions, Department of Anthropology, University of Texas at Austin, at http://www.utexas.edu/cola/depts/anthropology/courses/
58 Doctorate of Philosophy, Department of Anthropology, University of Texas at San Antonio, at http://colfa.utsa.edu/ant/doctoral.html
60 Anthropology Section, American Academy of Forensic Sciences, at http://www.aafs.org/physical-anthropology
62 Department of Forensic Science, Sam Houston State University, at http://www.shsu.edu/programs/doctorate-of-philosophy-in-forensic-science/index.html
63 Forensic Anthropology Center at Texas State, at http://www.txstate.edu/anthropology/facts/
64 Department of Anthropology, Texas State University, at http://www.txstate.edu/anthropology/grad-program/ma-theses.html
65 Southeast Texas Applied Forensic Science Facility, Sam Houston State University, at http://www.shsu.edu/~stafs/mission.html
### Table 4. Program Comparison

<table>
<thead>
<tr>
<th>Forensic anthropology-Texas State University</th>
<th>Forensic science-Sam Houston State University</th>
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</thead>
<tbody>
<tr>
<td><strong>Location within University</strong></td>
<td></td>
</tr>
<tr>
<td>College of Liberal Arts</td>
<td>School of Criminal Justice</td>
</tr>
<tr>
<td><strong>Disciplinary Focus</strong></td>
<td></td>
</tr>
<tr>
<td>Specific focus of the analysis of skeletal, burned, badly decomposed, or otherwise unidentified human remains in medical-legal and humanitarian contexts</td>
<td>Broad focus that includes criministics, DNA, blood spatter analysis, fingerprints, hair and trace fibers, pattern analysis, digital-multimedia sciences, jurisprudence, pathology, psychiatry/behavioral science, and toxicology</td>
</tr>
<tr>
<td><strong>Primary Nonacademic Employers</strong></td>
<td></td>
</tr>
<tr>
<td>Medical examiner/coroner offices, human rights organizations, and law enforcement agencies, and federally at the Departments of Defense, U.S. Army, Transportation, FBI, and Smithsonian Institution</td>
<td>Private/public crime laboratories, and federally at the Departments of Justice, Treasury, Postal Inspection, and Health and Human Services</td>
</tr>
<tr>
<td><strong>Graduate Program Comparison</strong></td>
<td></td>
</tr>
<tr>
<td>Emphasis: Anthropology, archaeology, geography, geology, biochemistry, evolutionary theory, bone remodeling and biomechanics, gross anatomy, skeletal disease and pathology, and biological population variation</td>
<td>Emphasis: Biology or chemistry background required, criminal justice focus on the law and forensic science, DNA analysis of biological evidence, trace and physical evidence analysis, controlled substance analysis, and toxicology</td>
</tr>
<tr>
<td>Graduate Degrees: MA Anthropology, proposed PhD in Applied Anthropology</td>
<td>Graduate Degrees: MS Forensic Science, PhD Forensic Science</td>
</tr>
<tr>
<td>Forensic Anthropology Center (FACTS):</td>
<td>Southeast Texas Applied Forensic Science (STAFS):</td>
</tr>
<tr>
<td>• Two laboratories equipped for 3D imaging, CT scanning, histomorphometry, osteometry, digitizing, autopsy, and skeletal maceration, 250+ skeletal collection</td>
<td>• One laboratory equipped for microtome bone and teeth cutter, grinder and polisher, autopsy suite, and skeletal maceration, 50+ skeletal collection</td>
</tr>
<tr>
<td>• 26-acre outdoor decomposition facility with research on skeletal trauma, the decomposition process, and estimating time since death</td>
<td>• 10-acre outdoor human decomposition facility with research on crime scene evidence recovery and preservation</td>
</tr>
<tr>
<td>• Four PhD forensic anthropologists</td>
<td>• One PhD forensic anthropologist</td>
</tr>
<tr>
<td>Thesis: 55 MA forensic anthropology theses (2005-2016)</td>
<td>Thesis, Dissertation: No MS thesis is required; no PhD dissertations to date</td>
</tr>
<tr>
<td>Praxis: Internships in medical examiner offices; through FACTS, participation in active casework, field searches, excavation and recovery methods, taphonomic analysis, trauma analysis, biological profile estimation, and technical report writing for agencies and legal entities</td>
<td>Praxis: Internships in forensic DNA, controlled substance analysis, forensic toxicology, firearms, latent prints, or trace evidence analysis in county, state, and federal and private sector laboratories</td>
</tr>
</tbody>
</table>
B. 2. Provide the job placement of existing Texas programs: Considering the focus of the Texas Anthropology PhD programs, it is understandable that their recent graduates (66%, N=81) are primarily employed in colleges and universities in tenure-track faculty lines, non-tenure track faculty lines, research appointments, post-doctoral appointments, and administrative positions (Table 5). Far fewer (19%, N=23) are employed in the public, private and non-profit sectors. (The employment of 19 of the 123 total graduates is unknown.) Clearly, the applied focus of our proposed PhD program would fill an educational and training gap and provide Texas students with the marketable skills needed to be successful in the nonacademic job market.

<table>
<thead>
<tr>
<th>Table 5. Job Placement of Texas Programs for AY2010-2014 PhD Graduates</th>
</tr>
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<tbody>
<tr>
<td>Nonacademic Positions</td>
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<tr>
<td>-----------------------</td>
</tr>
<tr>
<td>Government</td>
</tr>
<tr>
<td>Nongovernmental sector</td>
</tr>
<tr>
<td>Business sector</td>
</tr>
<tr>
<td>Academic Positions</td>
</tr>
<tr>
<td>Tenure-Track Professor</td>
</tr>
<tr>
<td>University Research</td>
</tr>
<tr>
<td>Academic Teaching (not Tenure-Track)</td>
</tr>
<tr>
<td>Post-doctoral Position</td>
</tr>
<tr>
<td>Academic Administration</td>
</tr>
</tbody>
</table>

B. 3. Provide information about the number of existing programs nationally. There are no PhD programs in applied anthropology in the state and only two in the nation: University of South Florida and Oregon State University (CIP Code 45020100).

C. Student Demand
Provide short- and long-term evidence of student demand for the program. Types of data commonly used to demonstrate this include increased enrollment in related and feeder programs at the institution, high enrollment in similar programs at other institutions, qualified applicants rejected at similar programs in the state, and student surveys. Provide documentation that qualified applicants are leaving Texas for similar programs in other states.

C. 1. Applied anthropology PhD programs: Student applications and employer demand for graduates from the University of South Florida and Oregon State University applied PhD programs far exceed program capacity. Combined, these programs deny about 71% of applicants annually (AY2010-2014). While they report that the vast majority of rejected applicants are highly qualified (total N=217), acceptance is limited

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66 Unpublished data provided by the Anthropology Departments at Texas A&M University (April 6, 2016), the University of Texas at Austin (April 26, 2016), and the University of Texas at San Antonio (April 13, 2016)
by the number of PhD faculty in both programs. During AY2009-2013, University of South Florida and Oregon State University graduated an average of 10.8 PhD students per year (total N=54). It is clear that these programs cannot fill the average of 1,192 annual job postings for PhD applied anthropologists nationwide (calendar years 2011-2014, range 939-1,376 postings, Appendix K). As noted by Karen Marsh, Deputy Director of the Federal Emergency Management Agency:

*I am especially pleased to see the emphasis on applied research in your program title. In my field, it is especially critical that research has a practical application and translates to more targeted and effective strategies for communicating with, educating, and engaging the public.* (See Appendix I for the full letter.)

C. 2. Student survey results: In order to assess student interest in the proposed doctoral program in Applied Anthropology at Texas State University, a survey was designed to gauge prospective student sentiment and educational trajectory along five themes: current enrollment status, highest degree granted to date, interest level in Applied Anthropology at the PhD level, top three reasons for considering a PhD program, and likelihood of applying to Texas State’s PhD program in Applied Anthropology if it were offered. Additionally, an open-ended comment field was available for those who wanted to offer additional comments or suggestions. Survey questions, data, and comments are found in Appendix L.

The survey was conducted in April 2016, and was sent to current Texas State anthropology freshman, junior, sophomore, senior, and master’s students, as well as anthropology alumni (among whom only 1 had completed a doctoral degree in anthropology). Analyzed below are the 271 total survey responses from 85 currently enrolled students and 186 alumni.

Survey results show that a significant majority of the 271 responders (87%) expressed some degree of interest in pursuing a doctoral degree in Applied Anthropology. When asked “What is/was your interest level in Applied Anthropology at the PhD level?” a total of 41% responded they were “very Interested,” and 31% responded they were “interested” (Table 6).

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67 Personal communication with Dr. Heide Castañeda, Anthropology Graduate Director, University of South Florida, at http://anthropology.usf.edu/faculty/hcastaneda/
68 Personal communication with Dr. Bryan Tilt, Anthropology Graduate Director, Oregon State University, at http://liberalarts.oregonstate.edu/users/lorendavis
69 Degrees, State University System of Florida, at http://www.flbog.edu/resources/iad/
70 Retention and Graduation Reports, Institutional Research, Oregon State University, at http://oregonstate.edu/admin/au/it/retention-degree-graduation-reports#Graduation%20Sum
71 Education Advisory Board (COE Forum), 2015. Market Demand for a Doctoral Program in Applied Anthropology: Analysis of Employer and Student Demand, by Burning Glass. Using their “Labor Insight” technology, Burning Glass collects millions of online job postings every day from close to 40,000 sources and applies their patented technology to mine and code detailed data from each posting describing the specific skills, education, experience, and work activities required for the job, http://burning-glass.com/labor-insight/
Table 6. Survey Results for Question 3, Current Anthropology Students and Alumni (N=271)

<table>
<thead>
<tr>
<th>What is/was your interest level in Applied Anthropology at the PhD level?</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very interested</td>
<td>41.1%</td>
</tr>
<tr>
<td>Interested</td>
<td>31.5%</td>
</tr>
<tr>
<td>Slightly interested</td>
<td>15.2%</td>
</tr>
<tr>
<td>Not interested</td>
<td>8.1%</td>
</tr>
<tr>
<td>Not sure</td>
<td>4.1%</td>
</tr>
</tbody>
</table>

In response to the following question: “If Texas State University were to offer a PhD program in Applied Anthropology, how likely is it that you would consider (or would have considered) enrolling?” the significant majority of responses indicate strong student demand for a doctoral program in Applied Anthropology. Among those surveyed, 37% stated they were “very likely” to consider enrollment, 26% were “likely” to consider applying, with an overall total of 83% of responders expressing some level of interest (Table 7).

Table 7. Survey Results for Question 5, Current Anthropology Students and Alumni (N=271)

<table>
<thead>
<tr>
<th>If Texas State University were to offer a PhD program in Applied Anthropology, how likely is it that you would consider (or would have considered) enrolling?</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very likely</td>
<td>36.7%</td>
</tr>
<tr>
<td>Likely</td>
<td>25.9%</td>
</tr>
<tr>
<td>Slightly likely</td>
<td>20.0%</td>
</tr>
<tr>
<td>Not likely</td>
<td>13.0%</td>
</tr>
<tr>
<td>Not sure</td>
<td>4.4%</td>
</tr>
</tbody>
</table>

In response to the following question “In selecting a PhD program, I would be most influenced by (please select top three)”, survey responders were given a choice of seven options which included: university reputation, faculty reputation, curriculum, location of the university, availability of financial aid, assistantships, etc., availability of facilities, technology and collections, and living costs.

Results show that the top three highest-ranked choices pertain to 1) location of the university, 2) living costs, and 3) university reputation, strongly reflecting the perceived need for an Applied Anthropology doctoral program within the state of Texas (Table 8).
Table 8. Survey Results for Question 4, Current Anthropology Students and Alumni (N=271)

<table>
<thead>
<tr>
<th>In selecting a PhD program, I would be most influenced by (select top three)</th>
<th>Weighted Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location of the university</td>
<td>2.15</td>
</tr>
<tr>
<td>Living costs</td>
<td>2.05</td>
</tr>
<tr>
<td>University reputation</td>
<td>1.91</td>
</tr>
</tbody>
</table>

If survey responders wished, they were encouraged to leave a comment via an open-ended comment box at the end of the survey using the following prompt: “Thank you for participating in this survey! Your feedback is invaluable in helping us develop a sensible and successful PhD proposal. Please provide any additional comments you may have.” A sampling of these comments is presented below.

If I weren’t already in a PhD program, I would very much consider enrolling in a PhD program at Texas State. The faculty and facilities there are top of the line and I think they would make for a great PhD education and experience.

Having a PhD program for Anthropology at Texas State would be convenient. As I live locally while trying to save up money, it would be impossible for me to move to a city where an Anthropology PhD is offered. The only other option I have is to make a daily 45 minute commute to that particular university. If Texas State were to be successful in gaining the program, it would offer convenience for not only myself, but for other students as well. The current lack of an Anthropology program is generally uninviting to students as most of us wish to go further with our studies. The fact that Texas State is home to so much Anthropology-related research makes it baffling as to why there is not a PhD program already. Although my final decision as to whether I would get a PhD is currently undecided, the addition of such a program at Texas State would definitely be a determining factor.

I am an Anthropology alumnus of Texas State University and would definitely have stayed on a graduate track for PhD if it was available at the time. I am very glad this is now a consideration and look forward to learning more!

So proud of Texas State Anthropology! An excellent example of a vibrant and growing program in a GREAT university doing the same!!

I think that Texas State University’s Anthropology Department would be a fantastic place to have an Applied Anthropology PhD program. The faculty and facilities would provide students with not only unique opportunities, but also with a solid education and learning environment.
Texas State would be a perfect place for a PhD program in Anthropology since they are already on the forefront of the research. This is honestly something I have been waiting for and would love the chance to be a part of.

I think that Texas State University's Anthropology Department would be a fantastic place to have an Applied Anthropology PhD program. The faculty and facilities would provide students with not only unique opportunities, but also with a solid education and learning environment.

C. 3. Provide documentation that qualified applicants are leaving Texas for similar programs in other states:

The anthropology doctoral programs in Texas have not provided any information about qualified applicants leaving Texas for similar programs in other states. Email inquiries were attempted with program administrators and no data were available.

D. Student Recruitment. Describe recruitment efforts specific to the proposed program, including plans to recruit and retain students from underrepresented groups.

Based on yearly applications to the department’s MA program and student survey results, we predict that demand for the Applied Anthropology PhD program will far exceed the enrollment capacity that the new program can support. Our goal is to recruit high quality applicants, especially from applicants from Texas and applicants from traditionally underrepresented groups. As the external review team notes “This rigorous but pragmatic degree proposal explicitly promotes the acquisition of applied, marketable skills, which in turn may help to enhance recruiting students from low-income communities unaccustomed to considering graduate school (see Appendix J for full report)."

1. Since AY2012, total yearly applications to the department’s MA program have exceeded 100 (range=106-148). However, on average, only 23% of applicants are from traditionally underrepresented groups.

2. The department will advertise the new PhD program in various venues (e.g., graduate college fairs at Texas universities, journals and organizations targeting women and minority audiences, local/state professional conferences, non-academic sector workplaces, etc.) emphasizing the applied focus of the program and the marketable skills students will gain from the program. The department is a member of the Consortium of Practicing and Applied Anthropology Programs, which is a nationwide consortium of university departments and programs whose mission is to advance the education and training of students, faculty, and practitioners of applied anthropology. Most notably, the National Association for the Practice of Anthropology will feature the new PhD program on their website.
3. To target women and individuals from underrepresented groups, the department will engage in focused diversity recruitment efforts including: (a) develop sustained outreach to minority students through strategic partnerships with Hispanic-serving institutions (e.g., UTSA, UTEP, University of Houston, University of North Texas), historically black colleges and universities (HBCUs) (e.g., Texas Southern University, Prairie View A&M University), tribal colleges and universities (e.g., College of the Muscogee Nation, Comanche Nation College); (b) make more efficient use of programs that fund women and minorities (e.g., Mellon Mays, McNair Scholars, Smithsonian Institution, American Indian Graduate Center, American Association of University Women, NSF Graduate Research Fellowship Program, William T. Grant Foundation); (c) use a holistic review of applications create an inclusive admissions processes, carefully considering GPAs and other indications of academic merit, which is in line with best practices of the Council of Graduate Schools; and (d) institute a mentorship program for retention and completion of clearly defined benchmarks of progress, and formal required consultation between students and faculty to communicate progress and benchmarks.

4. The department will send flyers to all of the anthropology departments in the country advertising Texas State’s PhD in Applied Anthropology.

5. Our surveys of current and past students indicate that there are strong opportunities to recruit graduates of Texas State’s master’s degree programs as candidates for the doctoral program. Several events (e.g., seminars, information sessions, and formal and informal meetings with faculty) will be designed to increase the interests of these students through not only information but also contact with industry professionals, particularly those holding doctorates.

6. The department will communicate with all of its alumni regarding the new program and update periodically with news and developments. Those employed in applied anthropological jobs will be encouraged to host on-site meetings to attract not only alumni, but also other employees who might become recruits.

7. Faculty members in the department frequently attend various regional, national, and international academic conferences and will publicize the new doctoral program by distributing professionally designed flyers at those conferences.

8. The cost of attendance for full-time, in-state students enrolled in the doctoral program in Applied Anthropology at Texas State is estimated to be around $19,760 per year.\(^72\) This affordable tuition cost, combined with the availability of funded departmental teaching assistantship positions, should prove attractive to doctoral students of all socioeconomic levels.

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\(^72\) Financial Aid and Scholarships, Texas State University, at http://www.finaid.txstate.edu/graduate/cost.html#COAProEnroll
E. Enrollment Projections
Use Table 9 to show the estimated cumulative headcount and full-time student equivalent (FTSE) enrollment for the first five years of the program, including the ethnic breakdown of the projected enrollment (White, African American, Hispanic, International, Other). Include summer enrollments, if relevant, in the same year as fall enrollments. Subtract students as necessary for projected graduations or attrition. Provide explanations of how headcounts, FTSE numbers, projections for underrepresented students, and attrition were determined. Define full-time and part-time status.

Table 9. Enrollment Projections

<table>
<thead>
<tr>
<th></th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Students (FT)</td>
<td>6</td>
<td>6</td>
<td>8</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>White</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>African-American</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>International</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Cumulative Headcount</td>
<td>6</td>
<td>11</td>
<td>18</td>
<td>25</td>
<td>34</td>
</tr>
<tr>
<td>FTSE</td>
<td>6</td>
<td>11</td>
<td>14.67</td>
<td>18.33</td>
<td>22.67</td>
</tr>
<tr>
<td>Attrition</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Graduates</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

The following assumptions have been used in establishing these estimates:

1. The steady-state student enrollment into the proposed program is estimated at ten new doctoral students per year, with a five-year time to degree.

2. The program is designed for full-time students and part-time enrollment is strongly discouraged. A full-time student will enroll in at least 18 semester credit hours (SCH) per year. Completion of the program requires a minimum of 54 SCH for students. In the rare case that a student is enrolled part-time, he or she will most likely take longer than five years to graduate.

3. At the end of the program’s fifth year, the cumulative headcount is 34.

4. Projected enrollments by ethnicity are based on application and acceptance rates to the department’s MA program, which began in 2003.

5. Based on the historical attrition rate of students in Texas State’s master’s programs from 2011-2014, attrition is estimated to be 23% per year. This is consistent with similar doctoral programs (e.g., UTEP and UTSA) in Texas. We anticipate that most of the
students who leave the proposed PhD program do so for academic, financial, personal, or job-related reasons. Because all PhD students will be required to have a master’s degree as part of their admittance requirements, those who leave without finishing all program requirements will do so without earning an additional degree.

6. Students are encouraged to defend their dissertations by the end of the fourth year in the program, but are expected to defend their dissertations by the end of the fifth year in the program. We estimate that five students will graduate from the program by the end of the fifth year.

II. Academics

A. Accreditation
If the discipline has a national accrediting body, describe plans and timeline to obtain accreditation. For disciplines where licensure of graduates is necessary for employment, such as nursing, plans for accreditation are required. If the program will not seek accreditation, provide a detailed rationale explaining why.

There is no national body that accredits anthropology or applied anthropology doctoral programs.

B. Admissions Standards
Describe the institution’s general graduate admissions standards and the program-specific admissions standards for applicants of the program. The description addresses how the proposed program will seek to become nationally competitive. Explain how students will be assessed for readiness to enroll in program coursework. Include any policies for accepting students transferring from other graduate programs. Explain whether the program will accept full-time and part-time students.

Students will be admitted once per year (Fall admission), and all applicant materials are due by December 1 for priority application, and to be eligible for graduate assistant funding.

The admissions requirements for the proposed Applied Anthropology program, and the steps used in accepting students into the program, are the following.

1. Master’s degree in Anthropology or a closely related field, from an accredited college or university, with a minimum GPA of 3.3 on a 4.0 scale. A student with a lower GPA may be admitted conditionally.

2. The Graduate Records Examination (GRE) is not required for entrance to the program.

3. International Students must submit the following. (a) English proficiency exam scores through the Test of English as a Foreign Language (TOEFL) or International English
Language System (IELTS) if English is not the applicant’s native language or if the applicant is not eligible for an automatic TOEFL/IELTS waiver. Fluency in English is expected of all accepted students, specifically in the areas of listening, reading, speaking, and writing. Applicants are required to have an overall score of 78 on the TOEFL iBT or a 6.5 overall with minimum individual module scores of 6.0 on the IELTS (Academic). Note: This program does not allow English-based conditional admission (“Bridge”) based on TOEFL/IELTS scores. Applicants must submit the required scores for regular admission listed above.

(b) For each degree earned, an official diploma or degree certificate and a certified English translation indicating the type of degree earned and the date the degree was conferred, as required by The Graduate College from all international applicants.

4. A statement of purpose that includes (a) identification of anthropological subdiscipline the applicant is applying for; (b) details of the applicant’s background, experience, and skills; (c) identification of the professor(s) the applicant would like to work with; (d) specific dissertation research interests; (e) reasons for interest in the Texas State Anthropology program; (f) readiness to complete the program in the specified time frame; and (g) professional plans and goals.

If applicable, the statement should include any crossover areas of research from the other anthropological sub-disciplines. The statement should be 3-5 pages in length and double-spaced.

5. A writing sample, which may be the Master’s thesis or other sample of professional or academic writing.

6. Three letters of recommendation evaluating the applicant’s skills and potential to be successful in the Applied Anthropology PhD program. Letters should be from professors or instructors, and applied anthropology professionals. Recommenders should address the applicant’s skills, academic potential, and ability to complete the program in the specified time frame.

7. A complete and up to date curriculum vitae.

8. All official academic transcripts from each college or university attended.

9. An ‘Apply Texas’ application and a non-refundable $40 application fee are required of all applicants. An additional international evaluation fee of $50 (in U.S. currency) is required if the application is considered for admission based on foreign credentials. Application fee payments can be submitted securely through an online portal or mailed via check/money order in U.S. currency made payable to Texas State University.

10. Each student will be assigned a dissertation committee chair at the time of acceptance into the program. The dissertation committee chair will be responsible for advising and mentoring the student, assisting in the formation of dissertation committee, and ensuring program deadlines are met.
11. If a student has a Master’s degree not in Anthropology the student may be prescribed to take up to 9 hours of leveling courses (ANTH 7311, 7312, 7313). If a student does not have a basic, graduate-level statistics course, the student may be required to take ANTH 7305 (Anthropological Statistics) as a 3-hour leveling course. These courses have to be taken within the first 36 hours of coursework, and the schedule will be developed in consultation with the student’s PhD committee chair. They do not earn graduate degree credit and are graded on a credit (CR), progress (PR), no-credit (F) basis. A student may place out of one or more of these seminars based on experience or course hours.

12. The program has been designed for full-time students. Applicants who wish to attend part-time may be considered for admittance under certain circumstances and on a case-by-case basis.

The proposed PhD program seeks to be nationally competitive by developing an innovative program in applied anthropology that will be unique in the state and in the nation. Only two other universities have a focus in applied anthropology and the Texas State program will differ from them by providing specific education and training for students to obtain jobs in a variety of contexts from private companies to government agencies, and through our already established centers that focus on applied anthropology—FACTS (Forensic Anthropology Center at Texas State) and CAS (Center for Archaeological Studies). Surveys of undergraduate and graduate students show enthusiastic support for the program, and many companies and government agencies have expressed the need for a program like this, and have written letters of support.

Students will be assessed for readiness to enroll in the PhD program through their application materials. In particular, students’ background in anthropology, their interest in our program, compatibility with ongoing faculty research, and their potential for on-time completion of the degree, will be evaluated. These will be assessed through their statement of purpose, for which there are specific guidelines. In addition, transcripts, CV, and letters of recommendation will help us evaluate past course work and potential for success in the program.

C. Program Degree Requirements
Describe the similarities and differences between the proposed program and peer programs in Texas and nationally. Indicate the different credit hour and curricular requirements, if any, for students entering with a bachelor’s degree and students entering with a master’s degree. Use Table 10 to show the degree requirements of the program. If requirements vary for students entering with a master’s degree or comparable qualifications, provide an explanation. Modify the table as needed. If necessary, replicate the table to show more than one option. Complete Table 11a to provide a comparison of the proposed program to existing and/or similar programs in Texas in terms of total required semester credit hours. Modify the table as needed.
The Applied Anthropology PhD program at Texas State is different from peer programs in the state and nationally in terms of curriculum design, faculty research specialization, and research facilities. Table 10 show the degree requirements of this program. This will be the first applied anthropology program in Texas and only the third in the nation. The three programs in Texas with PhD programs in anthropology, Texas A&M University, University of Texas-Austin, University of Texas-San Antonio, have curriculum and faculty expertise that is geared towards training students for academic jobs (Table 11a). None of the three programs have an applied focus or specialize in training students to work outside of academia. The proposed curriculum will be the first of its kind in Texas and will meet a growing demand in the state and elsewhere for this kind of program. A detailed comparison between the proposed program and others in the state can be found in section I.B.1.

Outside of Texas, only two universities have PhD programs that focus on applied anthropology, University of South Florida and Oregon State University (Table 11b). There are no universities in the south or middle of the country that have an applied focus at the PhD level. Student applications and employer demand for graduates from the two established programs exceed their capacity. A detailed explanation can be found in section I.B.2. In addition, Texas State has two applied anthropology centers, in forensic anthropology (FACTS) and in CRM archaeology (CAS), that train students and conduct applied research projects for government and private agencies. Neither of the two other national programs have similar centers or facilities.

<table>
<thead>
<tr>
<th>Table 10. Program Degree Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category</td>
</tr>
<tr>
<td>Core Courses</td>
</tr>
<tr>
<td>Prescribed Electives</td>
</tr>
<tr>
<td>Dissertation</td>
</tr>
<tr>
<td>TOTAL&lt;sup&gt;73&lt;/sup&gt;</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Table 11a. Semester Credit Hour Requirements of PhD Anthropology Programs in Texas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution</td>
</tr>
<tr>
<td>-------------</td>
</tr>
<tr>
<td>TAMU</td>
</tr>
<tr>
<td>UT-Austin</td>
</tr>
<tr>
<td>UTSA</td>
</tr>
</tbody>
</table>

<sup>73</sup> Please note that Education Code 61.059 (l) limits funding for doctoral programs to 99 SCH, unless exempted by the THECB.
Table 11b. Semester Credit Hour Requirements of PhD in Applied Anthropology Programs

<table>
<thead>
<tr>
<th>Institution</th>
<th>Program CIP Code</th>
<th>Degree Program</th>
<th>SCH, Entering with Bachelor’s</th>
<th>SCH, Entering with Master’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oregon State U</td>
<td>45020100</td>
<td>Anthropology</td>
<td>81</td>
<td>57</td>
</tr>
<tr>
<td>U South Florida</td>
<td>45020100</td>
<td>Anthropology</td>
<td>86</td>
<td>46</td>
</tr>
</tbody>
</table>

**D. Curriculum**

Describe the educational objectives of the proposed program. If the program has a unique focus or niche, describe it in relationship to peer programs. Describe how the program would achieve national prominence. Provide an explanation of required, prescribed, and elective courses and how they fulfill program requirements.

As discussed previously, the proposed PhD program in applied anthropology will be unique in the state of Texas since it will be the only program to train anthropology students for jobs outside of academia, despite the fact that the majority of anthropology PhDs in the U.S. and in Texas are employed in non-academic positions (see Section I of this proposal for details). The proposed program will achieve national prominence through a curriculum that is innovative, unique, and focuses on professional development and training that is not found in other programs. The curriculum emphasizes marketable skills that will make Texas State trained applied anthropologists qualified for a broad range of non-academic and academic jobs. These include intercultural communication, interdisciplinary understanding, research design, grant writing, project management, ethics and professional conduct, methods of data collection, and the use of theory in the interpretation of data. These are the skills desired by potential employers and they are reflected in the proposed programs educational objectives. According to the external review the proposed “coursework is explicitly designed to equip students with a sophisticated understanding of cultural issues that aligns with the needs of an increasingly global Texan economy (see Appendix J for full report).”

**Educational Objectives of the PhD Program in Applied Anthropology**

The education objectives are in three main areas—research techniques, theory, and professionalism, all of which are critical for jobs in applied anthropology and aid in implementing state and federal laws. The following educational objectives are reflected in the doctoral coursework and program requirements.

- Research Techniques: With thorough experience using research technology, methods, and data analyses, graduates will have flexible tools for researching complex issues in applied anthropology. Graduates will master these skills through intra- and interdisciplinary course work, research, and their dissertation project.
• Theory: By mastering historical and contemporary theory in anthropology, graduates will have a set of analytical concepts to be effective professionals in practice. Graduates will obtain these skills through intra- and interdisciplinary course work, research, and their dissertation project.

• Professionalism: Graduates will be able to apply ethical decision making, implement best practices, demonstrate effective leadership, become proficient in current topics in applied anthropology, have necessary skills to write competitive grants and contracts, and produce professional reports and manuscripts. Graduates will achieve these skills through intra- and interdisciplinary course work, research, and their dissertation project.

Describe policies for transfer of credit, course credit by examination, credit for professional experience, placing out of courses, and any accelerated advancement to candidacy. Identify any alternative learning strategies, such as competency-based education, that may increase efficiency in student progress in the curriculum. If no such policies are in place to improve student progression through a program, provide an explanation.

Complete Tables 12 and 13 to list the required/core courses, prescribed elective courses, and elective courses of the program and semester credit hours (SCH). Note with an asterisk (*) courses that would be added if the program is approved. Modify the tables as needed. If applicable, replicate the tables for different tracks/options.

Program Policies and Courses

1. Overview: The PhD in Applied Anthropology is a minimum 54-hour degree, with an interdisciplinary perspective. All students enter the program in the fall semester. This minimum number of hours falls within the range of anthropology PhD programs in the state (Table 11a, range=30-66 SCH) and the two applied anthropology PhD programs in the nation (Table 11b, range=46-57 SCH). (Course Descriptions may be found in Appendix A).

A minimum of 36 hours of doctoral coursework is completed in the first two years of the program. To fulfill the interdisciplinary perspective, students must take at least two doctoral courses from other departments (Tables 12, 13). No grade earned below “B” on any graduate coursework will apply towards the degree. When deemed appropriate, a dissertation committee chair may require a student to demonstrate competency in a foreign language.

Students must be advanced to candidacy after they have taken 36 hours of course work (typically by the end of the spring semester of their second year in the program). A dissertation is required. The third year in the program is devoted to collecting data for the dissertation, which will be analyzed and the dissertation written in years four and five. Students are encouraged to defend their dissertations by the end of the fourth year in the program, but are expected to defend their dissertations by the end of the fifth year.
in the program. The proposed time to degree of five years is less than the average time to degree of anthropology PhD programs in the state (Table 27, range=6.1-8.3 years).

2. Core Courses: A total of 21 hours of core doctoral courses are required of all students enrolled in the program, which is nine hours of foundation courses, three hours of anthropological theory, three hours of statistics, and a minimum of six hours of research techniques courses (Table 12).

a) All students will take three foundational courses.

Students will take (ANTH 7341) *Professional Ethics in Anthropology* in their first fall semester in the program and (ANTH 7344) *Proposal Writing* in their first spring semester in the program. *Professional Ethics in Anthropology* is designed to fulfill the Responsible Conduct of Research (RCR) requirement by the National Science Foundation and National Institutes for Health for grant recipients and therefore is a prerequisite for *Proposal Writing*. All students will take (ANTH 7397) *Directed Research* in the fall or spring semester of their second year in the program. In this credit/no-credit course, students will conduct the necessary research to prepare for their comprehensive exams under the direction of their dissertation committee chairs.

b) All students will take three hours of anthropological theory (ANTH 7310, *Advanced Theory in Anthropology*).

c) Based on feedback from the external review team and the University Curriculum Committee, all students will take an advanced statistics course, from a prescribed list of options. The advanced statistics courses are from other departments and can help fulfill the interdisciplinary requirement. If a student lacks a basic, graduate-level statistics course as preparation for this requirement, they may be required to take ANTH 7305 (*Anthropological Statistics*) as a leveling course (section B 11).

d) All students will take a minimum of six hours of research techniques courses, which they will choose from a prescribed list of options. The dissertation committee chair will advise the student on these choices based on the student’s eventual career goals.

3. Teaching Assistant Course: Students who are teaching assistants must take (ANTH 7302) *Teaching Anthropology*; however, this course does not earn graduate degree credit (Appendix A).

4. Prescribed Electives: All students will take up to 15 hours of prescribed electives (Table 13). Prescribed electives will help students round out their coursework with options from anthropology and other disciplines. The dissertation committee chair will advise the student on these choices based on the student’s eventual career goals.

5. Dissertation: Students will take a minimum of 18 hours of *Dissertation* (Table 13).
<table>
<thead>
<tr>
<th>Prefix and Number</th>
<th>Course Title</th>
<th>SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>*ANTH 7341</td>
<td>Professional Ethics in Anthropology</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7344</td>
<td>Proposal Writing</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7397</td>
<td>Directed Research</td>
<td>3</td>
</tr>
</tbody>
</table>

Foundational Courses (9 SCH)

<table>
<thead>
<tr>
<th>Prefix and Number</th>
<th>Course Title</th>
<th>SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>*ANTH 7310</td>
<td>Theory in Anthropology</td>
<td>3</td>
</tr>
</tbody>
</table>

Theory Course (3 SCH)

<table>
<thead>
<tr>
<th>Prefix and Number</th>
<th>Course Title</th>
<th>SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 7406</td>
<td>Statistics and Experimental Design II</td>
<td>4</td>
</tr>
<tr>
<td>CJ 7350E</td>
<td>Discrete Multivariate Models</td>
<td>3</td>
</tr>
<tr>
<td>ED 7353</td>
<td>Intermediate Quantitative Research Design and Analysis</td>
<td>3</td>
</tr>
<tr>
<td>ED 7359</td>
<td>Seminar in Quantitative Research</td>
<td>3</td>
</tr>
<tr>
<td>GEO 7301</td>
<td>Advanced Quantitative Methods in Geography</td>
<td>3</td>
</tr>
<tr>
<td>*SOCI 7307</td>
<td>Advanced Social Statistics</td>
<td>3</td>
</tr>
<tr>
<td>*SOCI 7318</td>
<td>Seminar in Advanced Data Applications</td>
<td>3</td>
</tr>
</tbody>
</table>

Statistics Course (3 SCH)

<table>
<thead>
<tr>
<th>Prefix and Number</th>
<th>Course Title</th>
<th>SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>*ANTH 7308</td>
<td>Cultural Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7315</td>
<td>Advanced Archaeological Techniques</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7326</td>
<td>Technical Methods in Anthropology</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7351</td>
<td>GIS and Anthropology</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7352</td>
<td>Applied Qualitative Methods</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7353</td>
<td>Applied Anthropology Methods</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7374</td>
<td>Advanced Human Osteology</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7376</td>
<td>Forensic Analysis of Human Skeletal Remains</td>
<td>3</td>
</tr>
</tbody>
</table>

Research Techniques Courses (minimum of 6 SCH)
## Table 13. Remaining Hours (33 SCH total)

### Prescribed Electives (up to 15 SCH)

<table>
<thead>
<tr>
<th>Prefix and Number</th>
<th>Course Title</th>
<th>SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>*ANTH 7300</td>
<td>Special Topics in Anthropological Methods</td>
<td>up to 9</td>
</tr>
<tr>
<td>*ANTH 7301</td>
<td>Special Topics in Anthropological Studies</td>
<td>up to 6</td>
</tr>
<tr>
<td>*ANTH 7395</td>
<td>Professional Externship</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7398</td>
<td>Collaborative Research</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7695</td>
<td>Professional Externship</td>
<td>6</td>
</tr>
<tr>
<td>*ANTH 7995</td>
<td>Professional Externship</td>
<td>9</td>
</tr>
<tr>
<td>BIO 7433</td>
<td>Population Genetics</td>
<td>4</td>
</tr>
<tr>
<td>*CIS 7355</td>
<td>Database Management Systems</td>
<td>3</td>
</tr>
<tr>
<td>ENG 7314</td>
<td>Specializations in Professional and Technical Communication</td>
<td>3</td>
</tr>
<tr>
<td>GEO 7361</td>
<td>Advanced Geographic Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>*HA 7356</td>
<td>Policy Development in Healthcare Arena</td>
<td>3</td>
</tr>
<tr>
<td>*HIST 7372</td>
<td>The Practice of Museum Studies and Public History</td>
<td>3</td>
</tr>
<tr>
<td>*HIST 7373</td>
<td>The Practice of Historic Preservation</td>
<td>3</td>
</tr>
<tr>
<td>*MGT 7314</td>
<td>Organizational Behavior and Theory</td>
<td>3</td>
</tr>
<tr>
<td>*MKT 7321</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>*PHIL 7355</td>
<td>Philosophical Theory of Science</td>
<td>3</td>
</tr>
</tbody>
</table>

### Dissertation Courses (18 SCH)

<table>
<thead>
<tr>
<th>Prefix and Number</th>
<th>Course Title</th>
<th>SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>*ANTH 7199</td>
<td>Dissertation</td>
<td>1</td>
</tr>
<tr>
<td>*ANTH 7299</td>
<td>Dissertation</td>
<td>2</td>
</tr>
<tr>
<td>*ANTH 7399</td>
<td>Dissertation</td>
<td>3</td>
</tr>
<tr>
<td>*ANTH 7599</td>
<td>Dissertation</td>
<td>5</td>
</tr>
<tr>
<td>*ANTH 7699</td>
<td>Dissertation</td>
<td>6</td>
</tr>
<tr>
<td>*ANTH 7999</td>
<td>Dissertation</td>
<td>9</td>
</tr>
</tbody>
</table>
6. Educational Objectives: Using the courses listed above, complete Table 14 to show how each of the proposed educational objectives of the program is addressed in the coursework. Each of the above courses must be included in the following objective chart.

<table>
<thead>
<tr>
<th>Table 14. Educational Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal</strong></td>
</tr>
<tr>
<td>Research Techniques</td>
</tr>
<tr>
<td>Theory</td>
</tr>
<tr>
<td>Professionalism</td>
</tr>
</tbody>
</table>

7. Transfer Credit and Course Credit from Alternative Learning Strategies: Up to 12 semester hours may be counted towards the degree from the transfer of coursework or from course credit related to alternative learning strategies.

Transfer credit will be reviewed on a case-by-case basis. With the approval of the Department of Anthropology and the Dean of The Graduate College, PhD students can transfer coursework from another PhD program that is directly applicable to the PhD program at Texas State, provided the coursework was completed in residence at an accredited institution, and was awarded at the doctoral level.

Transfer work will be accepted only if it bears a letter grade of "B" or higher, or a numerical equivalent. A grade of Credit, Pass, Satisfactory, etc., is unacceptable. Transfer work will not be accepted for graduate degree credit from another institution if such courses are designated as non-degree, background, preparatory, etc. Students on probation/suspension will not receive credit for transfer work.

PhD students may also be able to complete some program requirements through alternative learning strategies, such as competency-based education, when they demonstrate mastery of applicable skills and learning outcomes. We anticipate having students whose recent work experience and demonstrated competencies in the private or public spheres, or work experience through externship opportunities while in the program, may be an appropriate substitute for coursework listed in Tables 12 and 13 (including dissertation hours). A student may do so under the following conditions.

- The student must have recent work (last five years) or externship experience in course subjects.
- A portfolio of written work such as reports, peer-reviewed publications, contract or grant proposals, etc., provided by the student, will be used to evaluate prior learning assessment in course subjects.

When anthropology course credit is considered for competency-based education, approval must be given by the student’s dissertation committee chair and the
anthropology department’s PhD program director. When course credit considered for courses from other departments and programs, appropriate faculty and administrators from those departments must approve. The PhD program director will then provide verification of the student’s status at the university and submit a written request to the Dean of The Graduate College asking for acceptance of course credit for recent work experience as part of the student’s Texas State degree.

Figure 2 and Table 15 illustrate and map out the suggested degree plan and timeline for a PhD student in Applied Anthropology. Students must be advanced to candidacy after they have taken 36 hours of course work (typically by the end of the spring semester of their second year in the program). The third year in the program is devoted to collecting data for the dissertation, which will be analyzed and the dissertation written in years four and five. Students are encouraged to defend their dissertations by the end of the fourth year in the program, but are expected to defend their dissertations by the end of the fifth year in the program.

Figure 2. Requirements of the proposed PhD program
<table>
<thead>
<tr>
<th>Year 1</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall semester:</strong></td>
<td>SCH 3</td>
</tr>
<tr>
<td>1. ANTH 7341 (Professional Ethics In Anthropology)</td>
<td>3</td>
</tr>
<tr>
<td>2. Theory Course</td>
<td>3</td>
</tr>
<tr>
<td>3. Research Techniques Course</td>
<td>3</td>
</tr>
<tr>
<td><strong>Spring semester:</strong></td>
<td></td>
</tr>
<tr>
<td>1. ANTH 7344 (Proposal Writing), students draft their dissertation grant proposals</td>
<td>3</td>
</tr>
<tr>
<td>2. Statistics Course</td>
<td>3</td>
</tr>
<tr>
<td>3. Research Techniques Course</td>
<td>3</td>
</tr>
<tr>
<td>4. Students secure their dissertation committee members</td>
<td></td>
</tr>
<tr>
<td><strong>Summer semester:</strong></td>
<td></td>
</tr>
<tr>
<td>1. Students refine their dissertation grant proposals for submission</td>
<td></td>
</tr>
<tr>
<td>2. Students draft their dissertation proposals</td>
<td></td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Fall semester:</strong></td>
<td>SCH 3</td>
</tr>
<tr>
<td>1. Additional Research Techniques Course or Prescribed Elective</td>
<td>3</td>
</tr>
<tr>
<td>2. Additional Research Techniques Course or Prescribed Elective</td>
<td>3</td>
</tr>
<tr>
<td>3. Additional Research Techniques Course or Prescribed Elective</td>
<td>3</td>
</tr>
<tr>
<td>4. Students submit their dissertation grant proposals</td>
<td></td>
</tr>
<tr>
<td><strong>Spring semester:</strong></td>
<td></td>
</tr>
<tr>
<td>1. ANTH 7397 (Directed Research)</td>
<td>3</td>
</tr>
<tr>
<td>2. Additional Research Techniques Course or Prescribed Elective</td>
<td>3</td>
</tr>
<tr>
<td>3. Additional Research Techniques Course or Prescribed Elective</td>
<td>3</td>
</tr>
<tr>
<td>4. Students take their comprehensive exams</td>
<td></td>
</tr>
<tr>
<td>5. Students defend their dissertation proposals</td>
<td></td>
</tr>
<tr>
<td><strong>Year 3, Year 4, Year 5</strong></td>
<td></td>
</tr>
<tr>
<td>1. Students complete their dissertation fieldwork/research</td>
<td>18</td>
</tr>
<tr>
<td>2. Students complete data analysis and interpretation</td>
<td></td>
</tr>
<tr>
<td>3. Students write and defend their dissertations</td>
<td></td>
</tr>
<tr>
<td><strong>Total: Minimum required semester credit hours</strong></td>
<td>54</td>
</tr>
</tbody>
</table>
E. Candidacy/Dissertation
If the proposed program requires a dissertation, describe the process leading to candidacy and completion of the dissertation. Describe policies related to dissertation hours, such as a requirement to enroll in a certain number of dissertation hours each semester. Indicate if a master’s degree or other certification is awarded to students who leave the program after completing the coursework, but before the dissertation defense.

The proposed PhD in Applied Anthropology program requires a dissertation.

1. Dissertation Committee: The initial dissertation committee chair assignment, and its continuation, is subject to the approval of both parties. A dissertation committee chair can be changed with the approval of a student’s assigned dissertation committee chair, a student’s new dissertation committee chair, and the PhD program director. If a dissertation committee chair withdraws mentorship, the student must secure a new dissertation committee chair within one long semester to stay on track in the program. Failure to do so will result in dismissal from the program.

The Dissertation Committee will be responsible for administering the Comprehensive Exam and the Dissertation Proposal Defense, and will oversee the research and writing of the student’s dissertation. The committee will consist of four members, including the student’s dissertation committee chair, two other doctoral faculty members from the anthropology department, and one doctoral graduate faculty from another department at Texas State University or from another university. The student’s dissertation committee chair will chair the committee. The student, the dissertation committee chair, and the Dean of The Graduate College will approve the composition of the dissertation committee.

As per The Graduate College policy, the Dissertation Committee Chair Assignment form and the Dissertation Committee Request form must be completed and approved by the Dean of The Graduate College to form the dissertation committee. Any changes to the dissertation committee must be submitted using the Dissertation Committee Chair/Committee Member Change Request form for approval of the dissertation committee chair, the doctoral program director, and the Dean of The Graduate College. Committee changes must be submitted no later than 60 days before the dissertation defense.

2. Candidacy Criteria: Students will advance to candidacy after they have completed 36 credit hours of required coursework, passed their Comprehensive Exam, and successfully defended their dissertation proposals. To maintain funding full-time students are expected to complete these requirements by the end of the spring semester in their second year in the program. Unless given permission from the dissertation committee chair and the PhD program director, students may not collect data for their dissertations until they have successfully defended their dissertation proposals. Once all requirements are met, the PhD program director will forward the
Application for Advancement to Candidacy form to the Dean of The Graduate College for review and approval.

a) Completion of 36 credit hours of coursework (with the exception of dissertation hours). A minimum GPA of 3.3, with no grades less than a “B” in all coursework, are required for admission to candidacy. All “incomplete” (I) grades must be resolved before approval for advancement to candidacy will be granted.

b) Completion of the comprehensive exam. As part of admission to candidacy, students are required to pass a written comprehensive (or qualifying) exam, which will be conducted by their dissertation committees. Students must take their comprehensive exams by the time they have finished the required 36 credit hours of coursework. Comprehensive exam results will be reported on the Doctoral Comprehensive Exam form and submitted to the Dean of The Graduate College for approval.

The comprehensive exam demonstrates that the student has gained mastery over substantive bodies of literature appropriate to the general topic to be addressed in the dissertation. The comprehensive exam will be based on a reading list generated by the student and agreed upon by their committee. The reading list will typically include examples of appropriate methodology, a review of literature in relevant theory, and a critical discussion of the major research question/topic. (However, other themes may also be appropriate.) A reading list will contain between 80 to 100 journal articles and chapters from edited books. An authored book will be considered the equivalent of 10 articles or book chapters. At least 60% of the reading list will come from journal articles or book chapters from edited books.

The comprehensive exam will be given in the department during two 4-hour time blocks over two consecutive weekdays. The questions for the exam will be created by the student’s dissertation committee and based on the student’s reading list. The number of questions may vary between 2 to 4 questions per day, but the total number of pages written by the students should not exceed 20 double-spaced pages per day. The exam will be graded by the dissertation committee and returned within two weeks of the exam date.

To pass the exam, students must answer all of the exam questions to the satisfaction of the committee members. However, if the committee is unhappy with some of the student’s answers to the exam questions, they may allow those questions to be rewritten before a final decision as to passing or failing is made. Revisions must be completed within two weeks of the date the exam results were returned to a student. No extensions will be allowed for the rewrite period. After reading the rewrite, the committee will make a decision on the quality of the revisions. If consensus cannot be reached about whether the student passes or fails, a majority vote of all committee members should prevail. A student who fails the comprehensive exam will be dismissed from the program.
c) Completion of a written dissertation proposal and an oral defense of the proposal. Students must have written and defended their dissertation proposals by the time they have finished the required 36 credit hours of coursework. The dissertation proposal is prepared by the student and must be approved by the student’s dissertation committee chair and the other members of the dissertation committee. In the proposal the student will explain the anthropological significance of the research, outline the substance and scope of the dissertation research, detail the methodology to be used, and survey the relevant literature. All dissertation committee members must be in attendance for the dissertation proposal defense. A complete draft of the dissertation proposal must be submitted to the dissertation committee chair 45 days prior, and to the dissertation committee members 30 days prior, to the date for dissertation proposal defense. A notice of the dissertation proposal defense should be posted in the department 10 days prior to the defense. Approval of the Dissertation Proposal form and Defense of Dissertation Proposal form by the Dean of The Graduate College is required.

Approval of the dissertation requires positive votes from the student's dissertation committee chair and a majority of the members of the dissertation committee. The committee may rate the proposal as follows: the proposal is satisfactory, the proposal needs minor revisions but a second committee meeting not required, the proposal needs major revisions and a second committee meeting is required, or the proposal is not acceptable and is considered a failed proposal. If major revisions and a second committee meeting is required, the meeting must be scheduled within 60 days. If a student fails the dissertation proposal defense, they may defend their proposal a second time, but the second defense must be scheduled within 90 days. If a student fails the dissertation proposal defense a second time, they will be dismissed from the program. If consensus cannot be reached about whether the student passes or fails, a majority vote of all committee members should prevail.

3. The Dissertation Requirement: All students in the program are required to complete a dissertation. Students are encouraged to successfully defend the dissertation by the end of their fourth year in the program and are expected to have finished their degree by the fifth year in the program. Any exceptions to this time limit require the approval of the PhD Program Director and the Dean of The Graduate College. The PhD Program Director will review each student biannually to ascertain her or his progress in pursuing the degree, and will consult with the student’s dissertation committee chair and dissertation committee on this matter as appropriate.

a) Dissertation hours. After being admitted to candidacy, students must be enrolled for dissertation hours each fall and spring semester until the defense of their dissertation. All candidates for graduation must be enrolled in dissertation hours during the semester (e.g., fall, spring, or summer) in which the degree is to be conferred. Students must complete 18 semester credit hours of dissertation.

b) Dissertation research and writing. The dissertation must represent an original contribution to scholarship based on independent investigation. The style, organization, and mechanics of the dissertation should follow the Graduate College Guide to
Preparing and Submitting a Thesis or Dissertation. Referencing guidelines should either follow the American Anthropological Association or the guidelines from an appropriate professional journal, as deemed acceptable by the dissertation committee.

c) The dissertation defense. In the semester in which the student intends to graduate, a complete draft of the dissertation must be submitted to the dissertation committee chair 75 days prior, and to the dissertation committee members 45 days prior, to the final date for dissertation defenses (as set by The Graduate College). After the dissertation committee chair and the committee members have reviewed the draft with the student and provided comments, the student will incorporate the recommended changes into a new draft of the dissertation. When the dissertation committee chair and committee members are satisfied that the draft dissertation is defensible, the dissertation defense may be scheduled. A notice of the dissertation defense should be posted in the department 10 days prior to the defense.

The dissertation defense consists of two parts. The first part is a public presentation of the dissertation research. Notice of the defense presentation will be posted at least two weeks in advance. The second part of the defense will immediately follow the public presentation but will be restricted to the student's dissertation committee and entails an oral examination over the dissertation research. Approval of the dissertation requires positive votes from the student’s dissertation committee chair and a majority of the members of the dissertation committee. The results are stated on the Dissertation Defense Report form, and it and the Thesis/Dissertation Committee Approval form must be filed in The Graduate College before the Dean of The Graduate College gives final approval to the dissertation.

The student must submit the dissertation to The Graduate College for final approval. Specific guidelines for approval and submission of the dissertation are found in The Graduate College Guide to Preparing and Submitting a Thesis or Dissertation.

F. Use of Distance Technologies
If applicable, describe the use of any distance technologies in the program, including a description of interactions between students and faculty, opportunities for students to access educational resources related to the program, exchanges with the academic community, and in-depth mentoring and evaluation of students. If more than 50 percent of the program content will be delivered off-campus, the institution must also submit a completed “Distance Education Doctoral Degree Proposal” form: Distance Education Degree Doctoral Form.

N/A
G. Program Evaluation
Describe how the program will be evaluated. Describe any reviews that would be required by an accreditor, and show how the program would be evaluated under Board Rule 5.52.

The PhD Program Review Committee, which will consist of the PhD program director and two additional doctoral faculty members, appointed by the department chair, will compile an annual report evaluating the proposed program. The review committee will be responsible for compiling admission numbers, retention rates, student evaluations of each doctoral course, pass and failure rates of the comprehensive exam, time to graduation, graduation rates, the job placement of graduates, and the results of other methods of evaluation if appropriate. The report will be submitted to the department, chair, Dean of Liberal Arts, and the Dean of The Graduate College.

A comprehensive annual report will be submitted to the Texas Higher Education Coordinating Board (THECB) following the first five years of the program that will document the progress of the proposed program. This report will include enrollment statistics; financial support data; program costs; graduation projections; faculty external funding and publications; resource commitments; student presentations to professional associations; student scholarships, awards, and grants; and student publications.

After the fifth year of the proposed program, an external review team will be invited to campus to evaluate the program. Alumni surveys and employer surveys will be conducted one year after the first student has graduated.

Each academic unit at Texas State undergoes a formal program review every seven years as part of the institution’s Academic Program Review per the Academic Affairs Policy and Procedure Statement 2.13. The review process includes a departmental self-study, external peer visit and written assessment, and a departmental action plan. This information is also reported to THECB as part of Periodic Review of Graduate Programs under Board Rule 5.52.

The Department of Anthropology’s mission for students in the proposed PhD program is to provide the highest quality anthropology education to our graduate students so they are prepared for applied professional careers. This occurs through coursework, fieldwork and research, and the writing of a dissertation.

During each of the program reviews, the following measurable learning outcomes will be evaluated (Table 16).
### Table 16. Learning Outcomes

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Assessment</th>
</tr>
</thead>
</table>
| Students will demonstrate a comprehensive knowledge of research techniques and methods. | Method 1: In the comprehensive exam, the doctoral committee chair and members of the dissertation committee will evaluate students’ knowledge of the research techniques and methods learned in their doctoral coursework.  
Method 2: In the dissertation proposal defense, the doctoral committee chair and members of the dissertation committee will assess students’ ability to select appropriate research techniques and methods for their dissertation questions or hypotheses. |
| Students will demonstrate a comprehensive knowledge of theory.            | Method 1: In the comprehensive exam, the doctoral committee chair and members of the dissertation committee will evaluate students’ knowledge of the theories learned in their doctoral coursework.  
Method 2: In the oral defense of the dissertation, the doctoral committee chair and members of the dissertation committee will assess students’ ability to explain their dissertation results using appropriate theory. |
| Students will demonstrate a comprehensive knowledge of professionalism.   | Method 1: In the oral defense of the dissertation, the doctoral committee chair and members of the dissertation committee will evaluate students’ ability to apply ethics and best practices in their dissertation research.  
Method 2: In the written dissertation, the doctoral committee chair and members of the dissertation committee will assess student’s ability to produce a professionally researched and written manuscript. |

### H. Strategic Plan

Describe how the proposed doctoral program fits into the institution’s overall strategic plan, and provide the web link to the institution’s strategic plan. Explain how the proposed program builds on and expands the institution’s existing recognized strengths.

The proposed PhD Program in Applied Anthropology fits into Texas State’s overall strategic plan in many ways. The program will address several goals of the 2012-2017 University Plan (http://universityplan.avpie.txstate.edu/overview/Texas-State-Mission-and-Goals.html). It will “Offer academic programs that are nationally and internationally competitive” (Goal 1.5). It will “Strengthen research and scholarly/creative activity efforts through achieving increases in sponsored program expenditures including collaboration across disciplines” (Goal 1.6). It will aid in the pursuit for National Research University Fund (NRUF) eligibility through “Number of doctor of philosophy (PhD) degrees
awarded” and “Number of graduate level programs and graduate rates for master’s and doctoral programs” (Goal 1.9). The proposed program will also broadly “Provide opportunities for a public education and contribute to economic and cultural development” (Goal 2).

In addition, the proposed PhD program in Applied Anthropology is one of the top five priorities identified in the College of Liberal Arts Academic Plan 2012-2017 (http://gato-docs.its.txstate.edu/jcr:db1e629f-0667-4b05-acc3-4bd7e7ca984/Liberal%20Arts%20Plan.pdf). “Build on the university’s emerging research status by strengthening existing PhD programs in geography and by adding programs in applied anthropology and public administration” (Goal 2).

I. Related and Supporting Programs

Complete Table 17 with a list of all existing programs that would support the proposed program. This includes all programs in the same two-digit CIP code, and any other programs (graduate and undergraduate) that may be relevant. Include data for the applications, admissions, enrollments, and number of graduates for each of the last five years. Modify the table as needed.

From 2011-2015, combined enrollment for the department’s undergraduate BA and BS programs averaged 369.2 students (range=346-385) per year, and the graduation rate averaged 83.4 students (range=64-98) (Table 17). For the department’s MA program, enrollment averaged 52.8 students (range=47-56) per year, and the graduation rate averaged 15.0 students (range=11-19). The proposed PhD program in Applied Anthropology will help to expand and enhance the existing undergraduate and graduate anthropology programs by generating increased enrollment in them, by attracting high quality students, and by ensuring the recruitment and retention of excellent faculty. The number and variety of undergraduate and graduate courses offered will naturally increase, as will the opportunities for collaborative research between students at all levels and faculty due to increased levels of scholarship and grant activity. Most importantly for the MA program, the proposed program will facilitate recruiting a larger number of high-quality master’s students, particularly those who are considering going on to a doctoral degree.
Table 17. Related and Supporting Programs*

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BA in Anthropology (45020100)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>New Fall Admissions**</td>
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<td>145</td>
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<td>241</td>
<td>219</td>
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<td>Annual Graduates</td>
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<td>40</td>
<td>51</td>
<td>63</td>
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<tr>
<td>New Fall Applications***</td>
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<td>n/a</td>
<td>n/a</td>
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<tr>
<td>New Fall Admissions***</td>
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<td>n/a</td>
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<td>Total Fall Enrollment</td>
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<td>150</td>
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<td>Annual Graduates</td>
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<td>37</td>
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<td><strong>MA in Anthropology (45020100)</strong></td>
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<td>New Fall Applications</td>
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<td>91</td>
<td>125</td>
<td>111</td>
<td>153</td>
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<td>New Fall Admissions</td>
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<td>Total Fall Enrollment</td>
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<td>14</td>
<td>11</td>
<td>19</td>
<td>17</td>
<td>14</td>
</tr>
</tbody>
</table>

*Compiled on 28-April-2016 by Office of Institutional Research, Texas State University from: Undergraduate and graduate admission reports for applications and admissions; CBM001 report to Texas Higher Education Coordinating Board for enrollment; CBM009 report to Texas Higher Education Coordinating Board for graduates.

**Includes new freshman and new transfer students who applied for the fall semester.

***Combined with BA applicants; breakouts by degree type are not available.

**J. Existing Doctoral Programs**

Provide the web link(s) for the 18 Characteristics of Doctoral Programs for each of the institution’s existing doctoral programs. Describe how existing closely related doctoral programs would enhance and complement the proposed program.

Texas State has ten PhD programs from five colleges, a Doctor of Education (EdD) program, and a Doctor of Physical Therapy (DPT) program (Table 18). Information about each program, which includes degree output, graduation rate, employment placement, and faculty productivity, are collected and made publicly available. These data provide evidence of the success of doctoral education at Texas State as well as the support the institution provides for each program. The 18 Characteristics of Doctoral Programs at Texas State can be found at http://www.gradcollege.txstate.edu/phd_char.html
Modern universities often describe their missions as the creation and transmission of knowledge. For generations, research universities have organized around core areas of knowledge that have come to be called “disciplines.” Traditionally, knowledge advanced within disciplines, and curriculum was organized within discipline-based departments. However, we now see knowledge advancing not only within the core of the various disciplines but increasingly on the interface of disciplines and through new combinations of disciplines. Because of their complexity, current societal, global, and scientific problems frequently require contributions from multiple fields to achieve understanding and solutions. Texas State is making these changes in order to strengthen its research and educational programs, to address compelling national and global problems, to assume even stronger leadership in higher education in this country, and to continue serving the people of Texas well.

No existing doctoral program at Texas State is closely related to the proposed program. However, the existing Texas State graduate programs will enhance and complement the proposed doctoral program in Applied Anthropology and greatly augment students’ marketable skills. Anthropology students will take advantage of interdisciplinary research opportunities and coursework in fields related to their career objectives, such as health and nutrition, public history and heritage management, human rights law, law and public policy, geographic information science, sustainability and the environment, community development and education, marketing and project design, technical writing.

---


<table>
<thead>
<tr>
<th>Program</th>
<th>Housed In</th>
<th>College</th>
<th>Start Year</th>
</tr>
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<tbody>
<tr>
<td>PhD in Environmental Geography</td>
<td>Department of Geography</td>
<td>Liberal Arts</td>
<td>1996</td>
</tr>
<tr>
<td>PhD in Geographic Education</td>
<td>Department of Geography</td>
<td>Liberal Arts</td>
<td>1996</td>
</tr>
<tr>
<td>PhD in Education-Adult, Professional, and Community Education</td>
<td>Department of Counseling, Leadership, Adult Education, and School Psychology</td>
<td>Education</td>
<td>2002</td>
</tr>
<tr>
<td>PhD in Education-School Improvement</td>
<td>Department of Counseling, Leadership, Adult Education, and School Psychology</td>
<td>Education</td>
<td>2002</td>
</tr>
<tr>
<td>PhD in Geographic Information Science</td>
<td>Department of Geography</td>
<td>Liberal Arts</td>
<td>2002</td>
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<tr>
<td>PhD in Aquatic Resources</td>
<td>Department of Biology</td>
<td>Science and Engineering</td>
<td>2003</td>
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<tr>
<td>DPT in Physical Therapy</td>
<td>Department of Physical Therapy</td>
<td>Health Professions</td>
<td>2008</td>
</tr>
<tr>
<td>PhD in Mathematics Education</td>
<td>Department of Mathematics</td>
<td>Science and Engineering</td>
<td>2008</td>
</tr>
<tr>
<td>PhD in Criminal Justice</td>
<td>School of Criminal Justice</td>
<td>Applied Arts</td>
<td>2009</td>
</tr>
<tr>
<td>EdD in Developmental Education</td>
<td>Department of Curriculum and Instruction</td>
<td>Education</td>
<td>2011</td>
</tr>
<tr>
<td>PhD in Developmental Education</td>
<td>Department of Curriculum and Instruction</td>
<td>Education</td>
<td>2011</td>
</tr>
<tr>
<td>PhD in Materials Science, Engineering, and Commercialization</td>
<td>College of Science and Engineering</td>
<td>Science and Engineering</td>
<td>2012</td>
</tr>
</tbody>
</table>
and program evaluation, computer and information technology, and business administration, leadership and management.

The existing doctoral programs at Texas State will provide outstanding opportunities for students to participate in interdisciplinary courses, for graduate faculty from the doctoral departments to serve as members of applied anthropology dissertation committees, and for interdisciplinary research for faculty and students. Such collaboration already exists at the faculty and graduate student levels as anthropology faculty and master’s students have strong ties with faculty from agriculture, biology, chemistry, education, electrical and computer engineering, entomology, geology, geography, clinical and health sciences, microbiology, microscopy, and soil sciences. In turn, methodology traditional to anthropology, such as participant observation and ethnography, are now commonly used across the humanities and social sciences (e.g., English, History, Modern Languages), as well in other colleges such as Applied Arts, Education, and Business.

K. Recent Graduates Employment
For existing graduate programs (master’s and doctoral) within the same two-digit CIP code in the most recent year, show the number and percentage of graduates employed within one year of graduation, and list graduates’ field of employment, location, and the employer.

The national and international scholarly success and prominence of the faculty has resulted in an extremely successful research intensive, thesis-only master’s program. Demand for the anthropology MA program is so high that we can typically accept only about 20-25 out of the 100+ applicants that we receive every year. As stated in the summary remarks of the fall 2014 Academic Program Review Team, “We are impressed with the leadership of the anthropology program. The faculty are to be congratulated for building a respected graduate program in a relatively short period of time. The faculty have built a nationally-recognized and respected program in anthropology, and are poised to be one of the strongest in the nation.”

During AY2010-2014, Texas State graduated more anthropology MA students (N=75, 24.4%) than each of its instate peer institutions (University of North Texas, Texas Tech University) and aspirational institutions (Texas A&M University, University of Texas at Austin, University of Texas at San Antonio) (Figure 3).

———

75 Fall 2014 Anthropology Academic Review Team: Mark Aldenderfer (Professor & Dean, School of Social Sciences, Humanities and Arts, University of California, Merced); Linda Whitelord (Professor, Department of Anthropology, University of South Florida); Michael Warren (D-ABFA, Director of the C.A. Pound Human Identification Laboratory & Associate Professor, Department of Anthropology, University of Florida); Patrice Werner (Chair, Associate Professor, Department of Curriculum and Instruction, Texas State University)

76 Degrees Awarded by Level, Curriculum Area (CIP), Texas Higher Education Data, at http://reports.thecb.state.tx.us/ibi_apps/WFServlet
The department has kept comprehensive records of our master’s graduates since the program began in fall 2003. Out of 136 total students who graduated between 2005 and 2015, more than half of graduates (N=75, 55%) found employment in jobs related to their anthropology MA degree, with the majority located in Texas (N=58, 77%), while almost one-third of graduates (N=42, 31%) went onto PhD programs for additional education and training (Table 19). The remaining students (N=20, 14%) were either employed in jobs not directly related to their anthropology MA degree or their employment was unknown.

Figure 3. MA Graduates for Peer and Aspirational Programs (CIP Code 45020100)
<table>
<thead>
<tr>
<th>Year</th>
<th>Employed</th>
<th>Field</th>
<th>Employer</th>
<th>PhD Program</th>
<th>Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005 (N=4)</td>
<td>N=2, 50%</td>
<td>CRM Archaeology, Forensic Anthropology</td>
<td>Horizon Environmental Services (Texas)</td>
<td>N=2, 50%</td>
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<td></td>
<td></td>
<td></td>
<td>Travis County Medical Examiner (Texas)</td>
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<td></td>
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<tr>
<td>2006 (N=4)</td>
<td>N=3, 75%</td>
<td>CRM Archaeology, CRM Archaeology, Linguistic Anthropology</td>
<td>SWCA Environmental Consultants (Texas)</td>
<td>N=1, 25%</td>
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<td></td>
<td></td>
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<td>Tremaine &amp; Associates (Texas)</td>
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<td></td>
<td>TESOL International Association (Bangkok)</td>
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</tr>
<tr>
<td>2007 (N=14)</td>
<td>N=8, 57%</td>
<td>CRM Archaeology, Forensic Anthropology, Forensic Anthropology, Biological Anthropology, Forensic Anthropology, Forensic Anthropology, Biological Anthropology, Forensic Anthropology, Biological Anthropology</td>
<td>William Self Associates (Texas)</td>
<td>N=4, 29%</td>
<td>N=2, 14%</td>
</tr>
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<td></td>
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<td>Travis County Medical Examiner (Texas)</td>
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<td>Defense POW/MIA Accounting Agency (Hawaii)</td>
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<td>Blood and Tissue Center of Central Texas (Texas)</td>
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<td>San Antonio Community College (Texas)</td>
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<td></td>
<td></td>
<td>Austin Community College (Texas)</td>
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<tr>
<td>2008 (N=6)</td>
<td>N=4, 67%</td>
<td>CRM Archaeology, CRM Archaeology, Forensic Anthropology</td>
<td>SWCA Environmental Consultants (Texas)</td>
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<td>Texas Parks and Wildlife (Texas)</td>
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<td>Virginia Department of Historic Resources (Virginia)</td>
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<td>Institute of Forensic Sciences-Harris County (Texas)</td>
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<tr>
<td>2009 (N=19)</td>
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<td>Institute of Forensic Sciences-Harris County (Texas)</td>
<td>N=7, 37%</td>
<td>N=3, 16%</td>
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<td>Defense POW/MIA Accounting Agency (Hawaii)</td>
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<td>2010 (N=15)</td>
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<td>Guatemalan Forensic Anthropology Foundation (Guatemala)</td>
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<td>SWCA Environmental Consultants (Texas)</td>
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<td>2011 (N=13)</td>
<td>N=7, 54%</td>
<td>CRM Archaeology, Forensic Anthropology, Cultural Anthropology, CRM Archaeology</td>
<td>Center for Archaeological Studies (Texas)</td>
<td>N=3, 23%</td>
<td>N=3, 23%</td>
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<td>Hays County Fire Marshall (Texas)</td>
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<td>Santa Clara County Medical Examiner (California)</td>
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<td>Behavioral Science Technology (Texas)</td>
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<td>Hicks and Company (Texas)</td>
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<tr>
<td>Year</td>
<td>N</td>
<td>Percentage</td>
<td>Employed in Anthropology</td>
<td>Employed in Non-Anthropology</td>
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<tr>
<td>2012</td>
<td>11</td>
<td>6, 55%</td>
<td>CRM Archaeology, CRM Archaeology, CRM Archaeology, CRM Archaeology, Cultural Anthropology, Cultural Anthropology</td>
<td>4, 36% N = 1, 9%</td>
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<tr>
<td></td>
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<td>U.S. Army Corps of Engineers (Texas), Shumla School of Archaeological Research/Education (Texas), VMWare (Texas), Center for Archaeological Research (Texas), Texas State University (Texas), Caritas of Austin (Texas)</td>
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<td>2013</td>
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<td>13, 57%</td>
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<td>6, 26% N = 4, 17%</td>
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<td></td>
<td></td>
<td></td>
<td>Moore Archeological Consulting (Texas), Center for Archaeological Studies (Texas), Cox McLain Environmental Consulting (Texas), William Self Associates (Texas), Center for Archaeological Studies (Texas), Gault School of Archaeological Research (Texas), City of San Antonio (Texas), Texas Biomedical Research Institute (Texas), Chimp Haven (Louisiana), Central New Mexico Community College (New Mexico), Niagara Community College (New York), Austin Police Department (Texas), Department of Social and Health Services (Texas)</td>
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</tr>
<tr>
<td>2014</td>
<td>16</td>
<td>8, 50%</td>
<td>CRM Archaeology, CRM Archaeology, CRM Archaeology, Cultural Anthropology, CRM Archaeology, CRM Archaeology, CRM Archaeology, Biological Anthropology, Biological Anthropology</td>
<td>4, 25% N = 4, 25%</td>
<td></td>
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<tr>
<td></td>
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<td></td>
<td>Upwork (Texas), Arkansas State Crime Lab (Arkansas), Texas Rangers Texas Department of Public Safety (Texas), SmartRevenue (Texas), Refugee Services of Texas (Texas), Texas Health and Human Services Commission (Texas), SWCA Environmental Consultants (Texas), University of Hawaii (Hawaii)</td>
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<td>2015</td>
<td>12</td>
<td>6, 50%</td>
<td>CRM Archaeology, CRM Archaeology, Cultural Anthropology, CRM Archaeology, Cultural Anthropology, CRM Archaeology, CRM Archaeology</td>
<td>3, 25% N = 3, 25%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
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<td>DMG Four Corners Research (New Mexico), SWCA Environmental Consultants (Texas), Texas State Health and Human Services Commission (Texas), DMG Four Corners Research (New Mexico), Marine Corps University (Virginia), TRC Environmental Corporation (Texas)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Employment unknown or employed in a position unrelated to anthropology*
III. Faculty

A. Faculty Availability
Complete Tables 20 and 21 to provide information about core\textsuperscript{77} and support\textsuperscript{78} faculty. There should be at least four FTE faculty for a new doctoral program. Add an asterisk (*) before the names of the individuals who will have direct administrative responsibilities for the program. Add a pound symbol (#) before the name of any individuals who have directed doctoral dissertations or master’s theses. Modify table as needed.

<table>
<thead>
<tr>
<th>Name and Rank of Core Faculty</th>
<th>Highest Degree and Awarding Institution</th>
<th>Courses Assigned in Program</th>
<th>% Time Assigned to Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bousman, C. Britt Professor</td>
<td>PhD in Anthropology Southern Methodist University</td>
<td>7300, 7301, 7315</td>
<td>50%</td>
</tr>
<tr>
<td>*Conlee, Christina A. Professor</td>
<td>PhD in Anthropology University of California, Santa Barbara</td>
<td>7301, 7310, 7315, 7344</td>
<td>50%</td>
</tr>
<tr>
<td>Hamilton, Michelle D. Associate Professor</td>
<td>PhD in Anthropology University of Tennessee</td>
<td>7300, 7301, 7341, 7374</td>
<td>50%</td>
</tr>
<tr>
<td>Herrmann, Nicholas P. Associate Professor</td>
<td>PhD in Anthropology University of Tennessee</td>
<td>7300, 7301, 7326, 7351</td>
<td>50%</td>
</tr>
<tr>
<td>Kilby, J. David Associate Professor</td>
<td>PhD in Anthropology University of New Mexico</td>
<td>7300, 7301, 7308, 7315</td>
<td>50%</td>
</tr>
<tr>
<td>Reilly, F. Kent Professor</td>
<td>PhD in Latin American Studies University of Texas, Austin</td>
<td>7300, 7301</td>
<td>50%</td>
</tr>
<tr>
<td>Spradley, M. Katherine Associate Professor</td>
<td>PhD in Anthropology University of Tennessee</td>
<td>7301, 7310, 7374, 7376</td>
<td>50%</td>
</tr>
<tr>
<td>Taylor, Nicole L. Associate Professor</td>
<td>PhD in Anthropology University of Arizona</td>
<td>7300, 7344, 7352, 7353</td>
<td>50%</td>
</tr>
<tr>
<td>Wescott, Daniel J. Associate Professor</td>
<td>PhD in Anthropology University of Tennessee</td>
<td>7300, 7301, 7344, 7376</td>
<td>50%</td>
</tr>
<tr>
<td>Brunson, Emily K. Assistant Professor</td>
<td>PhD in Anthropology University of Washington</td>
<td>7300, 7301, 7352, 7353</td>
<td>50%</td>
</tr>
</tbody>
</table>

\textsuperscript{77} Core Faculty: Full-time tenured and tenure-track faculty who teach 50 percent or more in the doctoral program or other individuals integral to the doctoral program who can direct dissertation research.

\textsuperscript{78} Support Faculty: Other full-time or part-time faculty affiliated with the doctoral program.
Table 21. Support Faculty

<table>
<thead>
<tr>
<th>Name and Rank of Support Faculty</th>
<th>Highest Degree and Awarding Institution</th>
<th>Courses Assigned in Program or Other Support Activity</th>
<th>% Time Assigned to Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>#Agwuele, Augustine H. Associate Professor</td>
<td>PhD in Linguistics University of Texas, Austin</td>
<td>7310</td>
<td>10%</td>
</tr>
<tr>
<td>#Black, Stephen L. Associate Professor</td>
<td>PhD in Anthropology Harvard University</td>
<td>7301, 7308</td>
<td>25%</td>
</tr>
<tr>
<td>#Erhart, Elizabeth M. Associate Professor</td>
<td>PhD in Anthropology University of Texas, Austin</td>
<td>7310, 7341</td>
<td>25%</td>
</tr>
<tr>
<td>#Garber, James F. Professor</td>
<td>PhD in Anthropology Southern Methodist University</td>
<td>7301, 7310</td>
<td>10%</td>
</tr>
<tr>
<td>#Juárez, Ana M. Associate Professor</td>
<td>PhD in Anthropology Stanford University</td>
<td>7300, 7310</td>
<td>10%</td>
</tr>
<tr>
<td>#McGee, R. Jon Professor</td>
<td>PhD in Anthropology Rice University</td>
<td>7310</td>
<td>10%</td>
</tr>
<tr>
<td>#Warms, Richard L. Professor</td>
<td>PhD in Anthropology Syracuse University</td>
<td>7300, 7310</td>
<td>10%</td>
</tr>
<tr>
<td>New Assistant Professor #1</td>
<td>TBD</td>
<td>7374</td>
<td>10%</td>
</tr>
<tr>
<td>New Assistant Professor #2</td>
<td>TBD</td>
<td>7308</td>
<td>10%</td>
</tr>
<tr>
<td>New Assistant Professor #3</td>
<td>TBD</td>
<td>7352</td>
<td>10%</td>
</tr>
</tbody>
</table>

1. Graduate Faculty: Faculty members must be appointed as graduate faculty by The Graduate College to teach graduate level courses and to serve as a chair or member of a thesis or dissertation committee. All faculty members associated with the proposed Applied Anthropology program are expected to maintain either Core Doctoral or Associate Doctoral (Support) graduate faculty status. On occasion, the program may also appoint Adjunct Doctoral faculty to fill special needs. Individuals external to Texas State may be nominated in the adjunct category. A Graduate Faculty Committee consisting of the department chair, the PhD program advisor, and two personnel committee members, appoint and review Core, Associate, and Adjunct Doctoral faculty. The Graduate College specifies the following categories of graduate faculty (Texas State PPS 7.03, sections 7 and 9).

- Core Doctoral: tenured and tenure-track faculty at Texas State, may teach doctoral and master’s level courses, may chair dissertation and master’s committees, may serve as a member of dissertation and master’s committees, may serve on the Graduate Council. Core Doctoral may be nominated for terms up to five years.
- Associate Doctoral: tenured and tenure-track faculty at Texas State, may teach doctoral and master’s level courses, may chair master’s committees, may serve as a member of dissertation and master’s committees, may serve on the Graduate Council. Associate Doctoral may be nominated for terms up to five years.
- Adjunct Doctoral: may teach doctoral and master’s level classes, may serve as a member of dissertation and master’s committees. Adjunct Doctoral may be nominated for terms up to three years.
Anthropology Core Doctoral Faculty: Anthropology Core Doctoral faculty are tenured and tenure-track faculty at Texas State with a PhD in Anthropology or a closely related field who will (a) maintain an active research program involving undergraduate and graduate students; (b) present papers/posters at international, national, and regional professional conferences; (c) assure that graduate students also attend and present at conferences; (d) demonstrate successful teaching at the undergraduate, master's, and doctoral levels; (e) serve as advisor to, and serve on committees of, doctoral students and master’s students; (f) in a five-year period, advise or begin advising at least one doctoral student, as well as serve on additional committees; (g) graduate PhD students in a five year period; and (h) have a nationally recognized, sustained record of scholarly publication.

For tenured faculty during the five years immediately prior to application for initial appointment or reappointment for Core Doctoral faculty they must have authored or coauthored a minimum of five peer-reviewed original journal articles or book chapters. Additionally, they must have a minimum of five items from the following list: a peer-reviewed authored book, journal article, or book chapter; a significant external grant or contract; a peer-reviewed national (not regional) or international conference proceedings; or, an applied product such as a substantial CRM report, a minimum of ten forensic case reports to law enforcement agencies, or a significant program review of an organization.

For tenure-track faculty to qualify as Core Doctoral faculty they must have authored or coauthored a minimum of one peer-reviewed original journal articles or book chapters for each year they are on the tenure-track. Additionally, they must have a minimum of five items from the following list: a peer-reviewed authored book, journal article, or book chapter; a significant external grant or contract; a peer-reviewed national (not regional) or international conference proceedings; or, an applied product such as a substantial CRM report, a minimum of ten forensic case reports to law enforcement agencies, or a significant program review of an organization.

Anthropology Associate Doctoral Faculty: Associate Doctoral faculty are tenured and tenure-track faculty at Texas State with a PhD in Anthropology or a closely related field who will (a) maintain an active research program involving undergraduate and graduate students; (b) present papers/posters at international, national, and regional professional conferences; (c) assure that graduate students also attend and present at conferences; (d) demonstrate successful teaching at the undergraduate, master's, and doctoral levels; (e) serve on committees of doctoral students; (f) in a five-year period, serve on the committee at least one doctoral student; and (g) have a nationally recognized, sustained record of scholarly publication.

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79 Applied anthropologists provide solutions to practical problems for clients. It is recognized that faculty working in applied anthropology will engage in projects that result in "products," which entail information, policy, procedure or plan, and action. Information is obtained through research, which is used to construct a policy, procedure or plan, which guides or motivates action on the part of the client. Accordingly, faculty may petition the department’s Graduate Faculty Committee for evaluation of applied products.
Anthropology Adjunct Doctoral Faculty: Adjunct Doctoral faculty may be external to Texas State with a PhD in Anthropology or a closely related field who will (a) demonstrate successful teaching at the master's and/or doctoral level; (b) serve on committees of doctoral students; and (c) have a nationally recognized, sustained record of scholarly publication.

B. Teaching Load
Indicate the targeted teaching load for core faculty supporting the proposed program. Teaching load is the total number of semester credit hours in organized teaching courses taught per academic year by core faculty, divided by the number of core faculty at the institution the previous year. Provide an assessment of the impact the proposed program will have, if approved, on faculty workload for existing related programs at the institution.

The department will offer between 12 to 15 three-credit hours of doctoral courses every year, which totals between 36 to 45 SCH (semester credit hours) every year. There are nine Core Doctoral faculty, which equals four to five SCH per faculty per academic year.

At Texas State University the normal workload for full-time faculty is 12 semester credit hours per fall and spring semesters (or 12 workload units). Tenured or tenure-track faculty usually fulfill this workload standard by teaching three classes, which earns nine workload credits, and by conducting research at a level that warrants awarding three additional workload credits. Anthropology faculty with core faculty status will normally teach one doctoral course and one undergraduate course per semester for six workloads credits, conduct research for three workload credits, and mentor doctoral students for three workload credits. Support faculty will normally teach one course per year at the doctoral level.
C. Core Faculty Productivity
Complete Tables 22 and 23 to provide information about faculty productivity, including the number of publications and scholarly activities and grant awards. Table 22a shows the most recent five years of data by core faculty, including the number of discipline-related refereed papers/publications, books/book chapters, juried creative/performance accomplishments, and notices of discoveries filed/patents issued. Table 22b shows the most recent five years of data by associate doctoral faculty. Table 23a shows the number and amount of external grants by core faculty, and table 23b shows the number and amount of external grants by associate doctoral faculty.

Where relevant to performing arts degrees, major performances or creative endeavors by core faculty should be included. Examples are provided below. Do not include conference papers, reviews, posters, and similar scholarship. The format of the tables and information may vary, as long as the information is conveyed clearly. Include a list of the key journals in the field.

The anthropology faculty are committed scholars, teachers, and members of the Texas State community. “The [external review] team unanimously agreed, based on their review of faculty CVs and meetings with faculty members, that current faculty availability, teaching loads, and overall research productivity clearly illustrate the Department is well positioned to launch and maintain the proposed PhD program in Applied Anthropology (see Appendix J for full report).”

Core doctoral faculty are actively involved in scholarly research and publication (Table 21a), and their peer-reviewed work is published in a wide range of social science and natural science journals. These include anthropological journals (e.g., Current Anthropology, American Journal of Physical Anthropology, Journal of Archaeological Science), geology journals (e.g., Review of Palaeobotany and Palynology, Quaternary Science Reviews), conservation and science journals (e.g., Global Change Biology, Biological Conservation, Quarterly Review of Biology), and medical and health journals (e.g., Journal of the American Medical Association, Pediatrics, Vaccine). The average average impact factor for journals for Texas State faculty published is 3.15. The publishing rate and impact factor of the anthropology faculty at Texas State are especially impressive since our teaching load is three fall classes and three spring classes. (See Table 21b for associate doctoral publications.)

Core faculty regularly give print, radio and television interviews regarding their research in the last few years. Most notably, Dr. Conlee’s research was featured in a National Geographic television special “Nasca Lines: The Buried Secrets” and in the National Geographic magazine article “Spirits in the Sand.” Dr. Hamilton led a research team of forensic specialists who solved four unusual cold cases that were featured in the television series “The Decrypters,” which aired on the National Geographic Channel.
Table 22a. Core Doctoral Faculty Publications for the Past Five years (AY 2012-2016)

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Refereed Journal Articles</th>
<th>Refereed Book Chapters</th>
<th>Books</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bousman, C. Britt</td>
<td>10</td>
<td>2</td>
<td>1 edited</td>
</tr>
<tr>
<td>Brunson, Emily K.</td>
<td>7</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Conlee, Christina A.</td>
<td>4</td>
<td>1</td>
<td>1 sole-authored</td>
</tr>
<tr>
<td>Hamilton, Michelle D.</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Herrmann, Nicholas P.</td>
<td>2</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Kilby, J. David</td>
<td>4</td>
<td>4</td>
<td>2 edited</td>
</tr>
<tr>
<td>Reilly, F. Kent</td>
<td>0</td>
<td>3</td>
<td>1 edited</td>
</tr>
<tr>
<td>Spradley, M. Katherine</td>
<td>18</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Taylor, Nicole L.</td>
<td>1</td>
<td>3</td>
<td>1 sole-authored</td>
</tr>
<tr>
<td>Wescott, Daniel J.</td>
<td>10</td>
<td>5</td>
<td>0</td>
</tr>
</tbody>
</table>

Table 22b. Associate Doctoral Faculty Publications for the Past Five years (AY 2012-2016)

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Refereed Journal Articles</th>
<th>Refereed Book Chapters</th>
<th>Books</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agwuele, Augustine</td>
<td>3</td>
<td>6</td>
<td>1 sole-authored 3 edited</td>
</tr>
<tr>
<td>Black, Stephen L.</td>
<td>5</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Erhart, Elizabeth M.</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Garber, James F.</td>
<td>7</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Juárez, Ana M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>McGee, R. Jon</td>
<td>0</td>
<td>0</td>
<td>1 edited encyclopedia 1 authored textbook</td>
</tr>
<tr>
<td>Warm, Richard L.</td>
<td>0</td>
<td>2</td>
<td>1 edited encyclopedia 6 authored textbooks</td>
</tr>
</tbody>
</table>

Core doctoral faculty are equally successful in terms of securing external funding. The total amount of recent funding from external grants, contracts, and donations is $4,143,718 (Table 23a), or $414,372 per core faculty. These awards primarily are from sources such as U.S. Department of the Interior, National Institute of Justice, State of Texas Office of the Governor, National Science Foundation, Andrew W. Mellon Foundation, and the Anne Ray Charitable Trust. Associate doctoral external funding was $850,541 (Table 23b), which brings the departmental total to $4,994,256.

The total of $4,994,256 does not include funds from yearly forensic anthropology and law enforcement workshops (annual average=$94,000) through FACTS, or from CRM archaeological contracts from cities and private entities in the state (annual average=$292,000\textsuperscript{80}) through CAS. It also does not include matching funds from the

\textsuperscript{80} CAS has a recently approved RFP for an Army Corps of Engineers (Corp) and Department of Defense (DoD) funding opportunity. This is based on an Integrated Natural and Cultural Resources Team (INCRT) made up of 67 resources specialists from 9 units on campus. The INCRT will
Texas Research Incentive Program (TRIP), which totaled $655,000. Finally, the largest gift in the department’s history occurred in 2017, when Dr. Grady Early (Professor Emeritus, Computer Science) announced plans to donate 103 acres of undeveloped land in San Marcos to the university. Once this property, which has an estimated value of $1.5 million, is sold, proceeds will fund research assistant positions and fellowships for doctoral students studying forensic anthropology.

Table 23a. Core Doctoral Faculty External Funding Awards for the Past Five Years (AY 2012-16)

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Source</th>
<th>Subject</th>
<th>Dates</th>
<th>Total Amount</th>
<th>Institutional Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bousman, C. Britt</td>
<td>U.S. Department of the Interior</td>
<td>Cross Bar Ranch Grant-in-Aid</td>
<td>2016</td>
<td>$15,000</td>
<td></td>
</tr>
<tr>
<td>Bousman, C. Britt</td>
<td>U.S. Department of the Interior</td>
<td>Cross Bar Ranch Grant-in-Aid</td>
<td>2015</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>Bousman, C. Britt</td>
<td>Texas Parks and Wildlife</td>
<td>Wear Pattern Analysis of Chipped Stone Artifacts from Bastrop State Park</td>
<td>2012</td>
<td>$300</td>
<td></td>
</tr>
<tr>
<td>Brunson, Emily K.</td>
<td>University of Pittsburgh Medical Center</td>
<td>Sociocultural Elements of Emergency Communications about Medical Countermeasures</td>
<td>2014-16</td>
<td>$61,842</td>
<td></td>
</tr>
<tr>
<td>Conlee, Christina A.</td>
<td>Brennan Foundation</td>
<td>Tracing the Remains of Imperial Resistance: An Archaeological Study of the Site of Huaca del Loro, Peru</td>
<td>2015</td>
<td>$5000</td>
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<tr>
<td>Hamilton, Michelle D.</td>
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<tr>
<td>Herrmann, Nicholas P.</td>
<td>Fulbright U.S. Scholar Program</td>
<td>The Ayioi Omoloyites Bioarchaeological Project</td>
<td>2014-15</td>
<td>$33,310</td>
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<tr>
<td>Herrmann, Nicholas P.</td>
<td>Cobb Institute of Archaeology</td>
<td>The Mississippi State Asylum Cemetery Project</td>
<td>2013-15</td>
<td>$202,228</td>
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<tr>
<td>Herrmann, Nicholas P.</td>
<td>Forensic Science Foundation</td>
<td>Refining Hydrogen and Oxygen Isoscapes and Trace Elements for the Identification of Human Remains in Mississippi</td>
<td>2013</td>
<td>$3,000</td>
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<tr>
<td>Herrmann, Nicholas P.</td>
<td>National Institute of Justice</td>
<td>Computerized Reconstruction of Fragmentary Skeletal Remains</td>
<td>2011-14</td>
<td>$514,495</td>
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<tr>
<td>Herrmann, Nicholas P.</td>
<td>National Institute of Justice</td>
<td>Isotopic and elemental analysis of the William Bass Donated skeletal Collection</td>
<td>2008-13</td>
<td>$478,500</td>
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<tr>
<td>Herrmann, Nicholas P.</td>
<td>Cobb Institute of Archaeology</td>
<td>Bioarchaeological Analysis of the Human Remains Recovered from the Red River Foster Site (3LA27), Lafayette County</td>
<td>2012</td>
<td>$450.00</td>
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<td>Reilly, F. Kent</td>
<td>Lannan Foundation</td>
<td>SAR Presidential Seminar</td>
<td>2016</td>
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<tr>
<td>Reilly, F. Kent</td>
<td>Lannan Foundation</td>
<td>Mississippian Iconographic Workshop</td>
<td>2015</td>
<td>$15,500</td>
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<td>Reilly, F. Kent</td>
<td>Lannan Foundation</td>
<td>Mississippian Iconographic Workshop</td>
<td>2013</td>
<td>$15,000</td>
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<td>Reilly, F. Kent</td>
<td>Lannan Foundation</td>
<td>Mississippian Iconographic Workshop</td>
<td>2012</td>
<td>$15,500</td>
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<td>Name</td>
<td>Organization</td>
<td>Project Description</td>
<td>Year(s)</td>
<td>Amount</td>
<td></td>
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<tr>
<td>Spradley, M.</td>
<td>American Academy of Forensic Sciences Humanitarian and Human Rights Resource Center Grant</td>
<td>Exhuming Migrant Remains in Starr and Cameron Counties</td>
<td>2007</td>
<td>$19,512</td>
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<tr>
<td>Karnes, Katherine</td>
<td>Coastal Environments</td>
<td>Forensic Identification</td>
<td>2013-17</td>
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<td>Spradley, M.</td>
<td>Ed Rachal Foundation</td>
<td>Operation Identification</td>
<td>2015-17</td>
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<td>Taylor, Nicole L.</td>
<td>National Science Foundation</td>
<td>Support for Research Team Seminars</td>
<td>2016</td>
<td>$136,424</td>
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<tr>
<td>Taylor, Nicole L.</td>
<td>Andrew W. Mellon Foundation</td>
<td>Mellon Doctoral and Postdoctoral Research Fellowships for Underrepresented Minority Scholars</td>
<td>2015</td>
<td>$350,000</td>
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<tr>
<td>Taylor, Nicole L.</td>
<td>Anne Ray Charitable Trust</td>
<td>Promoting Intellectual Training for Museum Professionals; Howells Property Acquisition; IARC Conservation and Outreach Programming</td>
<td>2014</td>
<td>$689,908</td>
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<tr>
<td>Taylor, Nicole L.</td>
<td>National Science Foundation</td>
<td>Support for Research Team Seminars</td>
<td>2013</td>
<td>$99,500</td>
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<tr>
<td>Wescott, Daniel J.</td>
<td>Corpus Christi Museum of Science and History</td>
<td>Graduate Research Assistant, NAGRPA Inventory and Analysis</td>
<td>2012</td>
<td>$5,202</td>
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<tr>
<td>Wescott, Daniel J.</td>
<td>National Institute of Justice</td>
<td>Graphical User Interface for a Multi-Factorial Age-At-Death Estimation Method Using FUZZY INTEGRALS</td>
<td>2012-15</td>
<td>$417,595</td>
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<tr>
<td>Wescott, Daniel J.</td>
<td>American Registry of Pathology</td>
<td>Soil Microbial Ecology of Human Decomposition</td>
<td>2012</td>
<td>$10,000</td>
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<tr>
<td>Wescott, Daniel J.</td>
<td>National Science Foundation</td>
<td>MRI: Acquisition of a High Resolution Computed Tomography System for Research and Education</td>
<td>2013-15</td>
<td>$705,383</td>
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<tr>
<td>Wescott, Daniel J.</td>
<td>Sam Houston State University</td>
<td>Validation Study of the Utility of Using Total Body Score and Accumulated Degree</td>
<td>2014-16</td>
<td>$127,097</td>
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</tr>
<tr>
<td>Brunson, Emily K.</td>
<td>University of Pittsburgh Medical Center</td>
<td>Sociocultural Elements of Emergency Communications about Medical Countermeasures</td>
<td>2014-16</td>
<td>$61,842</td>
<td></td>
</tr>
</tbody>
</table>
Table 23b. Associate Doctoral Faculty External Funding Awards for the Past Five Years (AY 2012-16)

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Source</th>
<th>Subject</th>
<th>Dates</th>
<th>Total Amount</th>
<th>Institutional Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agwuele, Agustine H.</td>
<td>Fulbright Fellowship</td>
<td>U.S. Scholar Grant to Ethiopia</td>
<td>2016-17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agwuele, Agustine H.</td>
<td>WARA Post-Doctoral Research Fellow</td>
<td>Non-verbal communication among seeing and blind Yoruba speakers</td>
<td>2012</td>
<td>$6,000</td>
<td></td>
</tr>
<tr>
<td>Black, Stephen L.</td>
<td>George and Cynthia Mitchell Foundation Grant</td>
<td>Ancient Southwest Texas Project</td>
<td>2012</td>
<td>$5,000</td>
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<tr>
<td>Black, Stephen L.</td>
<td>Private Donation</td>
<td>Ancient Southwest Texas Project</td>
<td>2012</td>
<td>$5,000</td>
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<td>Black, Stephen L.</td>
<td>Private Donation</td>
<td>Undergraduate Scholarship Fund</td>
<td>2013</td>
<td>$25,000</td>
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<td>Black, Stephen L.</td>
<td>Private Donation</td>
<td>Ancient Southwest Texas Project</td>
<td>2013</td>
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<td>Black, Stephen L.</td>
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<td>Ancient Southwest Texas Project</td>
<td>2013</td>
<td>$20,016</td>
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<tr>
<td>Black, Stephen L.</td>
<td>Private Donation</td>
<td>Ancient Southwest Texas Project</td>
<td>2015</td>
<td>$1,000</td>
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<tr>
<td>Black, Stephen L.</td>
<td>TRIP Fund Match</td>
<td>Ancient Southwest Texas Project</td>
<td>2015</td>
<td>$165,000</td>
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<tr>
<td>Black, Stephen L.</td>
<td>Texas Preservation Trust Fund, Texas Historical Commission</td>
<td>Ancient Southwest Texas Project</td>
<td>2016</td>
<td>$30,000</td>
<td></td>
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<tr>
<td>Black, Stephen L.</td>
<td>Texas State Crowdfunding</td>
<td>Dating Eagle Cave</td>
<td>2016</td>
<td>$10,725</td>
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<tr>
<td>Black, Stephen L.</td>
<td>Private Donations</td>
<td>Ancient Southwest Texas Project</td>
<td>2017</td>
<td>$2,800</td>
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</tr>
<tr>
<td>Erhart, Elizabeth M.</td>
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<tr>
<td>Garber, James F.</td>
<td>Private Donation</td>
<td>Center for Middle American Research</td>
<td>2012-16</td>
<td>$250,000</td>
<td></td>
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<tr>
<td>Juárez, Ana M.</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
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<tr>
<td>McGee, R. Jon</td>
<td>---</td>
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<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Warm, Richard L.</td>
<td>---</td>
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<td>---</td>
</tr>
</tbody>
</table>
IV. Resources

A. Student Financial Assistance
Complete Table 24 to provide the number of full-time (FT) and part-time (PT) students who would be funded and the anticipated amounts for each of the first five years. Modify the table as needed to distinguish between Teaching Assistantships, Research Assistantships, and Scholarships/Grants. If student financial assistance is reliant upon grant funding, explain how funding will be consistently sustained if grant income falls short of projections. Additionally, show how the level of student support compares to the anticipated overall student cost of tuition and fees.

<table>
<thead>
<tr>
<th></th>
<th>Year 1 FY 2019</th>
<th>Year 2 FY 2020</th>
<th>Year 3 FY 2021</th>
<th>Year 4 FY 2022</th>
<th>Year 5 FY 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Teaching Assistantships</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td># of FT students</td>
<td>6 (cohort 1)</td>
<td>6 (cohort 2)</td>
<td>8 (cohort 3)</td>
<td>8 (cohort 4)</td>
<td>10 (cohort 5)</td>
</tr>
<tr>
<td></td>
<td>6 total</td>
<td>11 total</td>
<td>18 total</td>
<td>20 total</td>
<td>24 total</td>
</tr>
<tr>
<td>Amount per student</td>
<td>$30,000 X 6</td>
<td>$30,000 X 11</td>
<td>$30,000 X 18</td>
<td>$30,000 X 20=</td>
<td>$30,000 X 24</td>
</tr>
<tr>
<td></td>
<td>= $180,000</td>
<td>= $330,000</td>
<td>= $540,000</td>
<td>= $600,000</td>
<td>= $720,000</td>
</tr>
<tr>
<td># of PT students</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Amount per student</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Research Assistantships</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td># of FT students</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Amount per student</td>
<td>$30,000</td>
<td>$30,000</td>
<td>$30,000</td>
<td>$30,000</td>
<td>$30,000</td>
</tr>
<tr>
<td># of PT students</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Amount per student</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Scholarships</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td># of FT students</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Amount per student</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td># of PT students</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Amount per student</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

A total of 24 doctoral instructional assistantships/doctoral teaching assistantships are requested by FY 2023. Each line is a 50% nine-month instructional or a teaching assistant (IA/TA) appointment, with a salary of $30,000, plus benefits. (When the university authorizes merit raises, IA/TAs have the opportunity to receive them based on performance.) The 24 doctoral assistants will annually teach existing undergraduate
courses as determined by the department chair and the PhD program director. Each doctoral assistant will be guaranteed three years of salary as an IA/TA, as long as adequate progress is being made towards the degree. Adequate progress is defined as taking at least 9 credit hours in each long semester, maintaining at least a 3.3 GPA, making no less than a “B” grade in courses, advancing to candidacy by the end of the second year in the program, and meeting dissertation benchmarks. It is expected that students employed as IA/TA’s will be converted to research assistants at the beginning of their fourth year, and the salary will be covered by a grant at the rate approved in the grant. However, when such funding is not available, the provost will provide up to two additional years of funding per doctoral assistant, for a total of no more than five years of funding, at a rate of $30,000 per year.

Although it is the department’s hope that ten doctoral students will be supported by external funding and serve as a research assistant in year five of the program, an analysis of funding from NSF indicates fewer anthropology grant proposals (SBE division, BCS subdivision) are funded on a yearly basis compared to most other disciplines, and awards are much smaller (Tables 25, 26).\(^\text{81}\) To improve this situation, faculty intent to focus more of their external funding efforts on interdisciplinary grants.

| Table 25. Average Annual Rate and Funding from 2009-2013 by Major NSF Divisions |
|---------------------------------|-------|---------|-------|
| Division                        | Rate  | Range   | Mean  |
| EHR (Education & Human Resources)| 20    | 17-28   | $139,308.20 |
| BIO (Biological Sciences)       | 22    | 18-28   | $118,566.20 |
| CSE (Computer Science & Engineering) | 25   | 21-32   | $118,096.80 |
| GEO (Geosciences)               | 34    | 26-45   | $104,864.60 |
| ENG (Engineering)               | 20    | 17-25   | $102,275.40 |
| MPS (Mathematical & Physical Science) | 30  | 25-40   | $93,023.40  |
| SBE (Social, Behavior & Economic Science)* | 23 | 19-30   | $42,513.40  |

| Table 26. Average Annual Rate and Funding Social, Behavior & Economic Science Subdivisions |
|---------------------------------|-------|---------|-------|
| Subdivision                    | Rate  | Range   | Mean  |
| NCSE (Nat Center Sci & Eng Statistics) | 73   | 23-100  | $191,852.40 |
| SMA (Multidisciplinary Activities) | 32  | 21-40   | $96,614.00  |
| SES (Social & Economic Sciences)   | 23    | 21-30   | $48,422.00  |
| BCS (Behavioral & Cognitive Science)* | 22  | 18-28   | $24,303.40  |

Finally, there are a variety of other types of financial assistance available for doctoral students including internal and external grants and scholarships and nonresident tuition and fee waivers. Students are eligible for merit fellowships, the Celebrity Classic scholarship, the Graduate Scholarship, and the research support fellowships provided by The Graduate College. In addition, anthropology faculty will use various means (e.g., grants, donations, textbook profits) to provide a limited number of $1,000 competitive scholarships for doctoral students. These scholarships, awarded competitively, make in-state tuition rates available to out-of-state students who receive them.

The following table provides a comparison of Texas State’s planned student financial support and average time to degree with other institutions in Texas offering anthropology PhD programs (Table 27). The data were obtained from each institution’s most recent online report of the 18 Characteristics of Doctoral Programs and from contacting Department of Anthropology offices directly. Please note that there are inconsistencies in how universities report financial support, specifically in the inclusion of summer salary and tuition.

<table>
<thead>
<tr>
<th>Institution</th>
<th>Average for Institution</th>
<th>Average for Anthropology</th>
<th>Tuition Assistance</th>
<th>Average Time to Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>TAMU</td>
<td>$8,913 (2013-2014)</td>
<td>$13,000 (Fall 2014)</td>
<td>Yes</td>
<td>6.2 years</td>
</tr>
<tr>
<td>UT-Austin</td>
<td>$19,627 (2014-2015)</td>
<td>$33,417 (Fall 2014)</td>
<td>Yes</td>
<td>8.3 years</td>
</tr>
<tr>
<td>UTSA</td>
<td>$10,356 (2014-2015)</td>
<td>$9,800 (Fall 2014)</td>
<td>No</td>
<td>6.1 years</td>
</tr>
</tbody>
</table>

With a commitment of up five years of funding with a salary of $30,000 per year for a half-time doctoral instructional/teaching assistant, Texas State would offer a highly competitive financial support package per year without a tuition scholarship. This financial commitment is indicative of the proposed program’s importance to the institution and its institutional goals. The salary rate will provide program accessibility to a diverse and exemplary student body, and properly support and fund doctoral students so they will graduate in a timely fashion.

B. Library Resources
Provide the library director’s assessment of both paper and electronic library resources for the proposed program. Describe plans to build the library holdings to support the program. Include the amount allocated to the proposed program.

Library budget allocations for the Anthropology Department increased 16.4% over the past five years (2012 to 2016), from $41,583 to $48,420. A total of 383 journal titles (including 210 that are peer reviewed), are accessible through online journals via databases or journal packages. An additional 30 titles are provided through direct subscriptions. Twenty-two databases covering Anthropology publications are licensed. The library holds a total of 6,475 Anthropology titles. The number of books purchased over the last five years by Texas State was an average of 53 titles per year. While library materials funding for the Department of Anthropology has increased in recent
years, additional funding is needed to build holdings to a level appropriate for a PhD program. Full details are available in Appendix E.

C. Facilities and Equipment
Describe the availability and adequacy of facilities and equipment to support the proposed program. Describe plans for new facilities, improvements, additions, and renovations.

One of the critical factors in supporting a PhD program oriented towards applied anthropology is the possession of state-of-the-art facilities and equipment. Texas State is well equipped in this area. The Department has state-of-the art classrooms, laboratories, and equipment needed for the proposed doctoral program.

The anthropology department currently occupies 28,448 square feet of space in the Evans Liberal Arts (ELA), Trinity, and Pecos buildings on the main campus, in the West Warehouse building on Ranch Road 12, and at Freeman Ranch. Table 28 describes these facilities. Freeman Ranch is also the location of the 26-acre human decomposition facility.

<table>
<thead>
<tr>
<th>Table 28. Anthropology Department Facilities</th>
<th>Square Footage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department (Evans Liberal Arts Building)</td>
<td></td>
</tr>
<tr>
<td>Non-classroom space</td>
<td>8,461 total</td>
</tr>
<tr>
<td>Departmental office suite</td>
<td>1,252</td>
</tr>
<tr>
<td>Faculty, staff, and graduate student offices</td>
<td>5,312</td>
</tr>
<tr>
<td>Conference rooms</td>
<td>1,271</td>
</tr>
<tr>
<td>Faculty research labs</td>
<td>626</td>
</tr>
<tr>
<td>Classroom space</td>
<td>6,025 total</td>
</tr>
<tr>
<td>Teaching labs</td>
<td>2,431</td>
</tr>
<tr>
<td>Classrooms</td>
<td>3,594</td>
</tr>
<tr>
<td>Center and Projects</td>
<td></td>
</tr>
<tr>
<td>Forensic Anthropology Center (West Warehouse, Freeman Ranch)</td>
<td>5,954 total</td>
</tr>
<tr>
<td>Research and processing labs</td>
<td>4,993</td>
</tr>
<tr>
<td>Office space</td>
<td>961</td>
</tr>
<tr>
<td>Center for Archaeology Studies (Trinity Building)</td>
<td>4,507 total</td>
</tr>
<tr>
<td>Research lab</td>
<td>1,539</td>
</tr>
<tr>
<td>Office space</td>
<td>679</td>
</tr>
<tr>
<td>Curation facility</td>
<td>2,289</td>
</tr>
<tr>
<td>Prehistory Research Project (Pecos Building)</td>
<td>2,513 total</td>
</tr>
<tr>
<td>Ancient Southwest Texas (Pecos Building)</td>
<td>988 total</td>
</tr>
</tbody>
</table>
The Anthropology Department currently occupies 13,358 of the net assignable square feet of the second floor of the Evans Liberal Arts (ELA) building. **Non-classroom space** (8,113 sqft total) includes the departmental office suite (1,252 sqft total) with the administrative assistant offices, chair’s office, and workroom; 29 faculty and staff offices (4,314 sqft total); eight graduate student offices (998 sqft total); two conference rooms (1,271 sqft total); and a faculty research lab (278 sqft). We have **teaching labs** (2,431 sqft total) for cultural/linguistic anthropology, biological anthropology, and archaeology, and **classroom space** (3,594 sqft total) divided between the first and second floors of ELA.

1. **Department Center/Project Facilities**
The department’s centers and projects have a total of 14,916 square feet of research space for student and faculty use, and are described below.

   a. **Forensic Anthropology**

   The **Forensic Anthropology Center at Texas State** (FACTS; Director-Dr. Wescott) operates out of the **Grady Early Forensic Anthropology Research Laboratory**, the **Forensic Anthropology Research Facility**, and the **Osteological Research and Processing Laboratory**.

   The **Grady Early Forensic Anthropology Research Laboratory** occupies 3,286 square feet in the West Warehouse building and is divided into research lab space (2,325 sqft) and office space (961 sqft). The offices house the director, body donation coordinator, FACTS faculty, students, and visiting researchers. GEFARL securely houses the Texas State University Forensic Anthropology Skeletal Collection and the Texas State University Donated Skeletal Collection. We anticipate that the Grady Early Forensic Anthropology Research Laboratory will move to newly renovated space at 1921 RR12 in summer or fall 2017. This new space is approximately 12,000 sqft in size.

   The **Forensic Anthropology Research Facility** is a 26-acre outdoor human decomposition research laboratory at Freeman Ranch. FARF serves as a resource for forensic anthropology students and researchers, as well as state and national law enforcement agencies. The forensic science community uses the facility to gain knowledge about human decomposition, taphonomy, and to develop methods for determining the postmortem interval (Figure 3).
The Osteological Research and Processing Laboratory occupies 2,668 square feet of laboratory and classroom space in the Multipurpose Building at Freeman Ranch (Figure 3). The classroom seats about 60 people and is used for workshops and educational lectures (Figure 4). The lab has a wet area for processing (cleaning) of human skeletal remains, a dry area for skeletal analysis and storage of human skeletons, and space for analysis of active forensic anthropology cases (Figure 4).

Housed within FACTS is the project Operation Identification (PI-Dr. Spradley). This project works to positively identify the remains of unknown border crossers found along the US/Mexico border in South Texas. The majority of these remains are brought to Texas State University for processing and analysis. Anthropology undergraduate and master’s level volunteers help clean, process, and prepare these remains for forensic anthropological analysis in hopes of facilitating a positive identification and the eventual return of these remains to their families. In the short period of time Operation Identification has been running, 7 positive identifications have already been made. Doctoral students would participate in the Operation Identification project in a number of key ways; they would supervise the work conducted by undergraduate and master’s level students, they would conduct skeletal analyses, and they would generate forensic anthropological technical reports for submission to law enforcement and medical-legal
agencies. The opportunity for doctoral students to be exposed to humanitarian forensic casework like this is unprecedented.

b. Archaeology

The primary focus of the Center for Archaeological Studies (CAS; Director-Dr. Ahlman) is compliance-based cultural resource management and student training. In 2008 CAS became certified by the State of Texas as an Archaeological Curation Facility and is home to over 100 archaeological collections. CAS also houses one of the most extensive and growing libraries pertaining to Texas archaeology with more than 5,000 volumes. CAS occupies 2,218 square feet in Trinity Hall on the main campus of Texas State. It is divided into research lab (1,539 sqft) and office space (679 sqft). The research lab has several offices, open research areas, and a library. The offices provide space for the director, curator, editor, other staff, and students (Figure 5).

In addition, the CAS Archaeological Curation Facility (ACF) is a specially engineered, environmentally monitored curation facility (2,289 sqf) within the Trinity Hall space. ACF was certified by the Curatorial Facility Certification Program at the Texas Historical Commission in July 2008 with sections for artifacts and human remains (Figure 5).

Housed within CAS is the Ancient Southwest Texas project (PI-Dr. Black). The Ancient Southwest Texas Project (ASWT) (PI, Dr. Black) is a research program with the broad aims of improving our understanding of the prehistoric human record of southwestern Texas and adjacent northern Mexico, sharing what is learned with the scholarly community and the public, and training the next generation of archaeologists. ASWT fieldwork in Lower Pecos Canyonlands includes archaeological field schools, graduate student field projects, and field expeditions ranging from one week to six months. This project occupies 988 square feet of research space on the second floor of the Pecos Building.

The Center for the Study of Arts and Symbolism of Ancient America (CASAA; Director-Dr. Reilly) The main goals of the CASAA are (1) to promote historical, archaeological, and anthropological research into the arts of ancient indigenous Texans
and other New World peoples; (2) to develop programs in tourism that promote the arts of ancient Texans and other indigenous people in the U.S.; and (3) to increase student employability through training in the preparation of reports and exposure to curatorial techniques at major museums and other facilities that house artifacts. CASAA has 348 square feet of office space in the Evans Liberal Arts.

The Prehistory Research Project (PI-Dr. Collins) is housed on the first floor of the Pecos building and has 2,513 square feet of space that is divided up into research lab space (2,079 sqft) and office space (434 sqft). The Prehistory Research Project is dedicated to research and education regarding the earliest peoples in the Americas, with local work taking place at the famous Gault Site about 40 miles north of Austin. The Gault Site has Archaic and Paleoindian deposits dating from 14,000 to 9,000 years ago; incised stones that are among the oldest art in the Americas; more than 600,000 Clovis-age artifacts (13,000-13,500 years ago); and deposits below the Clovis strata representing the earliest known culture in Texas.

The Center for Middle American Research (CMAR; Director-Dr. Garber) is dedicated to conducting and promoting historical, archaeological, and anthropological research into the history and cultures of Middle America. (The geographic area of Middle America includes modern-day Mexico, most of Central America, and the southwestern United States.) CMAR provides archaeological field research opportunities for undergraduate and graduate students. The current focus of CMAR field research is St George’s Caye off the coast of Belize, where an archaeological field school is held every summer.

The department is also a partner of the Shumla Archaeological Research and Education Center. Located in the Lower Pecos Canyonlands of Texas, Shumla is a global leader in rock art research and education, collaborating with partners, across disciplines and internationally. The founder and director of Shumla, Dr. Carolyn Boyd, is a research associate professor in the Anthropology Department. The rock art murals of the Lower Pecos represent a “library” of information left by native peoples some 4,000 years ago displaying a mythology and cosmology that reveals common ideas, images and meanings that can still be found in many of today’s native cultures. Shumla is the only organization actively working to preserve and share the ancient art of the Lower Pecos Canyonlands.

2. Classrooms and Teaching Laboratories

The department uses four state-of-the-art classrooms for lecture classes: ELA 114, 220, 225, and 229. Each room contains an instructor’s podium equipped with a networked PC, an ELMO overhead document viewer, a DVD player, and supporting audio equipment. Each classroom has ceiling-mounted projectors (controlled from the podium), large screens, and a large dry erase board. The classrooms allow the flexibility to tailor material and presentations to the most effective form/media) for the particular subject area and class.
Additionally, the Department has a number of teaching laboratories to optimize the students’ learning experience. These teaching labs promote active learning by allowing the instructor to present material using a variety of techniques and by providing the opportunity for students to gain hands-on experience during lectures. The teaching labs are outfitted with state-of-the-art equipment for the courses they are designed to support.

The Archaeology, Biological Anthropology, Osteology, and Cultural Anthropology Labs are outfitted with materials and resources that support hands-on instructional activities for both undergraduate and graduate students. For example, the Archaeology Lab contains lithic and ceramic artifact collections, microscopes, and a kiln for identification, reproduction, and analysis of ceramics. The Biological Anthropology Lab houses a large collection of casts and real bone specimens, ranging from hominid ancestors to pathological specimens to forensic casts for students to study and analyze in the course of their research and class work. The Osteology Lab is stocked with real human bone specimens (fragmentary and whole) for students to utilize to learn foundational skills in the recognition and identification of human skeletal remains. The Cultural Anthropology Lab is set up with equipment and software for students for interview transcription, analysis of speech sounds, and analysis qualitative data.

3. Equipment

The department is well positioned to transition to a PhD program with an impressive array of state of the art technical analytical equipment. The department currently has almost $2.1 million dollars of research equipment including some major pieces of equipment listed in Table 29. Faculty and graduate students in forensic anthropology and CRM archaeology use this equipment regularly in their research.

<table>
<thead>
<tr>
<th>Table 29. Major Pieces of Anthropology Equipment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bartington magnetic susceptibility meter</strong></td>
</tr>
<tr>
<td>Provides high resolution magnetic susceptibility readings of a range of samples including soils, rocks, powders and liquids. Magnetic susceptibility measurements provide important information about the composition and properties of materials.</td>
</tr>
</tbody>
</table>

<p>| <strong>Breuckmann White light surface 3D scanner</strong> |
| The white light scanning system makes use of advanced fringe projection technology that helps in providing fast as well as extensive capturing of complex surfaces as well as simultaneous measurement of large portion of objects in single view. The 3D white light scanning system provides the possibility of capturing millions of points in each image. |</p>
<table>
<thead>
<tr>
<th><strong>Bruker handheld X-ray fluorescence spectrometer</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>One of the best analytical techniques to perform elemental analysis in all kinds of samples, no matter if liquids, solids or loose powders. It combines highest accuracy and precision with simple and fast sample preparation for the analysis of elements from Beryllium (Be) to Uranium (U) in the concentration range from 100% down to the sub-ppm-level.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Microscribe 3D digitizer</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>A precision contact-based desktop 3D digitizing device that is used to measure and capture 3-Dimensional data points from physical objects. Uses state-of-the-art electronics and a lightweight counter-balanced mechanical arm, making it portable for flexible desktop use anywhere.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>MinXray portable digital X-ray system</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Capable of examining evidence on location with minimal disruption from materials and structural components that cannot be removed or taken to a lab.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Northstar Image X5000 Micro-CT scanner</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>This system boasts a large scanning envelope for loading sizable objects while maintain the sensitivity to inspect even the smallest of items. It provides x-ray energies from 10kV-450kV, geometric magnification greater than 2000x and overall maximum system resolution better than 500nm.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>ProJet 660 Pro 3-D printer</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>The ProJet 660 creates full, photo-realistic color 3D prints with a net Build Area of 254 x 381 x 203 mm (10 x 15 x 8 inches). It incorporates professional 4-channel CMYK full-color 3D printing to produce exceptional high-resolution models.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Polhemus fast scan portable 3D scanner</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>The FastScan is a handheld, lightweight, laser scanner that produces scans instantly – with an ultra-portable system bundled in a compact case.</td>
</tr>
<tr>
<td><strong>SOKKIA Set 530R Total Station</strong></td>
</tr>
<tr>
<td>----------------------------------</td>
</tr>
<tr>
<td>The SOKKIA Total Station uses a visible red laser to facilitate quick and easy observation. The beam is very narrow and can accurately determine the position measurement. It can accurately measure narrow objects, edges of walls or targets located at a steep angle, and even through fences or trees.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Geoarchaeology lab</strong>-hydrometer and sieve screens for texture analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Histological equipment including an Olympus microscope, saws, and grinders</strong></td>
</tr>
<tr>
<td><strong>Leica DM LA light microscope with polarizing filter and analyzer, Image-Pro Plus software</strong></td>
</tr>
<tr>
<td><strong>Standard osteometric equipment (calipers, osteometric boards, etc.)</strong></td>
</tr>
<tr>
<td><strong>112180 Isomet 1000 Bone Saw</strong></td>
</tr>
<tr>
<td><strong>Next Engine Surface Laser Scanners</strong></td>
</tr>
<tr>
<td><strong>Nomad Pro hand-held digital x-ray system</strong></td>
</tr>
<tr>
<td><strong>Trimble Geo 7X GP</strong></td>
</tr>
</tbody>
</table>
D. Support Staff
Describe plans, if any, to increase or reallocate support staff in order to provide sufficient services for the projected increases in students and faculty.

The department has two full-time, permanent staff members. The Administrative Assistant III serves as the office manager and her work includes oversight and reconciliation of departmental budgets and purchasing; operation and maintenance all departmental equipment; completion of all hiring documents for faculty, staff, and students, and maintenance personnel files. The Administrative Assistant II primary job duties are processing travel applications and travel reimbursements for faculty, students, and center and project faculty and staff, and she serves as administrative assistant to the MA program. We request the following additional staff.

1. Change from Temporary to Permanent Funding for Grants Specialist: The department currently has a temporarily funded, full-time Grants Specialist who oversees the research needs of the faculty, students, and the department’s center and projects (Forensic Anthropology Center, Operation Identification Project, Center for the Art and Symbolism of Ancient America, Center for Middle American Research, Ancient Southwest Archaeological Research Project, Prehistory Research Project). His duties include budget oversight and reconciliation, purchasing, travel, and hiring. We anticipate that the Grants Specialist will work intensively with PhD students as they apply for, and secure, external funding for their research. Because this position is temporarily funded, permanent funding is needed for the first year in the PhD program.

2. Change from Part-Time to Full-Time for Systems Support Specialist: The department currently has a part-time Systems Support Specialist who is shared with the Department of History, the International Studies Program, and the Center for the Study of the Southwest. His main duties for anthropology are to support the computer and technical needs of faculty, staff and students, to maintain accurate inventory records, and to provide support for research equipment. For the PhD program, we will need a change from a 25% to a 100% time Systems Support Specialist in the second year in the proposed program.

3. New Line for an Administrative Assistant II: Due to the size of the MA program, which has over 100 applicants every year and an average of 50 active graduate students, an additional Administrative Assistant II is needed to support the doctoral program. This staff member will work under the immediate direction of the PhD program director with duties including maintaining graduate student records; providing administrative support for prospective students’ visits; student applications, admissions, qualifying exams, dissertation proposal defenses, and dissertation defenses; space allocation for research students as well as overseeing administrative activities related to the hiring of teaching and research assistants; updating graduate brochures and website; and performing other short-term projects as assigned. We will need 50% time Administrative Assistant II in the first year in the PhD program, and a change from a 50% time to a 100% time Administrative Assistant II in the third year in the PhD program.
4. New Nontenure Lines for Associate Center Directors: The Forensic Anthropology Center at Texas State (FACTS) and the Center for Archaeological Studies (CAS) have two goals for doctoral students: (1) to provide unique, hands-on educational opportunities and training, not available in classroom settings, to help ensure students have the marketable skills needed for successful postgraduate employment, and (2) to assist in timely degree completion for students by assisting in their doctoral research. However, both centers are understaffed. At present, a Director and one assistant run each center, and they are stretched thin running the day-to-day operations of the centers, leaving very little time for mentorship, training, and professionalization of students. The addition of Associate Center Directors will help the goals listed above and explained in more detail below.

A PhD-level, Associate Director for FACTS is needed to oversee law enforcement and educational workshops (upwards of 15 per year), the willed-body donation program (which accepts an average of 70 donated bodies per year and has more than 300 individuals self-registered as "living donors"), the decomposition facility, processing and curation of skeletons, and research by faculty, visiting researchers, and students. To prepare PhD students for careers in forensic anthropology in the medical-legal community, students must understand human skeletal variation beyond the level available in a classroom setting. Working with the remains of the body donors and the 250+ skeletal individuals is essential to their ability to estimate a decedent’s biological profile and understand trauma, taphonomy, and time since death, and provides a basis for generating new methodologies and research questions. The Associate Director of FACTS will oversee the daily work of PhD students at the forensic labs and decomposition facility, and will help guide their skeletal analyses, technical case report writing, and research. From 2005-2016, 55 MA theses were completed through FACTS and we expect a greatly increased level of student research with the proposed PhD program.

A PhD-level, Associate Director for CAS is needed to increase the number of external CRM contracts, to serve as project archaeologist staff, and to train students. To prepare PhD students for compliance-based CRM archaeology careers, students will complete CRM projects under the supervision of the Associate Director. The Associate Director will be responsible for helping PhD students identify potential projects to compete for, and assist them through the application of NHPA and Texas Antiquities Code criteria, project design, proposal writing, project staff supervision, budget management, fieldwork, laboratory methods, report writing, curation, marketing, public education, and business development. This is a completely unique opportunity not offered in any of the other anthropology PhD programs in the state. In addition, potential employers we surveyed indicated that curation is typically neglected in most archaeology graduate programs. The center’s curation facility is certified by the Texas Historical Commission as a state curatorial facility, and is therefore charged with museum-standard care and management of archeological and skeletal, and it is one of 11 certified curatorial facilities in the state. CRM and curatorial projects can form the basis of archaeological dissertations.
E. External Learning

If applicable, describe the plans for providing Internships, Clerkships, Clinical Experiences, or other required external learning opportunities. Explain the impact this new program would have, if approved, on the available number of external learning opportunities in Texas for this type of program.

Students in the proposed applied anthropology PhD program will be able to take up to 9 hours of Professional Externship in a semester. The externship is essentially a research experience, in which the student develops a research project in partnership with an off-campus public or private organization. Under the direction of the dissertation committee chair, in this course the student will conduct supervised research related to her/his professional development, at the sponsoring agency. The externship proposal should include a section that outlines the work that will be performed, the rights and obligations of both the student and the host agency, and issues such as how data collected may be used for the student’s dissertation and other research endeavors. Ideally, externs will be able to collect data for their dissertations through their extern positions.

Externships are an integral aspect of training in applied anthropology. They offer experiential opportunities for students to train in business and work settings alongside practicing professionals. Externships provide students with an opportunity to practice the research skills learned in classes and to experience how applied research is conducted in non-academic settings, something that cannot be simulated in an academic environment.

Externships can provide important avenues to full-time employment, because many anthropology PhD positions go to candidates who have an exceptional educational background and specialized real-world experience. Externships provide students an opportunity to gain this experience, which in turn provides them with enhanced backgrounds and skillsets necessary to be eligible for employment. In some cases externships may also lead directly to employment as the students are hired by the companies and organizations they externed with. An externship program is already established in the Department of Anthropology at both the undergraduate and MA level and students have been placed in archaeology labs, museums, police departments, forensic science laboratories, primate sanctuaries, public health departments, and various non-profit organizations.

Public or private organization who have expressed interest in PhD student externs from the proposed program include the American Red Cross, Bishop Consulting, Harris County Institute of Forensic Sciences, SWCA Environmental Consultants, Cox/McClain Environmental Consulting, Texas Department of Transportation, ReD Consulting, Defense POW/MIA Accounting Agency, William Self Associates, Texas Parks and Wildlife, 2M Research Services, Federal Emergency Management Agency, and Texas Historical Commission.
F. List of Potential Consultants
Provide the names and contact information for six potential consultants to review
the proposed program. Consultants must come from top-ranked programs in the
nation, hold the rank of full professor or senior administrator, and have no
conflicts of interest relating to the proposed program. Describe concisely the
qualifications of each consultant.

Institution's Proposed Consultants:

1. Name: Jeffrey AltSchool
   Title and Rank: PhD, RPA (Registered Professional Archaeologist)
   Institution: Principal, Statistical Research, Inc.
   Phone #: 480-774-1920
   Email: jhaltschul@sricrm.com

   Qualifications/Expertise:
   Dr. Altschul is the co-founder of Statistical Research, Inc., which is one of largest cultural resource
management (CRM) firms in the United States. He currently serves as a principal in the firm. Dr. Altschul
was the President of the Society for American Archaeology (2013-2015), the first president from a for-profit
company in the society’s 80-year history. Dr. Altschul is a nationally recognized expert on spatial analysis
and quantitative methods—in particular, predictive modeling and cultural landscapes. Dr. Altschul has
authored more than 40 peer-reviewed articles, chapters, and books, as well as more than 300 CRM
contract reports. Dr. Altschul served two terms as a commissioner on the Arizona Governor’s Archaeology
Advisory Commission; he also represented the United States at the Congress of Rescue Archaeology
Research, which met in Pultusk, Poland. Dr. Altschul is currently serving on the steering committee of the
Andrew K. Mellon Foundation Digital Archaeological Archive initiative and is on the steering committee of
the National Science Foundation’s initiative to develop the broad challenges for archaeological research
and to plan the archaeological infrastructure for the 21st century.

2. Name: Dana Austin
   Title and Rank: PhD, D-ABFA (Diplomate of the American Board of Forensic Anthropology), Senior Forensic Anthropologist
   Institution: Tarrant County District Medical Examiner’s Office
   Phone #: 817-920-5700
   Email: DEAustin@TarrantCounty.com

   Qualifications/Expertise:
   Since 1996, Dr. Austin has been the Senior Forensic Anthropologist for the Tarrant County Medical Examiner's District, which includes Tarrant, Denton, Johnson, and Parker counties. As a member of the Human Identification Laboratory team, Dr. Austin examines hundreds of bodies each year (N=562, 2014) to aid in their identification and to establish the cause and manner of death. Unidentified remains are systematically examined using fingerprints, dental records, anthropological studies, and DNA technology, and local, state, and national databases are searched in the effort to identify the deceased. In 1998 and 2000, Dr. Austin also served as an anthropology morgue consultant for the United Nations Criminal Tribunal for Crimes in the former Yugoslavia (ICTY) in Bosnia and Kosovo. Dr. Austin is an active member of the American Academy of Forensic Sciences and the International Association for Identification, and a past
president of the Society of Forensic Anthropologists. In 2009, Dr. Austin was elected to the Board of Directors of the American Board of Forensic Anthropology; she currently serves as the Board’s recertification coordinator.

3. Name: Eric J. Bartelink
   Title and Rank: PhD, D-ABFA (Diplomate of the American Board of Forensic Anthropology), Professor and Director, CSU-Chico Human Identification Laboratory (CSUC-HIL) and the Stable Isotope Preparation Laboratory
   Institution: Department of Anthropology, California State University, Chico
   Phone #: 512-394-7477
   Email: jkarbula@williamself.com
   Qualifications/Expertise:
   Dr. Bartelink is an anthropology professor and the director of the CSU-Chico Human Identification Laboratory (CSUC-HIL) and the Stable Isotope Preparation Laboratory (SIPL). The CSU-Chico Human ID Lab regularly consults with local and state agencies in forensic anthropological analysis and scene recovery. Dr. Bartelink assisted with mass grave excavations in Bosnia-Herzegovina for the United Nations ICTY forensic team (2000) and in the World Trade Center Victim Identification effort (2002-2003) in New York City. He is a forensic specialist for California’s NamUs team (National Missing and Unidentified Persons System), and is a certified instructor for POST (Peace Officer Standards and Training), teaching short courses and workshops in forensic anthropology, forensic archaeology, and human versus nonhuman bone identification. Dr. Bartelink has mentored more than 20 MA students in skeletal biology and published more than 25 peer-viewed scholarly articles.

4. Name: James W. Karbula
   Title and Rank: PhD, RPA (Professional Registered Archaeologist), Regional Project Director
   Phone #: 512-394-7477
   Email: jkarbula@williamself.com
   Qualifications/Expertise:
   Dr. Karbula has 20 years of cultural resource management (CRM) experience in Texas and surrounding states. As WSA Principal Archaeologist and Regional Project Director, Dr. Karbula has supervised CRM surveys, testing and data recovery projects with published reports in Texas, New Mexico, Arkansas and Oklahoma. Project Manager responsibilities include coordination with local, state, federal and SHPO regulatory staff in a variety of compliance settings under Section 106 of the National Historic Preservation Act and the Texas Antiquities Code. Dr. Karbula has functioned as chief editor and lead quality assurance officer for several hundred CRM reports. He regularly supervises all aspects of the Austin Southern Region office including all business relations, staff, and facility management. Project Manager responsibilities routinely include preparing scopes and fee estimates, managing budgets, deadlines, coordinating project construction schedules and supervising the permanent archaeology staff as well as large field crews.
5. Name: Jennifer C. Love
   Title and Rank: PhD, D-ABFA (Diplomate of the American Board of Forensic Anthropology), Forensic Anthropologist and Supervisor, Identification Unit
   Institution: District of Columbia-Office of the Chief Medical Examiner
   Phone #: 202-698-9045        Email: jennifer.love@dc.gov

   Qualifications/Expertise:
   Dr. Love joined the Harris County Institute of Forensic Sciences (HCIFS) office in 2006, where she served as the Forensic Anthropology Director until 2015. While at HCIFS, Dr. Love helped to found the Forensic Anthropology Division and she trained doctoral-level anthropologists in forensic investigation. Under her leadership, the Forensic Anthropology Division became the first anthropology laboratory in the nation to be accredited by the ANSI-ASQ National Accreditation Board. Currently, Dr. Love is a forensic anthropologist and supervisor at the Office of the Chief Medical Examiner (OCME) in the District of Columbia, and she represents the OCME in the National Institute of Standards and Technology–Organizations for Scientific Area Committees, which coordinates development of standards and guidelines for the forensic science community to improve quality and consistency of work in the forensic science community. She is the lead author on the book Skeletal Atlas of Child Abuse.

6. Name: Kathleen M. Murphy
   Title and Rank: PhD, Senior Researcher
   Institution: American Institutes for Research
   Phone #: 512-391-6541        Email: kmmurphy@air.org

   Qualifications/Expertise:
   Dr. Murphy is a senior researcher at American Institutes for Research (AIR), focused on issues related to disability and rehabilitation. She has over 20 years experience leading research and evaluation activities about knowledge translation among policymakers, the business community, vocational rehabilitation professionals, and people with disabilities. Dr. Murphy has expertise in proposal writing, research design, instrument development, Institutional Research Board applications, data collection, analysis, publishing, performance reporting, and presenting research results to diverse audiences, including academics, agency staff, and funders. Dr. Murphy's research activity has involved qualitative and mixed methods in homes, schools, and online environments in the U.S. and Mexico. She has managed an NSF-funded study of U.S.-Mexican border poverty, coordinating a bi-national team of over 25 researchers in four sites. She has written technical reports and published peer-reviewed journal articles. Most recently, she the co-author of Behavioral, Psychological, Educational and Vocational Interventions to Facilitate Employment Outcomes for Cancer Survivors: A Systematic Review and principal investigator for the Center on Knowledge Translation for Disability and Rehabilitation Research, www.ktdrr.org and the Center on Knowledge Translation for Employment Research, www.kter.org

7. Name: Kenneth E. Sassaman
   Title and Rank: PhD, Hyatt and Cici Brown Professor of Florida Archaeology
   Institution: Department of Anthropology, University of Florida
   Phone #: 352-294-7601        Email: sassaman@ufl.edu
**Qualifications/Expertise:**
Dr. Sassaman is an archaeologist with research specialties in the Archaic and Woodland periods of the American Southeast, technological change, and community patterning. One of his major projects is the Lower Suwannee Archaeological Survey on the northern Gulf coast of Florida, which investigates a record of maritime living that continues to be diminished by rising seas. Relating the experiences of indigenous coastal dwellers over the past 4000 years to contemporary challenges of sea-level rise is among the project’s chief goals. Dr. Sassaman is also the director of the Laboratory of Southeastern Archaeology, for faculty and students devoted to the archaeology of Florida and the greater American Southeast. Active field projects offer research opportunities for graduate and undergraduate students seeking careers in professional archaeology.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dawnie Wolfe Steadman</td>
<td>PhD, D-ABFA (Diplomate of the American Board of Forensic Anthropology), Professor and Director, Forensic Anthropology Center</td>
</tr>
</tbody>
</table>

**Institution:** Department of Anthropology, University of Tennessee

**Phone #:** 865-974-0909  
**Email:** osteo@utk.edu

**Qualifications/Expertise:**
Dr. Steadman is a skeletal biologist who specializes in forensic anthropology, bioarchaeology, and human rights investigations. She is a professor at UT-Knoxville and Director of the Forensic Anthropology Center. Dr. Steadman serves as the forensic anthropologist for the Kentucky State Medical Examiner’s Office, for the Tennessee Bureau of Investigation, and for many of the medical examiner’s offices across the state of New York. She is the author or co-author of over 100 forensic and bioarchaeological reports over the last 15 years. Dr. Steadman has assisted with personal identification in mass disasters, and helped to identify and document war crimes against the victims of genocide in Spain, Uganda, and Argentina. Her specific forensic research foci include quantifying statistical probabilities of personal identification from osteological evidence and validation studies of aging methods, and she is the author of 38 peer-reviewed publications. Dr. Steadman has been awarded over $1,310,000 in funding from National Institute of Justice, National Science Foundation, and Wenner-Gren. Her edited book, *Hard Evidence: Case Studies in Forensic Anthropology*, is in its second edition and emphasizes the multidisciplinary, collaborative nature of the forensic sciences. Dr. Steadman courses include *Bones, Bugs and Forensic Science, Gross Anatomy and Physiology, Plagues, Culture and History*, and *Methods in Forensic Anthropology*. She has been the advisor to numerous doctoral and masters students.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alston Thoms</td>
<td>PhD, Professor and Director of the Archaeological-Ecology Laboratory</td>
</tr>
</tbody>
</table>

**Institution:** Department of Anthropology, Texas A&M University

**Phone #:** 979-862-8541  
**Email:** a-thoms@tamu.edu

**Qualifications/Expertise:**
Dr. Thoms is a professor and the Director of the Archaeological-Ecology Laboratory at TAMU. Most of his fieldwork has been in the Pacific Northwest and south-central North America, with a focus on hunter-
gatherer land-use intensification, especially the evolution of plant-food cooking technology. Dr. Thoms has 38 years of experience in academic and CRM archaeology, and is the author of 26 peer-reviewed journal articles and book chapters, the editor of 29 CRM contract reports, and the author of 106 CRM contract report chapters. He has generated over $4,926,500 in CRM contracts as a Principal Investigator or Project Director, and within Texas has worked with the U.S. Army, the Texas Department of Transportation, and the U.S. Army Corp of Engineers, and the cities of College Station, Livingston, San Antonio, Matagorda, and Houston. He has also served as a liaison for Native American Graves Protection and Repatriation Act (NAGPRA)-related CRM projects with 15 Native American tribes. (NAGPRA requires institutions that receive federal funding to return Native American human remains, funerary objects, sacred objects, and objects of cultural patrimony to lineal descendants and culturally affiliated Indian tribes and organizations.) At TAMU, Dr. Thoms teaches a variety of courses including Archaeological Methods and Theory, Cultural Resources Management, Field Archaeology, and Heritage Resources Management. He has mentored MA and PhD students through the thesis and dissertation.

10. Name: Linda Whiteford  
Title and Rank: PhD, MPH, Professor  
Institution: Department of Anthropology, University of South Florida  
Phone #: 813-974-2138  
Email: lwhiteford@usf.edu  
Qualifications/Expertise:  
Dr. Whiteford is a professor and Co-Director of the World Health Organization Collaborating Center for Non-Communicable Disease at USF, and is also co-creator of the Social Marketing for Social Change Program. Previously, she served as Vice Provost for Program Development and Review, Associate Vice President for Global Strategies and International Affairs, and Associate Vice President for Strategic Initiatives. Her areas of research expertise include applied medical anthropology, public health, health care delivery, reproduction, disasters and health, political economy of health, international health, and infectious disease. Dr. Whiteford has consulted on health for WHO, PAHO, USAID, the World Bank, and the Canadian Agency for International Development. Dr. Whiteford is the author of eight books and 97 scholarly articles and book chapters. Her new co-authored book, Community Participatory Involvement: A Sustainable Model for Global Public Health (2015), draws on global health research and consulting experiences as they are translated into practical steps to enhance community-based health. She has been the recipient of National Science Foundation (NSF) research awards (most recently, a $3.9 million NSF grant to turn wastewater into usable water, energy, and nutrients). Dr. Whiteford teaches a variety of classes such as Infectious and Contagious Diseases and Global Health, and she has been the advisor to numerous doctoral and masters students.
G. Five-Year Costs and Funding Sources Summary
On the attached forms, provide estimates of new costs to the institution related to
the proposed program and provide information regarding sources of the funding
that would defray those costs. Use the Program Funding Estimation Tool found
on the Coordinating Board web site
(www.thecb.state.tx.us/newprogramscertificates) and attach a saved copy of the
completed Excel spreadsheet to your application.
## COSTS TO THE INSTITUTION OF THE PROPOSED PROGRAM

<table>
<thead>
<tr>
<th>Cost Category</th>
<th>Cost Sub-Category</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>5th Year</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Salaries</td>
<td>(New)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>66,656</td>
<td>137,312</td>
<td>203,968</td>
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<td></td>
<td>(Reallocated)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Program Administration</td>
<td>(New)</td>
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<td>0</td>
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<tr>
<td></td>
<td>(Reassignments)</td>
<td>37,848</td>
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<td>40,153</td>
<td>41,358</td>
<td>42,598</td>
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<tr>
<td>Graduate Assistants</td>
<td>(New)</td>
<td>180,000</td>
<td>330,000</td>
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<td>600,000</td>
<td>720,000</td>
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<tr>
<td></td>
<td>(Reallocated)</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Clerical/Staff</td>
<td>(New)</td>
<td>53,514</td>
<td>132,369</td>
<td>136,341</td>
<td>140,431</td>
<td>229,057</td>
<td>691,711</td>
</tr>
<tr>
<td></td>
<td>(Reallocated)</td>
<td>9,999</td>
<td>41,196</td>
<td>42,432</td>
<td>43,705</td>
<td>45,016</td>
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</tr>
<tr>
<td>Supplies &amp; Materials</td>
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<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
<td>100,000</td>
</tr>
<tr>
<td>Library &amp; IT Resources*</td>
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<td>16,000</td>
<td>17,000</td>
<td>18,000</td>
<td>19,000</td>
<td>20,000</td>
<td>90,000</td>
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<tr>
<td>Equipment</td>
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<tr>
<td>Facilities</td>
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<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Other (Identify)</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td></td>
<td>517,561</td>
<td>579,549</td>
<td>796,925</td>
<td>931,149</td>
<td>1,213,983</td>
<td>4,039,167</td>
</tr>
</tbody>
</table>
## ANTICIPATED SOURCES OF FUNDING

Note: Use this table to indicate the dollar amounts anticipated from various sources to cover any and all new costs to the institution as a result of the proposed doctoral program. Use the Non-Formula Sources of Funding form to specify as completely as possible each non-general revenue source.

<table>
<thead>
<tr>
<th>Funding Category</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>5th Year</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Formula Income*</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>439,460</td>
</tr>
<tr>
<td>II. Other State Funding</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>III. Reallocation of Existing Resources</td>
<td>488,446</td>
<td>526,172</td>
<td>661,329</td>
<td>654,672</td>
<td>916,478</td>
<td>3,247,097</td>
</tr>
<tr>
<td>IV. Federal Funding (In-hand only)</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>V. Other Funding</td>
<td>29,115</td>
<td>53,377</td>
<td>71,169</td>
<td>88,961</td>
<td>109,989</td>
<td>352,611</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>517,561</td>
<td>579,549</td>
<td>796,925</td>
<td>931,149</td>
<td>1,213,983</td>
<td>4,039,167</td>
</tr>
</tbody>
</table>

*Use the Formula Funding Calculation Tool on the Coordinating Board web site to estimate income from the State. See also the Guidelines for Institutions Submitting Proposals for New Doctoral Programs document found on the Coordinating Board website for additional information.
# NON-FORMULA SOURCES OF FUNDING

*Note:* Use this table to specify as completely as possible each of the non-formula funding sources for the dollar amounts listed on the Anticipated Sources of Funding form.

<table>
<thead>
<tr>
<th>Funding Category</th>
<th>Non-Formula Funding Sources</th>
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</thead>
<tbody>
<tr>
<td>II. Other State Funding</td>
<td>#1</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>#2</td>
</tr>
<tr>
<td>III. Reallocation of Existing Resources</td>
<td>#1 University General Revenue</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>#2</td>
</tr>
<tr>
<td>IV. Federal Funding</td>
<td>#1</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>#2</td>
</tr>
<tr>
<td>V. Other Funding</td>
<td>#1 Designated Tuition</td>
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<td></td>
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<tr>
<td></td>
<td>#2 Graduate Tuition</td>
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<tr>
<td>Resources Needed</td>
<td>Estimated Annual Cost</td>
</tr>
<tr>
<td>------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td><strong>Faculty</strong></td>
<td></td>
</tr>
<tr>
<td>3 tenure-track Assistant Professor lines, new lines</td>
<td>9-month salary $61,000 per line (anthropology CUPA median)</td>
</tr>
<tr>
<td>1 nontenure line Associate Director for FACTS (PhD required), new line</td>
<td>12-month salary $75,000</td>
</tr>
<tr>
<td>1 nontenure line Associate Director for CAS (PhD required), new line</td>
<td>12-month salary $75,000</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td></td>
</tr>
<tr>
<td>1 FTE Grant Assistant (Job Code 7165), existing line with change from temporary to permanent funding</td>
<td>12-month salary $37,296 (median pay)</td>
</tr>
<tr>
<td>1 50% Administrative Assistant II (Job Code 7252), new line</td>
<td>12-month salary $16,218 (median pay)</td>
</tr>
<tr>
<td>1 FTE Systems Support Specialist I (Job Code 7234), existing line with change from part-time to fulltime</td>
<td>12-month salary $39,996 (median pay)</td>
</tr>
<tr>
<td><strong>Doctorate Assistantships</strong></td>
<td></td>
</tr>
<tr>
<td>24 twenty-hour positions</td>
<td>9-month salary $30,000; each line to last up to 3 years</td>
</tr>
</tbody>
</table>
One time equipment purchase of $150,220 total. All equipment to be shared by graduate students and needed for research in forensic anthropology and CRM archaeology. (In addition, the department has almost $2.1 million dollars of research equipment available for graduate student use; see section D.1.a.)

<table>
<thead>
<tr>
<th>Equipment</th>
<th>Quantity/Price</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Laboratory Equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Microscope camera (Nikon DP27)</td>
<td>1</td>
<td>$6,100</td>
</tr>
<tr>
<td>Olympus 4X plan objective</td>
<td>1</td>
<td>$200</td>
</tr>
<tr>
<td>Vacuum chamber</td>
<td>1</td>
<td>$155</td>
</tr>
<tr>
<td>Sonic bath</td>
<td>1</td>
<td>$300</td>
</tr>
<tr>
<td>Bench scales</td>
<td>2</td>
<td>$700</td>
</tr>
<tr>
<td>Floor scale</td>
<td>1</td>
<td>$7,000</td>
</tr>
<tr>
<td>Dinolite microscopes</td>
<td>2</td>
<td>$600</td>
</tr>
<tr>
<td>2. Field Equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High resolution digital cameras</td>
<td>10</td>
<td>$1,500</td>
</tr>
<tr>
<td>Digital video recorders and tripods</td>
<td>3</td>
<td>$400</td>
</tr>
<tr>
<td>Night vision camera</td>
<td>1</td>
<td>$1,000</td>
</tr>
<tr>
<td>High resolution game (trail) cameras</td>
<td>10</td>
<td>$1,200</td>
</tr>
<tr>
<td>Soil sampling kits</td>
<td>2</td>
<td>$1,500</td>
</tr>
<tr>
<td>Next Engine 3D scanner with travel case</td>
<td>1</td>
<td>$3,500</td>
</tr>
<tr>
<td>Osteometeric board</td>
<td>1</td>
<td>$700</td>
</tr>
<tr>
<td>Weather station</td>
<td>1</td>
<td>$3,000</td>
</tr>
<tr>
<td>Hand-held spectroradiometer</td>
<td>1</td>
<td>$5,000</td>
</tr>
<tr>
<td>DJI Phantom 2 UAV (low-altitude UAV)</td>
<td>1</td>
<td>$1,200</td>
</tr>
<tr>
<td>senseFly swinglet CAM (higher altitude UAV)</td>
<td>1</td>
<td>$12,000</td>
</tr>
<tr>
<td>Olympus mirrorless camera for ground based structure from motion</td>
<td>1</td>
<td>$1,300</td>
</tr>
<tr>
<td>Static GPS</td>
<td>1</td>
<td>$2,450</td>
</tr>
<tr>
<td>3. Computers/Software</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laptops for field research, collections, travel</td>
<td>4</td>
<td>$2,000</td>
</tr>
<tr>
<td>Tablet computers (for field and lab work)</td>
<td>10</td>
<td>$1,000</td>
</tr>
<tr>
<td>Workstations</td>
<td>2</td>
<td>$7,000</td>
</tr>
<tr>
<td>Filemaker Pro (for database)</td>
<td>1</td>
<td>$540</td>
</tr>
<tr>
<td>Aviso (3D analysis software)</td>
<td>1</td>
<td>$8,000</td>
</tr>
<tr>
<td>Amira (3D analysis software)</td>
<td>1</td>
<td>$10,000</td>
</tr>
<tr>
<td>Cellsens (for microscope)</td>
<td>1</td>
<td>$625</td>
</tr>
<tr>
<td>Item</td>
<td>Quantity</td>
<td>Price</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
<td>--------</td>
</tr>
<tr>
<td>Dell desktop computers</td>
<td>4</td>
<td>$1,200</td>
</tr>
<tr>
<td>ArcGIS 10.1 software</td>
<td>4</td>
<td>$1,500</td>
</tr>
<tr>
<td>Agisoft Photoscan Software</td>
<td>1</td>
<td>$550</td>
</tr>
<tr>
<td>Dell “super computer” for processing imagery</td>
<td>1</td>
<td>$10,000</td>
</tr>
<tr>
<td>Facilities/Labs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>None requested</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
H. Institutional and Board of Regents
Signature Page for Board Consideration

1. **Adequacy of Funding** – The chief executive officer shall sign the following statement:

   I certify that the institution has adequate funds to cover the costs of the new program. Furthermore, the new program will not reduce the effectiveness or quality of existing programs at the institution.

   _______________________________                      __________________
   Chief Executive Officer                                   Date

2. **Reimbursement of Consultant Costs** – The chief executive officer shall sign the following statement:

   I understand that the doctoral proposal process includes the use of external consultants. In the event that one or more consultants are contracted to review a doctoral proposal put forward by my institution, I understand that my institution will be required to reimburse the Texas Higher Education Coordinating Board for costs associated with the use of such consultants. By signing, I agree on behalf of my institution to provide reimbursement for consultant costs.

   _______________________________                      __________________
   Provost/Chief Executive Officer                                 Date

3. **Board of Regents Certification of Criteria for Board Consideration** -- The Board of Regents or designee must certify that the new program has been approved by the Board of Regents and meets the fourteen criteria under Texas Administrative Code (TAC) Section 5.46.

   **On behalf of the Board of Regents, I certify that the new program meets the fourteen criteria specified under TAC Section 5.46 and has been approved by the Board of Regents.**

   _______________________________                      __________________
   Board of Regents (Designee)                                   Date
4. **Board of Regents Certification of Criteria for Commissioner or Assistant Commissioner Consideration** – Typically doctoral programs are approved by the Board, supported with a recommendation for approval by the Commissioner. Under very limited circumstance a program may be approved by the Commissioner. In this case only, the Board of Regents or designee must certify that the new program meets the criteria under Texas Administrative Code (TAC) Section 5.50 (b) and (c).

TAC §5.50(b) The program:

1. has a curriculum, faculty, resources, support services, and other components of a degree program that are comparable to those of high quality programs in the same or similar disciplines at other institutions;
2. has sufficient clinical or in-service sites, if applicable, to support the program;
3. is consistent with the standards of the Commission of Colleges of the Southern Association of Colleges and Schools and, if applicable, with the standards or discipline-specific accrediting agencies and licensing agencies;
4. attracts students on a long-term basis and produce graduates who would have opportunities for employment; or the program is appropriate for the development of a well-rounded array of basic baccalaureate degree programs at the institution;
5. does not unnecessarily duplicate existing programs at other institutions;
6. does not be dependent on future Special Item funding;
7. has new five-year costs that would not exceed $2 million.

TAC §5.50 (c) The program:

1-2) is in a closely related discipline to an already existing doctoral program(s) which is productive and of high quality;
3) has core faculty that are already active and productive in an existing doctoral program;
4) has a strong link with workforce needs or the economic development of the state; and
5) the institution has notified Texas public institutions that offer the proposed program or a related program and resolved any objections.

*On behalf of the Board of Regents, I certify that the new program meets the criteria specified under TAC Section 5.50 (b and c) and has been approved by the Board of Regents.*

_______________________________                      __________________
Board of Regents (Designee)                      Date
V. Required Appendices
Appendix A. Course Descriptions (Lecture-Lab Contact Hours)
*ANTH 7199 Dissertation (1-0). Original research and writing in Applied Anthropology to be accomplished under direct supervision of the dissertation advisor. While conducting dissertation research and writing, students must be continuously enrolled in each long semester. Graded on a credit (CR), progress (PR), or no credit (F) basis. Prerequisites: Acceptance into candidacy and consent of the dissertation committee chair.

*ANTH 7299 Dissertation (2-0). Original research and writing in Applied Anthropology to be accomplished under direct supervision of the dissertation advisor. While conducting dissertation research and writing, students must be continuously enrolled in each long semester. Graded on a credit (CR), progress (PR), or no credit (F) basis. Prerequisites: Acceptance into candidacy and consent of the dissertation committee chair.

*ANTH 7300 Special Topics in Anthropological Methods (3-0). Course description: This course is focused on an area of research methodology not normally offered in the regular curriculum. Examples of topics are Methods in Historical Archaeology, Human Odontology, Curation of Archaeological Materials, Ethnographic Methods, Community Research Projects, Human Skeletal Pathology, Geoarchaeology, and Gross Anatomy. This course is repeatable up to three times for credit.

*ANTH 7301 Special Topics in Anthropological Studies (3-0). This course is focused on an area of anthropological study not normally offered in the regular curriculum. Examples of topics are Texas Archaeology, Seminar in Forensic Anthropology, Medical Anthropology, the Origin and Development of Complex Societies, and Seminar in Bioarchaeology. This course is repeatable up to two times for credit.

*ANTH 7302 Teaching Anthropology (3-0). This course is an introduction to key concepts and practices in the teaching of college-level Anthropology. It provides training in the practical aspects of classroom instruction, and is required for first-year teaching assistants. The course does not earn graduate degree credit and is graded on a credit (CR), progress (PR), no–credit (F) basis.

*ANTH 7305 Anthropological Statistics (3-0). In this leveling course, students learn how to statistically analyze anthropological data. Students will gain a firm understanding of basic quantitative statistics, will be able to evaluate quantitative methods presented in anthropological research papers, and will be prepared for classes in more advanced statistical methods. The course does not earn graduate degree credit and is graded on a credit (CR), progress (PR), no–credit (F) basis.

*ANTH 7308 Cultural Resource Management (1-2). Students will examine topics relevant to cultural resource management (CRM), especially archaeology, but also history, architecture, and cultural anthropology, done in compliance with historic preservation and environmental laws. Topics include the history of CRM, legal and regulatory framework, organization, methods, funding, and ethical and practical dilemmas.
*ANTH 7310 Advanced Theory in Anthropology (3-0). In this course students examine advanced theory in anthropology, drawing from one or more of the subdisciplines. It includes both historical perspectives and contemporary usages.

*ANTH 7311 Seminar in Cultural Anthropology (3-0). In this leveling course, students will learn the historical foundations of cultural anthropology, its key theories and methods, and examples of its contemporary practice. Topics will include evolutionism, functionalism, structuralism, ethnoscience, neo-Marxism, postmodernism, modernity, and ethno-racial formation. The course does not earn graduate degree credit and is graded on a credit (CR), progress (PR), no–credit (F) basis.

*ANTH 7312 Seminar in Biological Anthropology (3-0). In this leveling course, students will learn the historical foundations of biological anthropology, its key theories and methods, and examples of its contemporary practice in evolutionary theory, human variation, paleoanthropology, primatology, and skeletal biology. The course does not earn graduate degree credit and is graded on a credit (CR), progress (PR), no–credit (F) basis.

*ANTH 7313 Seminar in Archaeology (3-0). In this leveling course, students will learn the historical foundations of archaeology, its key theories and methods, and examples of its contemporary practice in New World and Old World archaeology. The course does not earn graduate degree credit and is graded on a credit (CR), progress (PR), no–credit (F) basis.

*ANTH 7315 Advanced Archaeological Techniques (1-2). The focus of this methods course is the analyses of various archaeological materials, such as ceramics, lithics, or the images and symbols of pre-historic cultures. The course highlights the integration of these techniques into broader research designs and their application to important questions about the past. May be repeated once for credit when topics vary.

*ANTH 7326 Technical Methods in Anthropology (1-2). Technical field and laboratory methods provide a suite of tools for anthropologists and related disciplines to collect and analyze data from archaeological, bioarchaeological, forensic, and other contexts. This class focuses on practical aspects of data acquisition, analysis, and management for the various instruments (geophysical, geospatial, and imaging) available on campus.

*ANTH 7341 Professional Ethics In Anthropology (3-0). Anthropologists face a variety of ethical issues as they engage in research with human and animal subjects. In this course, students will focus on many topics including review boards (IRB, IACUC), collaboration with human groups, bioethics, advocacy and activism, repatriation, intellectual property and publication, cultural heritage preservation, and workplace ethics.

*ANTH 7344 Proposal Writing (3-0). In this course, students will develop and master the skills necessary to write competitive research grants and contracts for applied
anthropology projects. The goal of this course is for students to write a submission-ready grant to fund their PhD dissertation research. Prerequisite: ANTH 7341.

*ANTH 7351 GIS in Anthropology (1-2). Geographic Information Systems (GIS) provide a suite of tools for anthropologists. This class focuses on practical aspects of GIS for the acquisition, analysis and interpretation of anthropological data. Students will engage in a hands-on approach to learning GIS applications through data acquisition, thematic mapping, data analysis, and spatial analysis.

*ANTH 7352 Applied Qualitative Methods (1-2). This course trains students in methods necessary to conduct applied cultural anthropology research in interdisciplinary settings. Topics include contextual interviewing, diary studies, free listing, pile sorting, panel studies and surveys. Students will also learn how to design methodologies for different types of projects, including rapid qualitative inquiries.

*ANTH 7353 Applied Anthropology Methods (1-2). This class focuses on how anthropology can solve practical problems in various disciplines, including behavioral health, education, human rights, community development, and business. Students will learn about client development, contract negotiations, project design, proposal writing, preparing deliverables, communicating results to a variety of stakeholders, teamwork, networking, and navigating ethical issues.

*ANTH 7374 Advanced Human Osteology (1-2). This course is a detailed study of the human skeleton, with focus on individuals at all life stages. Topics include biomechanics, embryology, and histology. Students will learn to identify hard tissue features and landmarks on whole and fragmentary bones and relate these to the associated soft tissue anatomy.

*ANTH 7376 Forensic Analysis of Human Skeletal Remains (1-2). This course focuses on technical case report writing and evidentiary best practices in forensic anthropological analysis of human skeletal remains. In addition to biological profile estimation techniques, research methods and theoretical foundations used for trauma analysis and taphonomic interpretation will be reviewed. Prerequisite: ANTH 5375 or a similar graduate-level course.

*ANTH 7395 Professional Externship (3-0). Under the direction of the dissertation advisor, a student will conduct supervised work or research, related to a student’s professional development, at a public or private organization. Prerequisites: Approval of the dissertation committee chair and the doctoral program advisor are required.

*ANTH 7397 Directed Research (3-0). Under the direction of the dissertation committee chair, a student will prepare for their candidacy exams by developing a reading list of the theory and methods used in their anthropological subdiscipline. The course is graded on a credit (CR), no-credit (F) basis. Prerequisites: Dissertation committee chair, department chair, and doctoral program advisor approval are required.
*ANTH 7398 Collaborative Research (3-0). This course allows PhD level graduate students to initiate, conduct, and participate in collaborative research with graduate faculty. This course may be repeated for credit, but not more than 6 hours will apply towards the PhD degree. Prerequisite: Dissertation committee chair, department chair, and doctoral program advisor approval are required.

*ANTH 7399 Dissertation (3-0). Original research and writing in Applied Anthropology to be accomplished under direct supervision of the dissertation advisor. While conducting dissertation research and writing, students must be continuously enrolled in each long semester. Graded on a credit (CR), progress (PR), or no credit (F) basis. Prerequisites: Acceptance into candidacy and consent of the dissertation committee chair.

*ANTH 7599 Dissertation (5-0). Original research and writing in Applied Anthropology to be accomplished under direct supervision of the dissertation advisor. While conducting dissertation research and writing, students must be continuously enrolled in each long semester. Graded on a credit (CR), progress (PR), or no credit (F) basis. Prerequisites: Acceptance into candidacy and consent of the dissertation committee chair.

*ANTH 7695 Professional Externship (6-0). Under the direction of the dissertation advisor, a student will conduct supervised work or research, related to a student's professional development, at a public or private organization. Prerequisites: Approval of the dissertation committee chair and the doctoral program advisor are required.

*ANTH 7699 Dissertation (6-0). Original research and writing in Applied Anthropology to be accomplished under direct supervision of the dissertation advisor. While conducting dissertation research and writing, students must be continuously enrolled in each long semester. Graded on a credit (CR), progress (PR), or no credit (F) basis. Prerequisites: Acceptance into candidacy and consent of the dissertation committee chair.

*ANTH 7995 Professional Externship (9-0). Under the direction of the dissertation advisor, a student will conduct supervised work or research, related to a student’s professional development, at a public or private organization. Prerequisites: Approval of the dissertation committee chair and the doctoral program advisor are required.

*ANTH 7999 Dissertation (9-0). Original research and writing in Applied Anthropology to be accomplished under direct supervision of the dissertation advisor. While conducting dissertation research and writing, students must be continuously enrolled in each long semester. Graded on a credit (CR), progress (PR), or no credit (F) basis. Prerequisites: Acceptance into candidacy and consent of the dissertation committee chair.

BIO 7406 Statistics and Experimental Design II (3-3). Introduction to the principles of experimental design, including randomization, replication, sample-size determination, completely randomized and randomized block design, factorial design, repeated measure design, and analysis of variance and covariance, as applied to aquatic resource issues. Computer applications emphasized.
BIO 7433 Population Genetics (3-2). This course examines the theoretical foundations of population genetics, including the description of population genetic structure and the forces creating it. The course emphasizes application of principles to a wide range of current problems in evolution, systematics and ecology. Molecular methods, data interpretation and computer-based data analysis are emphasized.

*CIS 7355 Database Management Systems (3-0). This course explores the concepts, principles, issues and techniques for managing data resources using database management systems. It includes techniques for analysis, design, and development of database systems, creating and using logical data models, database query languages, and procedures for evaluating management software. Students will develop a management information system.

CJ 7350E Discrete Multivariate Models (3-0). This course focuses on regression models for discrete outcome variables, sometimes called limited or categorical dependent variables. Topics include maximum likelihood estimation, binary and multinomial logistic models and negative binomial models.

ED 7353 Intermediate Quantitative Research Design and Analysis (3-0). This course focuses on issues in the design and implementation of quantitative research. Topics include ANOVA, ANCOVA, and MANOVA, correlation analysis, regression analysis, nonparametric tests, and relationships between experimental designs and statistical analysis techniques.

ED 7359 Seminar in Quantitative Research (3-0). This course is a small group seminar that focuses on analytic strategies specific to the doctoral student’s dissertation topic. Examples include structural equation modeling, hierarchical linear modeling, log linear modeling, non-parametric analyses, factor analysis, factorial analysis of variance, and other multivariate statistical methods.

ENG 7314 Specializations in Technical Communication (3-0). This is a group of courses that provide students theoretical and practical information for specialized types of technical communication. Recent emphases include International Technical Communication, Proposal Writing, Usability Testing, Software Documentation, and Writing for the Government.

GEO 7301 Advanced Quantitative Methods in Geography (3-0). How to mathematically and statistically model geographic problems is the focus of this course. The application of multivariate statistical techniques to geographic problems and the problems that spatial data create in the application of statistical and other quantitative techniques are central issues.

GEO 7361 Advanced Geographic Information Systems (3-0). This course provides exposure to advanced topics in GIS, particularly to quantitative methods and techniques for developing and interpreting models of natural and anthropogenic phenomena over the geographical space.
*HA 7356 Policy Development in the Healthcare Arena (3-0). Students will analyze changing healthcare paradigms to determine decision-points where policies can be affected. Course allows students to apply existing skills to real world policy issues at state and national levels and to analyze policy development from numerous stakeholders’ viewpoints.

*HIST 7372 The Practice of Museum Studies and Public History (3-0). This course addresses the history, organization, and functions of history museums. Students will consider issues of representation and contestation, authority and voice in collections and interpretation, and will address practical approaches to curation, exhibit development and assessment, and the visitor experience.

*HIST 7373 The Practice of Historic Preservation (3-0). This course focuses on major aspects of the field of historic preservation including the history of the preservation movement, the National Register of Historic Places, federal regulations, historic properties and districts, American architectural styles, urban preservation, landscape preservation and cultural landscapes, preservation design, preservation technology, heritage interpretation, and preservation law.

*MGT 7314 Organizational Behavior and Theory (3-0). Organizational behavior and structure as influenced by environmental variables and system relationships. Critical topics include personality, motivation, teams, and leadership. As a system, these key concepts and others such as perception, emotions, and culture act interdependently, are influenced by, and in turn influence the environment in which the system operates.

*MKT 7321 Marketing Management (3-0). This course covers concepts, activities, and techniques related to the planning and coordination of marketing functions, marketing policies, and the analysis of marketing administration.

*PHIL 7355 Philosophy of Science (3-0). Students in this course will investigate the nature and processes of scientific inquiry; the role of values in generating and using scientific knowledge; some of the fundamental concepts in science, including relevant evidence, induction, explanation; and the intellectual commitments made when accepting a scientific theory.

*SOCI 7307 Advanced Social Statistics(3-0). In this course students learn to apply advanced statistical theory and methods to the analysis of social data.

*SOCI 7318 Seminar in Advanced Data Applications (3-0). This course is an advanced applied data analytics course that covers statistical mediation/moderation, regression, and analysis of limited dependent variables. The course will utilize multiple software packages including, but not limited to the following: SPSS, Stata, R.
Appendix B. Five-Year Faculty Recruitment Plan/Hiring Schedule
New faculty hires to support the proposed program include three, tenure-track assistant professors, starting in 2020, 2021, and 2022. The cost associated with this faculty hiring schedule is reflected in the “Costs to the Institution of the Program” table in Section IV.G.

For each position, the department will develop a Position Authorization Request with the CUPA median salary as the starting salary and form a faculty search committee consisting of the existing anthropology faculty members with an appropriate mix of race and gender. The committee will develop a position advertisement for publication in appropriate higher education and anthropology websites. The search committee will also develop a review matrix. After the request and review matrix are approved by the upper administration including the Office of Equity and Access, the committee will review all the faculty applications applying to the position, telephone interview the selected candidates, interview on-site the top candidates, and recommend a candidate for the position. The department chair will work with the search committee, the personnel committee of the department, the college dean, and the provost to offer the job to the candidate with an appropriate start-up package for the new hire to succeed at Texas State.
Appendix C. Institution’s Policy on Faculty Teaching Load
The normal workload for full-time faculty is a minimum of 12 semester credit hours (SCH) each fall and spring semester (12 workload units). The details of the policy are described in Academic Affairs Policy and Procedure Statement 7.05, which can be found at: http://www.provost.txstate.edu/pps/policy-and-procedure-statements/7-personnel-employ-comp/pps7-05.html

For most tenured and tenure-track faculty at Texas State, this 12-workload unit standard is fulfilled by teaching two to three classes (six to nine workload credits) and conducting research and service at a level that warrants the awarding of three to six workload credits. The normal full-time workload for a five-week summer session is two courses (six workload credits or four courses (12 workload credits)) for the two five-week summer sessions combined. The normal full-time workload for the separate ten-week summer session is four courses (12 workload credits).

The full professional responsibility in the career of a tenured or tenure-track faculty member includes his/her obligations to the University for teaching, conducting scholarly/creative activities, and providing service to the University and/or the profession. The professional responsibilities of other faculty members may include a combination of teaching, conducting scholarly/creative activities, or service. The division of the obligations outlined above may vary from individual to individual, and change over time.
Appendix D. Itemized List of Capital Equipment Purchases During the Past Five Years
<table>
<thead>
<tr>
<th>Asset Description</th>
<th>Serial #</th>
<th>Asset Value</th>
<th>Cap. Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer; Dell Latitude Notebook 14.1&quot; E5410</td>
<td>8RZ20N1</td>
<td>$915.00</td>
<td>1/3/2011</td>
</tr>
<tr>
<td>Microscope; Leica Dm La Motorized</td>
<td>249595</td>
<td>$39,189.65</td>
<td>2/1/2011</td>
</tr>
<tr>
<td>Camera; Nikon Digital D90 Slr</td>
<td>3523560</td>
<td>$1,059.03</td>
<td>3/10/2011</td>
</tr>
<tr>
<td>Computer; Dell Optiplex 790 Sff</td>
<td>1DJSHQ1</td>
<td>$814.00</td>
<td>6/8/2011</td>
</tr>
<tr>
<td>Computer; Dell Optiplex 790 Sff</td>
<td>1DHVHQ1</td>
<td>$814.00</td>
<td>6/8/2011</td>
</tr>
<tr>
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</tr>
<tr>
<td>Computer; Dell Optiplex 790 Sff</td>
<td>1DHSHQ1</td>
<td>$814.00</td>
<td>6/8/2011</td>
</tr>
<tr>
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<td>1DHRHQ1</td>
<td>$814.00</td>
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</tr>
<tr>
<td>Computer; Dell Optiplex 790 Sff</td>
<td>1DGVHQ1</td>
<td>$814.00</td>
<td>6/8/2011</td>
</tr>
<tr>
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<td>1DTHHQ1</td>
<td>$814.00</td>
<td>6/8/2011</td>
</tr>
<tr>
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<td>Computer; Dell Optiplex 790 Sff</td>
<td>1DGSHQ1</td>
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</tr>
<tr>
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<td>1DGRHQ1</td>
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<td>6/8/2011</td>
</tr>
<tr>
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<td>6/8/2011</td>
</tr>
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<td>$814.00</td>
<td>6/8/2011</td>
</tr>
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<td>$814.00</td>
<td>6/8/2011</td>
</tr>
<tr>
<td>Computer; Dell Optiplex 790 Sff</td>
<td>1DYSHQ1</td>
<td>$814.00</td>
<td>6/8/2011</td>
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Appendix E. Librarian’s Statement of Adequate Resources
To assess the library’s preparedness to support a PhD in Applied Anthropology library holdings in various formats including monographs, serials, and databases were identified and a comparison of the library’s holdings with four programs was conducted.

**Library Allocations** Library budget allocations for the Anthropology Department increased 16.44% over the past five years (2012 to 2016), from $41,583 to $48,420. In FY15, 90% of the allocation was committed to subscriptions leaving $4,715 for new acquisitions. Because of this high percentage library staff cancelled or transferred some serial titles to other departments. In FY16, the subscription estimate declined to 83.94% increasing the balance for new material to $7,774, an increase of $3,059.

**Continuing Resources** 383 journal titles (including 210 that are peer reviewed), are accessible through online journals via databases or journal packages. An additional 30 titles are provided through direct subscriptions. Twenty-two databases covering Anthropology publications are licensed.

**Library Holdings and Comparable Programs** A report on Texas State library holdings in related subject areas (Human Ecology, Anthropogeography, Anthropology, Folklore, Manners and Customs), identified 6,475 titles. Using the OCLC Collection Analysis program, Texas State’s holdings were compared to four institutions identified by department faculty: the University of Texas at Austin, Texas A&M University, the University of Texas at San Antonio, and Southern Methodist University. Collectively 44,594 titles are held by all institutions in the subject area. Texas State’s holdings total 8,220.

Further analysis of book holdings found Texas State owns a significant number of titles shared by all four of the comparison collections (31% of Anthropology General titles; 24% of all Anthropology subject headings), an indication of an adequate core collection.

**New Book Acquisitions** The number of books purchased over the last five years was compared to new University Press titles published in Anthropology. Texas State acquired an average of 53 titles per year. Seventy-four new University Press titles were published on average during the same time period. Furthermore, according to YBP (library book distributor), all publishers (trade and university press) produced 261 anthropology titles in 2014.

**Summary** The data in this report is available in more detail from the library. While library materials funding for the Department of Anthropology has increased in recent years, additional funding is needed to build holdings to a level appropriate for a PhD program. Journal and database holdings are adequate although upgrading the current Anthropology Index Online subscription to Anthropology Plus (which includes Harvard’s Anthropological Literature) is recommend. ($10,194 annual cost).

An additional $5,000 per year is recommended to ensure that new University Press publications and some additional trade publications can be acquired supporting PhD program areas of specialization.
Additional funding is recommended for the initial five years of the program with some increase for annual inflation:

Year 1 $16,000
Year 2 $17,000
Year 3 $18,000
Year 4 $19,000
Year 5 $20,000

Joan L. Heath
Associate Vice President and
University Librarian
July 1, 2016
Appendix F. Articulation Agreements with Partner Institutions

N/A
Appendix G. Curricula Vitae for Core Faculty
TEXAS STATE VITA

I. ACADEMIC/PROFESSIONAL BACKGROUND

A. NAME: C. Britt Bousman

TITLE: Professor, Anthropology

Associate Dean for Research, Liberal Arts

B. EDUCATIONAL BACKGROUND

<table>
<thead>
<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
<th>Major</th>
<th>Dissertation/Thesis</th>
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<tbody>
<tr>
<td>MA</td>
<td>1987</td>
<td>SMU</td>
<td>Anthropology</td>
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</tr>
<tr>
<td>MA, Cantab</td>
<td>1980</td>
<td>Cambridge</td>
<td>Archaeology</td>
<td></td>
</tr>
<tr>
<td>BA, Honours</td>
<td>1976</td>
<td>Cambridge</td>
<td>Archaeology</td>
<td></td>
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<tr>
<td>BS, Magna Cum Laude</td>
<td>1974</td>
<td>SMU</td>
<td>Anthropology</td>
<td>The Archaeology of Alibates National Monument.</td>
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C. UNIVERSITY EXPERIENCE

<table>
<thead>
<tr>
<th>Position</th>
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<th>Date</th>
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<tbody>
<tr>
<td>Professor</td>
<td>Texas State University</td>
<td>2012-present</td>
</tr>
<tr>
<td>Associate Dean for Research</td>
<td>Texas State University</td>
<td>2009-present</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Texas State University</td>
<td>2006-2012</td>
</tr>
<tr>
<td>Founding Curator</td>
<td>Texas State University</td>
<td>2007-2010</td>
</tr>
<tr>
<td>Founding Director</td>
<td>Texas State University</td>
<td>1999-2009</td>
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<tr>
<td>Center for Archaeological Studies (CAS)</td>
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<tr>
<td>Assistant Professor</td>
<td>Texas State University</td>
<td>2002-2006</td>
</tr>
<tr>
<td>Graduate Faculty (unpaid)</td>
<td>UT San Antonio</td>
<td>2002-2003</td>
</tr>
<tr>
<td>Instructor</td>
<td>Texas State University</td>
<td>2000-2002</td>
</tr>
<tr>
<td>Interim Director</td>
<td>UT-San Antonio</td>
<td>1998-1999</td>
</tr>
<tr>
<td>Center for Archaeological Research (CAR)</td>
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<tr>
<td>Associate Director, CAR</td>
<td>UT-San Antonio</td>
<td>1994-1998</td>
</tr>
<tr>
<td>Instructor</td>
<td>UT-San Antonio</td>
<td>1997</td>
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<tr>
<td>Texas Archeological Research Lab</td>
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<tr>
<td>Instructor</td>
<td>Richland Community College</td>
<td>1987</td>
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<tr>
<td>Instructor/Lab Instructor</td>
<td>SMU</td>
<td>1982-1987</td>
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<tr>
<td>Teaching/Research Assistant</td>
<td>SMU</td>
<td>1979-1982</td>
</tr>
<tr>
<td>Research Archaeologist</td>
<td>SMU</td>
<td>1972-1974</td>
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D. RELEVANT PROFESSIONAL EXPERIENCE

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<tr>
<td>Director</td>
<td>Archaeological Research Associates, Tulsa, Ok</td>
<td>1977-1979</td>
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<td>Non-profit educational corporation</td>
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II. Teaching

B. Courses Taught

1. Undergraduate


ANTH 3338 — Geoarchaeology, Fall 2006, Spring 2016.


ANTH 4360 — Directed Study

Wear pattern analysis of stone tools from the Lower Pecos, undergraduate, Spring 2012, Sarah Himes.

The Legal Basis for Cultural Resource Management: the Case Law, Undergraduate, Summer 2007, Robert Z. Selden.


Lower Pecos Rock Art, Undergraduate, Summer 2003, Diane Kimbell.

Paleoindian Subsistence, Undergraduate, Fall 2001, Shawn Soucie.

Lithic Technology, Undergraduate, Fall 2000, Linda Hodges, Eric Fisher, Jimmy Barrera & Antonio Padilla


2. Graduate


ANTH 5318 — Texas Archaeology, Fall 2005.


ANTH 5360 — Directed Study

Sediments and Soils at the Gault Site, Spring 2015, Laura Vilsack.

The Archaeology of the Big Ben Region, Spring 2015, Caitlin Gulihur.

Antelope Creek Archaeology, Spring 2015, Michael Mudd.

Old World Lithic Technology, Spring 2014, Molly Palmison.

Robberg Occupations at Erfkroon South Africa, Summer 2013, Molly Palmison.
Zeekoe Valley GIS analysis, Fall 2012, Virginia Moore.
Later Stone Age plant use in Southern Africa, Graduate, Fall 2011, Senna Thornton-Barnett.
Research Designs & Proposal Preparation, Graduate, Spring 2006, Deidra Aery.
Paleoindian Hafting Technology, Graduate, Spring 2006, Greg LaBudde.
Special Problems in Texas Archaeology, Graduate, Fall 2004, Eric Oksanen.

3. COURSES AT OTHER UNIVERSITIES
ANTH 4911—Independent Study: Ingalik Technological Strategies & Gender, Undergraduate, Fall 1996, Aimee Hall, The University of Texas-San Antonio.
ANTH 1013 — Introduction to Anthropology, Spring 1997, UTSA.
ANTH 5513 — Research Methods in Archaeology (Quantitative Methods), Spring 1996, UTSA, co-taught with Robert Hard.
ANTH 130 — Introduction to Archaeology, Richland Community College, Fall 1987.
ANTH 5681 — Field Methods in Archaeology, Southern Methodist University, Summer 1982.

C. GRADUATE THESIS OR DISSERTATION COMMITTEES
Chelsea Ready in progress, 1st year, MA Thesis Committee Chair, Department of Anthropology, Texas State University.
Sarah Himes in progress, 1st year, MA Thesis Committee Chair, Department of Anthropology, Texas State University.
Victoria Pagano in progress, 1st year, MA Thesis Committee Member, Department of Anthropology, Texas State University.
Marisol Espino in progress, 1st year, MA Thesis Committee Chair, Department of Anthropology, Texas State University.
Christina Nielsen in progress. A microstratigraphic approach to interpreting site use in the north sector of Eagle Cave (41VV167), MA Thesis Committee Member, Department of Anthropology, Texas State University.
Michel Mudd. 2016. Interpreting site function at 41PT109 and 41PT283, MA Thesis Committee Chair, Department of Anthropology, Texas State University.
Caitlan Gulihur. 2016. Shelters in space: a study of how rock shelters affect settlement patterns in the Big Bend region of Texas, MA Thesis Committee Chair, Department of Anthropology, Texas State University.
Laura Vilsack 2016. Archaeological investigation of the stone feature located at Area 12, Gault site, Bell County, Texas, MA Thesis Committee Chair, Department of Anthropology, Texas State University.
Spencer Lodge 2016. Earth oven facilities of the Sheep Range in southern Nevada, MA Thesis Committee Member, Department of Anthropology, Texas State University.
Amanda Castaneda 2015. A multi-faceted approach exploring bedrock features in the Lower Pecos Canyonlands, MA Thesis Committee Member, Department of Anthropology, Texas State University.

Ashleigh Knapp 2015. Archaeological excavation at the Little Sotol Site: investigation into an Archaic earth oven facility in the Lower Pecos canyonlands, MA Thesis Committee Member, Department of Anthropology, Texas State University.

Daniel P. Rodriguez 2015. Patterns in the Use of the Dry Rockshelter of Eagle Nest Canyon, Langtry, Texas, MA Thesis Committee Member, Department of Anthropology, Texas State University.

Matt Basham 2015. Subsistence Strategies and Landscape Use On the Canyon Edge: Eagle Nest Canyon, Langtry, Texas MA Thesis Committee Member, Department of Anthropology, Texas State University.


Jennifer Anderson 2013. The Angostura anomaly: a comprehensive of this unique projectile point type, MA Thesis Committee Chair, Department of Anthropology, Texas State University.

Jennifer Gandy 2013. Analysis of lithic debitage from the older-than-Clovis stratigraphic layers of the Gault Site, Texas, MA Thesis Committee Chair, Department of Anthropology, Texas State University.

Jacob Hooge 2013. Underwater geoarchaeological research at Spring Lake, San Marcos, MA Thesis Committee Chair, Department of Anthropology, Texas State University.

Senna Thornton-Barnett 2013. Ancestral pharmacopeias: a paleoethnobotanical assessment of plant use in the western Free State, South Africa, MA Thesis Committee Chair, Department of Anthropology, Texas State University.

Virginia Moore 2013. Cost surface analysis of Smithfield settlement patterns in the Seacow River Valley, South Africa. MA Mag Thesis Committee Member, Department of Geography, Texas State University.

Gabrielle Lavallo 2013. Population differences between the sexes in non-metric traits of the pelvis, MA Thesis Committee Member, Department of Anthropology, Texas State University.

Haley Rush 2013. Faunal analysis at the Rowe Valley site, 41WM437, Williamson County, Texas, MA Thesis Committee Chair, Department of Anthropology, Texas State University.

Maggie McClain 2013. Examining patellar morphology for sexual dimorphism and indicators of musculoskeletal stress in prehistoric populations from Texas, MA Thesis Committee Member, Department of Anthropology, Texas State University.
Anna Gilmer 2013. *Geoarchaeological investigations of natural site formation processes at the Gault Site, a Paleoindian and Pre-Clovis site in Bell County Texas, MA Thesis Committee Chair, Department of Anthropology, Texas State University.*

Charles Koenig 2012. *Settlement Patterns and Landscape Use in Deadman’s Creek Canyon, Lower Pecos Region, Committee Member., MA Thesis, Texas State University.*

John Campbell 2012. *Modeling Burned Rock Features as Units of Subsistence Intensification, Committee Member.*

Josh Heffner 2011, *Subsistence, technology, and site use through time at 41HY160, the Tee Box Six Locale. Committee Chair, MA Thesis, Texas State University.*


Ken Lawrence 2010. *A Recalibrated Chronological Framework for Texas Archaeology-Geoarchaeology. Committee Chair, MA Thesis, Department of Anthropology, Texas State University.*

Bob Wishoff 2010. *An analysis of quarrying behavior at Alibates Flint Quarries National Monument, Fritch Texas. Committee Chair, MA Thesis, Department of Anthropology, Texas State University.*

Sandra Weir 2010. *Over-painting and Maintenance on Lower Pecos Rock Art, committee member, MA Thesis, Department of Anthropology, Texas State University.*

Michael McCarthy 2009. *Experimental reconstructions of copperworking techniques of the pre-Columbian peoples of the Eastern Woodlands. Committee Member, MA Thesis, Department of Anthropology, Texas State University.*


Eric Oksanen 2008. *Archaeological investigations at the Ice House Site 41HY161: a revaluation of Early Archaic technology, subsistence, and settlement along the Balcones Escarpment and Central Texas. Committee Chair, MA Thesis, Department of Anthropology, Texas State University.*

Luis Alvarado 2008. *Ochoa Indented Brownware: Late Prehistoric ceramic production in the Southern Plains. Committee Chair, MA Thesis, Department of Anthropology, Texas State University.*

Greg LaBudde 2008. *Interchangeability in the organization of Archaic projectile technology: examples from the northern Chihuahuan Desert. Committee Chair, MA Thesis, Texas State University.*


Holly Meier 2007. *Antelope Creek Ceramics: an INAA comparison. Committee Chair, MA Thesis, Texas State University.*
Terrie Simmons 2007. The bioarchaeology of Bee Cave Rockshelter, Val Verde County, Texas. Committee Member, MA Thesis, Texas State University.
Laura Acuña 2006. The economic contribution of root foods and other geophytes in prehistoric Texas. Committee Chair, MA Thesis, Texas State University.
Lindsey Erin Stoker 2006. Archaeological Investigations into the early occupation of La Tiza, Nasca, Peru. Committee Member, MA Thesis, Texas State University.
David W. Pease 1993. Late Holocene and historical changes in lithic production of the Seacow River Bushmen, South Africa. External committee member, Ph.D. Dissertation, Southern Methodist University.

D. COURSES PREPARED AND CURRICULUM DEVELOPMENT
ANTH 3306 — World Prehistory
ANTH 3316/5316 — The Archaeology of Europe, Asia and Africa
ANTH 3316/5316 — The Origin and Evolution of Human Behavior (significant redesign)
ANTH 3318/5318 — Texas Archaeology
ANTH 3338/5338 — Geoarchaeology
ANTH 3347/5347 — North American Archaeology
ANTH 4310 — History of Anthropological Thought (Archaeological component)
ANTH 5310 — Seminar in Archaeology
ANTH 5315 — Archaeological Artifact Identification and Analysis
ANTH 5334 — Cultural Resource Management
ANTH 5374P — Anthropological Statistics
Courses at other Universities
ANTH 1013 — Introduction to Anthropology, UTSA
ANTH 130 — Introduction to Archaeology, Richland Community College
ANTH 2315 — Human Evolution Lab, assisted professor revise lab manual, SMU.

I. OTHER

1. UNDERGRADUATE THESIS DIRECTION

III. SCHOLARLY/CREATIVE

A. WORKS IN PRINT

1. BOOKS

D. CHAPTERS IN BOOKS

2. ARTICLES
A. REFEREED JOURNAL ARTICLES


**B. NON-REFFERED JOURNAL ARTICLES**


**5. REPORTS**

**A. AUTHORED OR CO-AUTHORED REPORTS**


Britt Bousman and James Brink. Final 2014. *NSF Report for Grant No. 0918074, Excavation and Analysis of Middle and Later Stone Age Sites at Erfkroon, South Africa*. Submitted to the National Science Foundation.

Britt Bousman 2011. Annual Report: Excavation of Middle and Later Stone Age Sites at Erfkroon, South Africa National Science Foundation Grant 0918074. Report Submitted to NSF.


Britt Bousman 2010. Annual Report: Excavation of Middle and Later Stone Age Sites at Erfkroon, South Africa National Science Foundation Grant 0918074. Report Submitted to NSF.


Lawrence, Ken, Steve Carpenter, Britt Bousman, Kevin Miller, Leland Bement, and John Lowe 2007. Interim report: archaeological investigations for the Interstate 37 Bridge at the San Antonio River Improvement Project, Bexar County, Texas. SWCA Cultural Resources Report, Austin, p. 98. SWCA Environmental Consultants.

Britt Bousman 2007. The Pleistocene Chronology at Cornelia as Determined by Paleomagnetic Analysis of Sediment Samples. Report Submitted to Dr. James Brink, head, Florisbad Quaternary Research Department, National Museum, Bloemfontein.


Archaeological Studies Reports No. 8, p. 86. Center for Archaeological Studies, San Marcos: Texas State University-San Marcos.


C. Britt Bousman and Michael B. Collins 1990. *Cultural implications of Late Quaternary environmental change in northeastern Texas*; with Michael B. Collins, pp. 132, manuscript at the Texas Historical Commission.


B. CHAPTERS IN TECHNICAL REPORTS


Texas, Volume II: chipped stone artifacts, assembled and edited by Michael B. Collins, pp. 597-632. Studies in Archeology 31, Texas Archeological Research Laboratory, Austin: The University of Texas at Austin.


C. Britt Bousman  and M. B. Collins 1988. “Geoarchaeological investigations.” In: Cultural resources investigations along Whiteoak Bayou, Harris County, Texas;


6. Book Reviews


7. OTHER WORKS IN PRINT
A. MAGAZINE ARTICLES

B. WEB PUBLICATIONS

I. C. PUBLISHED TECHNICAL OR AGENCY REPORTS


Survey Report, No. 296. Center for Archaeological Research, San Antonio: The University of Texas at San Antonio.


B. Works Not In Print

1. PAPERS/POSTERS PRESENTED AT PROFESSIONAL MEETINGS


James Brink, Rainer Grün, Andrew Herries, John Gowlett and Britt Bousman. 2011. *The post-1.0 Ma evolution of large mammal endemism in southern Africa in relation to East Africa and subsequent biogeographic isolation of the Cape coastal region.* INQUA, Bern, Switzerland.


ma for the Cornelia-Uitzoek fossil vertebrate, hominin and Acheulian site, South Africa. Poster, Southern African Society for Quaternary Research meeting, Knysna, South Africa.

James Brink, Britt Bousman, and Rainer Grün 2009. The Interior of Southern Africa as a Unique Habitat and Evolutionary Source Area for Periodic Large Mammal and Human Dispersals During the Middle and Late Pleistocene. Poster at the Paleanthropology Society Meeting, Chicago.


Britt Bousman, James Brink, Steven Tooth, Eric Oksanen and Holly Meier 2007. Middle and Later Stone Age Occupations in a Late Pleistocene Terrace at Erfkroon, South Africa; Society for American Archaeology, Austin.

Eric Oksanen and C. Britt Bousman 2007. All creatures great and small: the cultural implications from prey size and selection during the Early Archaic in Central Texas. Society for American Archaeology, Austin.


2. INVITED TALKS, LECTURES & INTERVIEWS
2015 Organization of technology in the Seacow Valley, South Africa. Artifact Identification, Graduate Class, Dr. Steve Black, April.
2013 Archaeological Research in the Modder River Valley, South Africa. GAES, Wits University, July.
2013 Processual Archaeology, History of Anthropological Thought class, Dr. Jon McGee, April.
2011 Bison, Burials and Rock Art: Changing Late Archaic Social Organization in Southern Texas. Art and Anthropology class, Dr. Kent Reilly, September.
2011 The Archaeology of the American Southwest, Southwest Studies class, Dr. Mark Busby, September.
2011 The archaeology of Hays County. Texas Master Naturalists, Wimberley, April.
2010 Forgotten history: Ruin tells story of San Marcos, April 27. The University Star.
2010 Recent archaeological investigations at Erfkroon, South Africa. San Marcos Rotary Club, April.
2010 The archaeology of Hays County. Texas Master Naturalists, Wimberley, May.
2009 The archaeology of Hays County Texas Master Naturalists, San Marcos, Dripping Springs.
2009 Guest lecturer, The Archaeology of the American Southwest, Southwest Studies class, Dr. Mark Busby, November.
2009 Guest lecturer, GIS and GPS mapping for Anthropolists, Anthropological Methods class, Dr. Ana Juarez, April.
2008 Guest lecturer, *The Archaeology of the American Southwest*, Southwest Studies class, Dr. Mark Busby, November.

2008 Guest lecturer, *GIS and GPS mapping for Anthropologists*, Anthropological Methods class, Dr. Ana Juarez, April.

2008 *The archaeology of San Marcos*. Texas Master Naturalists, San Marcos, April.


2007 *The archaeology of San Marcos*. Texas Master Naturalists, San Marcos.


2006 *Students dig up the past at Texas State*, July 4. *Austin American-Statesman*.

2006 *Piecing together the past in San Marcos*, July 1. *KVUE.com*,


2006 Guest lecturer, *The Archaeology of the American Southwest*, Southwest Studies class, Dr. Mark Busby, November.


2006 Guest lecturer, *Archaeology of Africa*, Peoples of Africa class, Dr. Augustine Agwuele, September.

2005 Guest lecturer, *The Archaeology of the American Southwest*, Southwest Studies class, Dr. Mark Busby, November.


2005 Guest lecturer, *Archaeological Mapping*, Forensic Anthropology class, Dr. Jerry Melbey, April.


2005 *The archaeology of Hays County*. Hays County Historical Commission, Wimberley.

2004 Guest lecturer, *The Archaeology of the American Southwest*, Southwest Studies class, Dr. Mark Busby, November.

2004 *Exploring Texas Archaeological Sites*, Talk of the Nation Science Friday, National Public Radio.

2004 *The archaeology of San Marcos*. Texas Master Naturalists, San Marcos.

2004 *The archaeology of the Texas Hill Country*. Texas Master Naturalists, New Braunfels.

2003 *The archaeology of San Marcos*. Texas Master Naturalists, San Marcos.

2003 Guest lecturer, *The Archaeology of the American Southwest*, Southwest Studies class, Dr. Mark Busby, November.


2002 *New developments concerning the archaeology of San Marcos and surrounding areas*. Texas Historical Commission Workshop, San Marcos.

2002 *The archaeology of Wimberley and Hays County*. Wimberley Institute of Cultures, Wimberley.

2002 Guest lecturer, *The Archaeology of the American Southwest*, Southwest Studies class, Dr. Mark Busby, November.

2001 *The archaeology of Hays County*. Lockhart Historical Commission, Lockhart.

2001 *The archaeology of Hays County*. Texas Master Naturalists, San Marcos.

2001 San Marcos, can you dig it? Fall. *Hillviews*.


2000 *Recent excavations at the Burleson Homestead*. San Marcos Lions Club.

1999 *Aquarena Springs and San Marcos archaeology*. Texas Archaeology Awareness Month Archaeological Lecture, Aquarena Springs.

1999 SWT global. Fall. *Hillviews*.


1999 Students help speed up Refugio work. July 6, *Victoria Advocate*.

1999 Few artifacts are uncovered at burial grounds in Refugio. June 23. *Corpus Christi Caller Times*.


1997 **UTSA's detectives of the past digging mystery of the present**. August 7. *San Antonio Express News*.

1997 **Ring key to identity of remains**. July 2. *San Antonio Express News*.

1997 **Discovery of bone believed significant**. June 20. *San Antonio Express News*.

1996 **Past environments in central Texas and its archaeology**. Central Texas Archaeological Society.

1996 Unearthed Wall at Brackenridge May Be Spanish Dam from 1770's. October 1. *San Antonio Express-News*.

1995 **Alamo Chapel excavation uncovers buried remains - Indian groups satisfied that bones won't be moved**. February 15. *San Antonio Express-News*.


1995 **The archaeology of central Texas as viewed from the Wilson-Leonard Site**. Hays County Archaeology Awareness Lecture.

1995 **Archaeological Investigations and Land Use in Texas**. San Antonio Board of Land Developers.

1993 Guest Lecturer: *Paleoenvironmental research in Texas, Texas Archaeology*, Dr. Marilyn Masson, The University of Texas at San Antonio.

1993 **Recent research at the Wilson-Leonard Site in Williamson County**. Williamson County Historical Commission, April.

1992 **Ancient Experts Dig into the Past by Austin**. July 1. *San Antonio Express-News*.

1992 **Ice Age camp offers glimpse of ancient life**. June 30. *Austin American-Statesman*.

1974 **Archaeology in Texas**. Richardson Boy Scout Troop. April.

### 4. ORGANIZED WORKSHOPS, SYMPOSIA, LECTURES

2015 **Texas State Lithic Workshop**, sponsored by the Dept. of Anthropology, Texas State University.

2014 **Texas Archeological Society Annual Meeting**, Co-Program Chair with Margaret Howard.

2014 **From the Past to the Present, changing climates, ecosystems and environments of arid Southern Africa, a tribute to Louis Scott**. Scientific Committee, University of the Free State, Bloemfontein.

2013 **Texas State Lithic Workshop**, Anthropology Dept, Texas State University-San Marcos.

2012 **Texas State Lithic Workshop**, Anthropology Dept, Texas State University-San Marcos.

2011 **Texas State Lithic Workshop**, sponsored by the Dept. of Anthropology, Center for Archaeological Studies and Gault Project, Texas State University-San Marcos.


2009 Organized Anthropology-Psychology Departments Lecture-Fred Previc, *The Dopaminergic Mind*. 

2006 *Recent Paleoindian Research in Texas*, co-organizer with Michael Bever, Texas Archeological Society, San Angelo.

2005 *Symposium: From Paleoindian to Archaic-Views on a Transition*, co-organizer with Brad Vierra, Society for American Archaeology, Salt Lake City.

2003 *SWT 4th Annual Lithic Workshop*, co-sponsor with the Dept. of Anthropology, San Marcos.

2002 *SWT 3rd Annual Lithic Workshop*, co-sponsor with the Dept. of Anthropology, San Marcos.

2001 *SWT 2nd Annual Lithic Workshop*, co-sponsor with the Dept. of Anthropology, San Marcos.


2001 *SWT 1st Annual Lithic Workshop*, co-sponsor with the Dept. of Anthropology, San Marcos.

1996 *Symposium: Texas Colonial Archaeology*, co-Chair with Anne Fox. Texas Archaeological Society, San Antonio.


1995 *Symposium: Rethinking Paleoindian subsistence in the southern Plains periphery*; co-Chair with Michael B. Collins. Society for American Archaeology, Minneapolis.


1993-1994 *TARL Brown Bag Lunch Lectures*, co-organizer with Steve Black, University of Texas at Austin.

1986 *Graduate Student Lecture Series*, organizer, Southern Methodist University.

1976 *Cambridge Undergraduate Symposium on Ethnoarchaeology*, co-organizer with Mathew Spriggs, Department of Archaeology, Cambridge University.

**Mentored Graduate Student Presentations at Professional Meetings**

Caitlin Gulihur 2015 *Archaeological Survey and Site Settlement Patterns in Eastern Brewster County*. Center of the Big Bend, 22nd Annual Conference, Alpine, Nov.


Mike Mudd 2015 *Ground penetrating radar data from an Antelope Creek site (41PT283)*. Texas Archeological Society Meeting, Houston, Oct.


Jennifer Gandy 2013. *Analysis of the lithic debitage from the older-than-Clovis stratigraphic levels of the Gault Site, Texas.* Texas Academy of Science, Kerrville. March.


Anna Gilmer 2012. *Geoarchaeological investigations of natural site formation processes at the Gault Site, a Paleoindian and pre-Clovis site in Bell County, Texas.* Geological Society of America Annual Meeting, Charlotte, NC.


Anna Gilmer 2012. *Geoarchaeological investigations of natural site formation processes at the Gault Site, a Paleoindian and pre-Clovis site in Bell County, Texas.* Texas Archeological Society, Tyler.


Anna Gilmer 2012. *Geoarchaeological investigations of natural site formation processes at the Gault Site, a Paleoindian and pre-Clovis site in Bell County, Texas.* Texas Academy of Science, Sul Ross State University, Alpine.


Haley Rush 2012. *Faunal Analysis at Rowe Valley Site, 41WM437: a case study in Toyah subsistence.* Texas Academy of Science, Sul Ross State University, Alpine.

Senna Thornton-Barnett 2011. *Ethnobotany of Tswana in the western Free State, South Africa.* Texas Academy of Science, St Edwards University, Austin.


### MENTORED UNDERGRADUATE STUDENT PRESENTATIONS AT PROFESSIONAL MEETINGS


Sarah Himes 2012. Poster: *Microscopic use-wear analysis of plant processing tools from an Early Archaic earth oven facility*. Texas Academy of Science, Sul Ross State University, Alpine.

Chris Davis 2011. *GIS and Archaeology*. Academy of Science Meeting, St Edwards University, Austin.


### C. GRANTS AND CONTRACTS

#### 1. EXTERNAL RESEARCH GRANTS AND CONTRACTS


2015 *Archaeological investigations at the Cross Bar Ranch*, Grant-in-Aid, Bureau of Land Management, $10,000.


2009 *Excavation of Middle and Later Stone Age Sites at Erfkroon, South Africa*, National Science Foundation, $105,260.

2007 *Archaeological investigations at the Cross Bar Ranch*, Grant-in-Aid, Bureau of Land Management, $10,000.

2007 *Archaeological Investigations at 41HY163, Hays County, Texas*. City of San Marcos, $416,000.

2007 *Archaeological Survey of the Proposed TPWD Game Warden Academy, Hamilton County, Texas*. Carole Leezer co-PI. Texas Parks and Wildlife Department, $18,994.

2006 *Archaeological Investigations at the Proposed Location of a Fiber Optic Conduit Route at the Aquarena River Center and Golf Course*, San Marcos, Hays County, Texas. Carole Leezer co-PI. Texas State University, $9,876.
2006 Archaeological Investigations at the Rio Vista Dam, San Marcos, Hays County, Texas. Carole Leezer co-PI. Archaeological Conservancy, $8,008.
2006 Archaeological Inventory Survey of Big Canyon South, Coetas South, and Hondo Tin Cup parcels within the Lake Meredith National Recreation Area, Fritch Texas. Carole Leezer co-PI. 4G Consulting, $42,667.
2005 Further archaeological investigations at 41PT109, an Antelope Creek site on the Cross Bar Ranch. Grant in Aid, Bureau of Land Management, $10,000.
2005 Archaeological Survey of the Terrand Tract, Hays County, Texas. Carole Leezer co-PI. City of San Marcos, $12,538.
2005 Archaeological Investigations of the Riverside MKT Pipeline. Carole Leezer co-PI. City of San Marcos, $8,381.
2004 Archaeological investigations at 41PT109, an Antelope Creek site on the Cross Bar Ranch. Grant in Aid, Bureau of Land Management, $10,000.
2004 Archaeological Survey Along 9100 Linear Feet (2775 Linear Meters) of Pipeline Near Purgatory Creek, City of San Marcos, $9,142.
2003 Geoarchaeological Investigations at the Comal Power Plant. LCRA, $2,496.
2003 An Archaeological Investigation of 14 Category VI Sites at Camp Swift, Texas. David Nickels co-PI. Texas Army National Guard, $32,341.
2003 An Archaeological Assessment of Property on Browne Road, Cameron County, Texas. David Nickels co-PI. Cameron County Park Department, $11,057.
2003 Archaeological Investigations along McCarty Lane, Hays County, Texas. David Nickels co-PI. The Whiten Group, $2,953.
2002 Archaeological Assessment of Group 5, Priority 2 Sites at Camp Swift Training Center near Bastrop, Texas. David Nickels co-PI. Texas Army National Guard, $85,690.
2002 Archaeological Testing on Prehistoric Site 41TV1667, Camp Mabry, Travis County, Texas. David Nickels co-PI. Texas Army National Guard, $33,739.
2002 Archaeological Assessments of 13 Sites at Camp Swift Training Center near Bastrop, Texas. David Nickels co-PI. Texas Army National Guard, $334,422.
2002 Archaeological Survey on 100-Acres of Property for the City of San Marcos Reclaimed Water Reservoir. David Nickels co-PI. City of San Marcos, $8,122.
2002 Archaeological Auger Testing at Six Locations Along a 3780’ Section of the Proposed Riverside/Mkt Wastewater Interceptor Pipeline, San Marcos, Texas. David Nickels co-PI. City of San Marcos, $9,309.
2001 A quantitative analysis and classification of Paleoindian projectile points from Texas and surrounding areas, Anne Kerr co-PI. Texas Archeological Society, $1,000.
2001 Assessment of prehistoric and historic sites at Camp Swift, Texas. David Nickels co-PI. Texas Army National Guard, $84,348.
2001 Archaeological survey of Camp Mabry, Texas. David Nickels co-PI. Texas Army National Guard, $30,902.
2001 Archaeological investigations at Bobcat Stadium. Texas State University-San Marcos, $2,494.
2000 Geoarchaeological investigations at 41WB556. UT at San Antonio, $2,700.
2000 Archaeological monitoring at the SWT Golf Course. Texas State University-San Marcos, $6,313.
2000 Geoarchaeological investigations at Camp Bowie, Brownwood, Texas. UT at San Antonio, $6,842.
1999 Changes in the gravitational pull of waterholes on Stone Age hunter-forager settlement patterns in a semi-desert environment, Garth Sampson and Lynn Kitchen co-PIs; National Science Foundation, $40,943.
1997 Archaeological investigations at the early MSA site of Baden-Baden South Africa; Office of Grant Development Seed Grant, UTSA, $1,015.
1999 Archaeological investigations at Mission Rosario, Anne Fox co-PI; Texas Parks and Wildlife, $63,230.
1999 Excavations at the Mission Refugio Campo Santo, Texas Department of Transportation, $216,360.
1999 Archaeological Survey of 3500 Acres at Camp Maxey, Steve Tomka co-PI; Texas National Guard, $179,478.
1999 Archaeological excavations at Mission Espada Northwest Gate, City of San Antonio, $9,091.
1999 Archival Study of the Sheraton Hotel Site, Sheraton Incorporated, $6,942.
1999 Archaeological Monitoring of Restoration of the Caldwell County Courthouse; Caldwell County, $2,514.
1999 Archaeological Investigations along Medio Creek, San Antonio Water System, $2,199.
1998 Mission Trails Package 1 Archaeological Project; City of San Antonio Public Works; $39,783.
1998 Archaeological investigations between Elm Creek and Watson Road; San Antonio Water System; $3,712.
1998 Archaeological testing at Mission Espada Southwest Corner Wall; San Francisco de la Espada, $5,584.
1998 An Archaeological Survey of Twin Buttes Reservoir, San Angelo, Texas; Bureau of Reclamation, $248,789.
1998 An Archaeological Survey of Area 1 at Camp Maxey, Northeast Texas, co-PI with Robert J. Hard; Texas National Guard, $51,989.
1998 Archaeological Background for the Rancho de Las Cabras Cultural Landscape Report; co-PI with Robert J. Hard; Oculus; $12,111.
1998 Archaeological Investigations on Cagnon Road, San Antonio, Texas, co-PI with Robert J. Hard; San Antonio Water System, $12,564.
1998 Archaeological Excavations for the Mission San Jose Catchment Project, San Antonio, Texas; co-PI with Robert J. Hard; National Park Service; $39,422.
1998 Archaeological Investigations on Southton Road, San Antonio, Texas, co-PI with Robert J. Hard; San Antonio Water System, $5,137.
1998 Archaeological Survey along Leon Creek-Phase I, San Antonio, Texas, co-PI with Robert J. Hard, City of San Antonio, $8,057.
1998 Archaeological Testing at Joe’s Crab Shack, San Marcos, Texas, co-PI with Robert J. Hard, South West Texas State University, $11,395.
1997 Archaeological Investigations at the H. Gonzales Convention Center Expansion Project, San Antonio, Texas; co-PI with Robert J. Hard, City of San Antonio, $69,928.
1997 *Archaeological Assessment of the Spring Lake Lot, San Marcos, Texas*, co-PI with Robert J. Hard, South West Texas State University, $2,857.


1997 *Archaeological Excavations at Mission San Jose Service Drive, San Antonio, Texas*, co-PI with Robert J. Hard; National Park Service, $6,808.


1997 *Archaeological Investigations at the Retama Cell Phone Site, San Antonio, Texas*, co-PI with Robert J. Hard, SW Bell, $2,391.


1997 *Archaeological Excavations at Camp Elizabeth, a Buffalo Soldier’s Camp*, co-PI with Robert J. Hard; Texas Department of Transportation, $56,597.

1997 *Archaeological Excavations at the Cemetery at Santa Rosa Hospital, San Antonio, Texas*, co-PI with Robert J. Hard, Santa Rosa Hospital, $13,070.


1997 *Analysis of Archaeological Materials from 41MV120, Eagle Pass, Texas*, co-PI with Robert J. Hard; Texas Department of Transportation, $81,956.

1997 *Archaeological Test Excavations at Crooks Park, San Marcos, Texas*, co-PI with Robert J. Hard; City of San Marcos, $7,953.

1997 *Archaeological Assessment of the New Braunfels Little League Fields, co-PI with Robert J. Hard, City of New Braunfels*, $1,492.
1996 Archaeological Assessment of the La Joya Project, San Antonio, Texas, co-PI with Robert J. Hard; Cordele Development, $1,479.
1996 Archaeological Assessment of the New Braunfels Golf Cart Barn, co-PI with Robert J. Hard, City of New Braunfels, $1,964.
1996 Archaeological Test Excavations at Culebra Creek, 41BX126, San Antonio, Texas, co-PI with Robert J. Hard; Texas Department of Transportation, $74,368.
1996 Archaeological Survey at Northrup Park Phase I and II, Boerne, Texas, co-PI with Robert J. Hard; City of Boerne, $12,150.
1996 Archaeological Assessment of Ashby Road Project, co-PI with Robert J. Hard, SARA, $6,500.
1996 Archaeological Excavations at Spanish Governors Palace, San Antonio, Texas, co-PI with Robert J. Hard; City of New Braunfels, $8,087.
1996 Archaeological Monitoring and Test Excavations at Landa Park, New Braunfels, Texas, co-PI with Robert J. Hard; City of New Braunfels, $12,093
1996 Data Recovery Excavations at 41MV120, Maverick County, Texas, co-PI with Robert J. Hard; Texas Department of Transportation, $188,256.
1995 Archaeological Investigations at Hausman Road, San Antonio, co-PI with Robert J. Hard; Pape-Dawson, Engineers, $30,770.
1994 Archaeological Investigations at the Alamo, co-PI with Robert J. Hard; Daughters of the Republic of Texas, $23,656.
1993 Geomorphological investigations at the Wilson-Leonard site (41WM235), Williamson County Texas, co-PI with M. B. Collins; Archaeological Conservancy, no funds-only permission requested.
1992 Archaeological Investigations at the Wilson-Leonard Site (41WM235), Texas, co-PI with M. B. Collins; Texas Department of Transportation, $1,801,656.
1989 Quaternary Environmental Change in Northeast Texas, co-PI with M. B. Collins; Texas Historical Commission, $7,500.
1987 Prehistory and paleoenvironments in the upper Oorlogspoort drainage, South Africa; L. S. B. Leakey Foundation, $1,974.
1986 Sediment analysis and radiocarbon dating at Blydefontein Basin; Institute for the Study of Earth and Man, Southern Methodist University, $1,675.
1984 *Excavation and analysis at Blydefontein Rock Shelter, South Africa*; National Science Foundation Dissertation Improvement Grant, excavation funds, $5,425.

1979 *Archeological Investigations at Candy Creek Reservoir, Osage County, Oklahoma*, co-PI with Annetta Cheek; Corps of Engineers, Tulsa District, $22,278.

1978 *Excavation at the Rock Creek Site, Idaho*, co-PI with Charles Cheek; U. S. Forest Department, Twin Falls Idaho, $18,679.

1978 *Archeological Assessment of the Mingo Creek Drainage, Tulsa Oklahoma*, co-PI with Annetta Cheek; Corps of Engineers, Tulsa District, $5,650.

1976 *Corpus Christi College Travel Grant*; Cambridge University, travel to Lesotho, £250 ($625).

1976 *D.A.E. Garrod Travel Grant*; Faculty of Archaeology and Anthropology, Cambridge University, travel to Lesotho, £200 ($500).

1975 *Corpus Christi College Travel Grant*; Cambridge University, travel to Zambia, £200 ($500).

1975 *D.A.E. Garrod Travel Grant*; Faculty of Archaeology and Anthropology, Cambridge University, travel to Zambia, £200 ($500).

3. **Internal Grants & Contracts Awarded at Texas State**

2008 *Analysis of archaeological materials from the Phase I Excavations at the Texas River Center*, Texas State University, $215,857.

2005 *Revealing Transitions Toward Modern Human Behavior at Erfkroon, South Africa*. Research Enhancement Grant, Office of Sponsored Programs and Research, Texas State University-San Marcos, $8,000.

2004 *Archaeological Data Recovery Excavations at 41HY161 for the Sessoms Creek Diversion and Retention Ponds*, Texas State University-San Marcos, $71,159.


2002 *A search for modern human behavior in the stone tools of early modern hominids at the site of Baden-Baden, South Africa*. Research Enhancement Grant, Office of Sponsored Programs and Research, Texas State University-San Marcos, $8,000.

2002 *An Archaeological Assessment of Strahan Coliseum, Texas State University-San Marcos, Texas*. David Nickels co-PI. Texas State University-San Marcos, 16,714.

2001 *Archaeological test excavations of the Satterwhite Property*. Texas State University-San Marcos, $8,137.

2001 *Trench monitoring at the SWT President’s House*. Texas State University-San Marcos, $3,610.


2001 *Archaeological survey and shovel testing at San Marcos Hall*. Texas State University-San Marcos, $1,348.

2001 *An archaeological assessment of the Satterwhite Property*. Texas State University-San Marcos, $4,607.

2000 *Excavations at the General Burleson Cabin Site, San Marcos, Texas*. Texas State University-San Marcos, $37,690.

2000 *Texas River Center Archaeological Project Test Excavations*. Texas State University-San Marcos, $224,695.
D. FELLOWSHIPS, AWARDS & HONORS

2009-present  Honorary Research Fellow, School of Geography, Archaeology and Environmental Studies, University of the Witwatersrand, South Africa.

2014  Honorary Professor of International Studies, Texas State University.

2013  Fellow, Texas Archeological Society, October

2011  Favorite Professor, The Alfred H. Nolle Chapter, Alpha Chi National College Honor Society, Spring.

2009  Supplemental Development Research Leave Award-Fall 2009, Texas State University.

2008  Development Research Leave Award-Fall 2008, Texas State University.

2008  Liberal Arts Dean’s Award in Scholarly/Creative Activity, Texas State University.

2007  Liberal Arts Dean’s Grant Award, Texas State University-San Marcos.

2006  President’s Excellence Award in Scholarly/Creative Activity, Texas State University-San Marcos.

2006  Liberal Arts Dean’s Excellence Award in Scholarly/Creative Activity, Texas State University-San Marcos.

2006  Liberal Arts Dean’s Grant Management Award, Texas State University-San Marcos.

2005  Liberal Arts Dean’s Excellence Award in Scholarly/Creative Activity, Runner-Up, Texas State University-San Marcos.

2004  Liberal Arts Grant Writing Award for 2004-2005, Texas State University-San Marcos.

2003  Award of Merit for Archeology in the Field of Technical Scientific Research in Archeology, Texas Historical Commission.


1987  Gary A. Weber Graduate Fellowship, Department of Anthropology, Southern Methodist University, $2,000.

IV. SERVICE

A. INSTITUTIONAL

1. UNIVERSITY

2014-present  Entrepreneurship Working Group (AVPR Committee), member.

2013-present  Spring Lake Environmental Review Committee (AVPR Committee), member.

2011-present  Facilities Committee (Presidential Committee), member.

2010-present  Council on Funded Research (Provost and Academic Affairs Committee), chair.

2015-2016  Associate Vice President for Research & Federal Relations position, Search Committee (Provost Committee), member.

2016  STAR Park Strategic Plan Committee, member.

2015-2016  Crowd Funding Committee (Division of University Advancement Committee), member.

2013  Office of Sponsored Programs Associate Director Hiring Committee, member.

2013  MIRGE proposals reviewer, Office of Associate Vice President for Research and Federal Relations.
2012 Grant software reviewer, Office of Sponsored Projects.
2012 Strategic Plan Research Read Across Committee (Provost Committee), member.
2011-2012 Academic Program Review Committee, Physics Department, University member.
2010-2012 The Woodrow Wilson-Rockefeller Brothers Fund Fellowship for Aspiring Teachers of Color, campus coordinator.
2010 Research Task Force Committee (Provost and Academic Affairs Committee), member.
2009-2010 PI Committee (Provost and Academic Affairs Committee), member.
2007-2008 Faculty Senate, Departmental Liaison.
2008 President’s Excellence Award in Scholarly/Creative Activity Committee, member.
2007 President’s Excellence Award in Scholarly/Creative Activity Committee, member.
2003 Burleson Master Plan Committee, member.
2001-2003 Texas Rivers Center Advisory Committee, member.
2000-2009 Aquarena Coordinating Committee (Presidential Committee), member.

2. COLLEGE
2013-present Marburger Scholarship Award committee (College of Liberal Arts).
2014 CAS Budget Specialist Hiring Committee, member.
2013 Liberal Arts Research Coordinator Hiring Committee, member.
2007 Liberal Arts Scholarship Committee, member.
2007 Liberal Arts Administrative Assistant Search Committee, member.

3. DEPARTMENTAL
2016-present Departmental Library Representative.
2009-present Center for Archaeological Studies, board member.
2006-present Personnel Committee, member.
2004-present Center for the Study of Arts and Symbolism of Ancient America, board member.
2003-present Graduate Student Application Committee, member.
2017 Outstanding Undergraduate Award and Undergraduate Scholarship Award Committee, member.
— Presidential Scholarship Award Committee, member.
2014 MA Poster Committee, member.
2014 CAS Administrative Assistant Hiring Committee, member.
2013-2014 Organized Norm Whalen’s research materials.
2013 CAS Director Hiring Committee, member.
2011 Secured $500 donation LivNaked Grant, for graduate student.
2011 Submitted successful proposal for new research microscope to Billy C. Covington, Associate Vice President for Research and Federal Relations for archaeology and forensic anthropology.
2011 College Days, presenter.
2010 Submitted successful proposal for new laboratory space for Drs. Bousman, Black, Conlee and Collins.
2010-2011 Forensic Anthropologist Hiring Committee, member.
2010 Helped negotiate to hire Mike Collins and bring the Gault Project to Texas State.
2010 Raised $1000 Scholarship, LivNaked Scholarship for graduate student.
2009 Organized Anthropology-Psychology Departments Lecture-Fred Previc, *The Dopaminergic Mind*.
2007-2010 **Archaeological Curation Facility**, Founding Curator.
2007 College Days, presenter.
2007-2008 **Archaeologist Hiring Committee**, member.
2007-2008 **Forensic Anthropologist Hiring Committee**, chair.
2006-2007 Designed and coordinated new **Center for Archaeological Studies** lab and **Archaeological Curation Facility**.
2007 Raised $10,000 donation to Anthropology Departmental Scholarship.
2006 Internship Coordinator Hiring Committee.
2006 **Departmental Space Allocation Committee**, member.
2006 Departmental Space Allocation Committee, member.
2005 Organized and staffed, Anthropology Department’s booth at the Graduate Student Expo, Society for American Archaeology Meeting, Salt Lake City.
2003-2004 Anthropology Department Archaeology Hiring Committee, member.
2002 Raised $10,000 gift to Department of Anthropology from private donor for truck purchase.
2000-2009 **Center for Archaeological Studies**, founding director.

**B. PROFESSIONAL COMMITTEES & BOARDS**

2015 Associate Managing Editor, *Index of Texas Archaeology*, CRM report repository.
2014 Co-Program Chair, TAS Annual Meeting, Texas Archeological Society.
2014 **Scientific Committee**, From Past to Present, changing climates, ecosystems and environments of arid Southern Africa, a tribute to Louis Scott, University of the Free State, Bloemfontein.
2013-14 Ad Hoc Digital Publication Committee, Texas Archeological Society.
2012-2013 Nomination committee, *Texas Archeological Society*.
2011-2012 Immediate Past President, *Texas Archeological Society*.
2010-2011 President, *Texas Archeological Society*.
2011-2012 Immediate Past President, *Texas Archeological Society*.
2009-13 Co-Chair, Anthropology Section, *Texas Academy of Sciences*.
2009-2010 President Elect, *Texas Archeological Society*.
2008 Annual Meeting Committee Member, *Society for American Archaeology*.
2005-2009 Chair, University Coordination Committee, *Council of Texas Archeologists*.
2004-2005 Member, Nomination Committee, *Texas Archeological Society*.
2002-2004 Committee Member, *Mexico North Consortium*. 
1997 Advisory Committee Member, Public Archaeology Program, *L. B. J. School of Public Affairs*, University of Texas at Austin.
1997 Standing Committee Member for Displays, *Institute of Texan Cultures*, San Antonio.
1995-1996 Program Chair-South *Texas Archaeological Association*.
1994 Chair, Round Table Discussion-Statistical Methods, *Plains Anthropological Society Meeting*.

**PEER REVIEW**

**BOOKS PEER REVIEWER**
2012 *Oxford University Press*.
2007 *Texas A&M University Press*.

**JOURNAL ARTICLE PEER REVIEWER**
2016 Paleoanthropology, *PaleoAmerica*.
2015 *Paleoanthropology, African Archaeological Review*.
2010 *Navorsinge van die Nasionale Museum* (South Africa), *Southern African Humanities, and Texas Journal of Science*.
2006 *American Antiquity, Geoarchaeology*.
2005 *American Antiquity and The Southwestern Naturalist*.
2004 *Before Farming and Quaternary Research*.
2003 *American Antiquity*.
2002 *American Antiquity*.
2001 *Journal of Archaeological Science*.
1997 *Palaeogeography, Paleoecology, Palaeocology*. 
1996 Geoarchaeology and Lithic Technology.
1994 Quaternary International and Geoarchaeology.

GRANT PEER REVIEWER
2016 National Science Foundation.
2015 National Science Foundation.
2015 Merit Review Survey, National Science Foundation.
2014 Canada Foundation for Innovation Pre-Submission Proposal Assessment, Vice President for Research, University of Toronto, & South African National Research Foundation.
2013 National Science Foundation.
2012 National Science Foundation (2 proposals), L. S. B. Leakey Foundation.
2011 National Science Foundation.
2010 National Science Foundation.
2009 National Science Foundation.
2006 National Science Foundation.
2004 Leakey Foundation.
2002 South African National Research Foundation and National Science Foundation.
1998 National Science Foundation.
1996 National Science Foundation.
1992 Leakey Foundation.
1991 Leakey Foundation.

OTHER PEER REVIEWER
2015 Promotion Reviewer, School of Geography, Archaeology and Environmental Sciences, University of the Witwatersrand
2015 Career Promotion External Reviewer; South African National Research Foundation.
2012 Career Promotion External Reviewer; South African National Research Foundation.
2011 Career Promotion External Reviewer; South African National Research Foundation.
2006 Outside tenure review, Department of Anthropology, Texas Tech University.
2002 Tenure & Promotion External Reviewer; Department of Anthropology, University of Arizona.
2002 Career Promotion External Reviewer; South African National Research Foundation.

C. COMMUNITY
2015 Culture, Recreation & Tourism Committee, Texas House of Representatives, testified in committee meeting for HB988 (González), March 10.
2009 Hays County, prepared interpretative signage for Five-Mile Dam Park.
2007 Culture, Recreation & Tourism Committee, Texas House of Representatives, testified in a committee meeting against HB 12 (Hilderbran), March 6.
2005 Red Cross Volunteer, Hurricane Katrina, KellyUSA, San Antonio.
2001-2003 Whispering Oaks Swim Club (San Antonio), Board Member.
2001 City of San Marcos, organized archaeological display for Crooks Park.
2000 Wimberley Senior Citizens Center, gratis archaeological consultant.
1999 Habitat for Humanity, construction volunteer.
TEXAS STATE UNIVERSITY VITA

I. ACADEMIC/PROFESSIONAL BACKGROUND

A. Name: Emily K. Brunson
   Title: Assistant Professor

B. Educational Background

   Degree      Year      University                        Major                   Thesis/Dissertation Title
   PhD         2010      University of Washington      Anthropology            The Point of the Needle: An Anthropological Study of Childhood Vaccination in the United States
   MA          2006      University of Washington      Anthropology
   MPH         2005      University of Washington      Epidemiology            Exemptions to Vaccination and Rates of Pertussis among Children Attending School in King County Washington
   BS          2001      Utah State University        Anthropology and Biology

C. University Experience

   Position                     University            Dates
   Assistant Professor          Texas State University  2011-present
   Instructor/TA                University of Washington  2006-2010

D. Relevant Professional Experience

   Position                             Entity                        Dates
   Consultant                           Washington State Immunization  2008-09
   Consultant                           Social Marketing Planning Team  2006-07, 2008

II. TEACHING

A. Teaching Honors and Awards

2014  College of Liberal Arts College Achievement Award for Teaching

B. Courses Taught

   a. Texas State University

      ANTH 1312, Cultural Anthropology
      ANTH 3311, Disease and Society
      ANTH 3325, Medical Anthropology
      ANTH 3336/5336, Community Research Project
      ANTH 4309/5309, Culture, Medicine and the Body
      ANTH 5325, Medical Anthropology
      ANTH 5361, Field Methods in Cultural Anthropology
b. University of Washington

BioA 101, Introduction to Physical Anthropology
ANTH 472, Capstone Case Studies in Medical Anthropology and Global Health
ANTH 476, Culture, Medicine and the Body

C. Graduate Theses/Dissertations or Exit Committees

1. MA Supervisor

a. Graduated

2016  Lauren Chapman  Approaching Health: Reiki Users Providing Insight on CAM Use for ACA Consideration
2016  Rex Long  The Stigma Experiences of the Liberian Community of the DFW Metroplex During the 2014-15 Ebola Outbreak
2016  Caleb Miller  Neoliberal Caries and Moral Decay: Oral Health Inequalities along the Texas/Mexico Border
2015  Marilee Ratliff  S(ave) O(ur) S(anity): An Evaluation of Students’ Experiences with Mental Health Resources and Support on the Texas State University Campus
2014  Michael Anstice  Death, Dying and the Point of No Return: An Analysis of Hospice Care in Central TX
2013  Hilary Martinez  I Don’t Need It, You Can Have It: Motivations for Whole Body Donation to FACTS
2013  Monica Molina  Parental Perceptions of Childhood Overweight and Obesity in Hays County, Texas

b. In Progress

2014-  Heather Yonce  The Lived Experiences of Central Texas Elderly and Animal-Assisted Therapy

2. MA Thesis Committee Member

a. Graduated

2015  Lilia Loera  Organization Activism: Transforming the Immigration Reform Debate
2014  Winter Calloway  Suspended Lives: The Lived Experiences of Mexican Immigrant Restaurant Workers in Austin, Texas
2012  Eric Dees  Music and Homelessness in Austin, TX
2012  Sherry Jeansonne  Breaking Down Stereotypes: Performance of Self-Identity within the Furry Community
2012  Aisha Sharif  *Cultural Change in the Economy and Diet in the Lacandon Community of Mensäbäk*

b. In Progress

2016- Taylor Roberts  *TBD*

2016- Jordan Davis  *TBD*

2014- Katherine Barrax  *A Generational Analysis of the Impacts of Premarital Abstinence Discourses on Young Christian’s Sexuality*

**D. Courses Prepared and Curriculum Development**

2015-16  ANTH 3336/5336, Community Research Project

2013-14  ANTH 5325, Medical Anthropology

2012-13  ANTH 3311, Disease and Society

2011-12  ANTH 3325, Medical Anthropology

ANTH 4309/5309, Culture, Medicine and the Body

2010-11  ANTH 1312, Cultural Anthropology

ANTH 5361, Field Methods in Cultural Anthropology

**III. SCHOLARLY/CREATIVE**

**A. Works in Print**

1. Books

d. Chapters in Books


2. Articles

a. Refereed Journal Articles


b. Non-refereed Articles


4. Reports

Brunson EK. 2005. Parent, provider and staff experiences with the Computerized Asthma Management System (CAMS).

6. Book Reviews


7. Other


B. Works not in Print

1. Papers Presented at Professional Meetings


Brunson EK. 2014. It is the best of things, it is the worst of things: Texans’ experiences with the Affordable Care Act. Paper presented at the 2014 annual meeting of the American Anthropological Association, Washington, DC.


Molina MA, Brunson EK. 2013. If I ignore it, I don’t have to change it: Parent perceptions of childhood overweight and obesity. Paper presented at the 2013 annual conference of the Society for Applied Anthropology, Denver, CO.
Martinez H, Brunson EK. 2012. I don’t need it, you can have it: Motivation for whole body donation to FACTS. Paper presented at the 2012 annual conference of the American Anthropological Association, San Francisco, CA.


2. Invited Talks, Lectures, and Presentations

a. Outside home institution


Second Opinion. Invited discussant on the PBS series Second Opinion hosted by WXXI Public Television and the University of Rochester Medical Center. Episode Measles/Vaccines, aired October 2015 on PBS.


San Antonio Metropolitan Health District. Invited presentation to local public health officials and health care providers. San Antonio, TX. May, 2014.

Association of Immunization Managers (AIM). Invited webinar presentation to 64 state, local and territorial immunization programs in the US. Rockville, MD. March, 2014.

Public trust in vaccines: Defining a research agenda. Invited workshop associated with the American Academy of Arts and Sciences. Harvard University, September, 2013.

Social networks and parents’ vaccination decisions. Texas Department of State Health Services, Austin, TX. June, 2012.

The impact of social networks on parents’ vaccination decision-making. Within Reach, Seattle, WA. August, 2010.

b. Within home institution


3. Consultancies

Safe Water Project, Program for Appropriate Technology in Health (PATH), Seattle, WA, 2008.
Bioject Vaccination Project, Program for Appropriate Technology in Health (PATH), Seattle, WA, 2006-07.

4. Workshops


Research Funding Workshop, Texas State University, March, 2013.

5. Other Works not in Print
a. Works submitted or under review

Brunson EK. Vaccination uptake in the US: Public debates, parental choice, and why social structure should not be overlooked. Submitted to *Anthropology Quarterly.*

b. Works in progress

Brunson EK, Adepoju L, McLeod AJ. The impact of political affiliation on perceptions of the Affordable Care Act.
Brunson EK. “Alternative medicine”: Coping without health insurance in central Texas.

C. Grants and Contracts

1. Funded External Grants and Contracts:

2014-16. Co-I (Texas State University subcontract PI), Food and Drug Administration “Ensuring Appropriate Public Use of Medical Countermeasures through Effective Emergency Communication” $61,842.

2. Submitted, but not Funded, External Grants and Contracts

2014. PI, National Institutes of Health R-21 “Improving Childhood Vaccine Uptake by Understanding the Dynamic Processes of Parents’ Decision Making” $275,000.

3. Funded Internal Grants and Contracts

2013. Research Enhancement Program Grant, Texas State University. $16,000.
2011. Library Research Grant, Texas State University. $1320.
2007. James Fellowship, Department of Anthropology, University of Washington. $3000.
D. Fellowships, Awards, Honors

2006. American Dermatoglyphics Association Student Paper Award, 2006 Conference of the American Association of Physical Anthropologists, Anchorage, AK.
2006. Distinguished Paper Award, 2006 Conference on the Breadth of Anthropological Research, University of Washington, Seattle, WA.

IV. SERVICE

A. Institutional

1. University:

2012-2014. Delta Xi Nu (multicultural sorority) faculty advisor. Texas State University.
2013. Texas State University anthropology learning outcomes representative to the Texas Higher Education Coordinating Board.

3. Departmental:

2016-2017. Department of Anthropology graduate program coordinator. Texas State University.
2015-2016. Department of Anthropology cultural anthropology search committee member. Texas State University.
2015-2016. Department of Anthropology archaeology search committee member. Texas State University.
2015-2016. Department of Anthropology outstanding graduate student committee member. Texas State University.
2013-2016. Department of Anthropology webpage committee. Texas State University.
2012-2016. Department of Anthropology learning outcomes coordinator, Texas State University.
2012-2016. Department of Anthropology cultural social coordinator, Texas State University.
2011-2016. Department of Anthropology scholarship committee member, Texas State University.
2015. Department of Anthropology merit committee. Texas State University.
2008-2010. Graduate student member Subfaculty Appointments Committee, University of Washington.
2004-2006. Graduate student representative to the faculty, Department of Anthropology, University of Washington.
1999-2001. Developed and maintained Anthropology program webpage (www.usu.edu/anthro), Utah State University.
1999-2001. Museum staff member. Developed a new exhibit for the Anthropology Museum at Utah State University (Bioarchaeology: the Case of Otzi, the Iceman), conducted tours and assisted in cataloging artifacts

B. Professional


Journal of Research on Women and Gender
Maternal and Child Nutrition
Medical Anthropology
Medical Anthropology Quarterly
Pediatrics
PLOS One
Social Science and Medicine
Vaccine

C. Community
2016. Performed an assessment of community food insecurity for the Hays County Food Bank, San Marcos, TX.

**E. Organizations**

2. Professional

American Anthropological Association  
International Network for Social Network Analysis  
National Association for the Practice of Anthropology  
Society for Applied Anthropology  
Society of Medical Anthropology  
Society for the Anthropology of North America  
Washington State Association of Public Health
I. Academic/Professional Background

A. Name: Christina A. Conlee
   Title: Professor

B. Educational Background

<table>
<thead>
<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
<th>Major</th>
<th>Thesis/Dissertation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ph.D.</td>
<td>2000</td>
<td>University of California, Santa Barbara</td>
<td>Anthropology</td>
<td>Late Prehispanic Occupation of Pajonal Alto, Nasca, Peru: Implications for Imperial Collapse and Societal Reformation</td>
</tr>
<tr>
<td>M.A.</td>
<td>1996</td>
<td>University of California, Santa Barbara</td>
<td>Anthropology</td>
<td>Late Prehistoric Settlement in the Nasca Region of Peru</td>
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<tr>
<td>B.A.</td>
<td>1991</td>
<td>University of California, Santa Cruz</td>
<td>Anthropology</td>
<td>Gender in Archaeology: A Re-analysis of Mississippian Society</td>
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</table>

C. University Experience

<table>
<thead>
<tr>
<th>Position</th>
<th>University</th>
<th>Dates</th>
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<tbody>
<tr>
<td>Professor</td>
<td>Texas State University</td>
<td>2009-</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Texas State University</td>
<td>2005-2009</td>
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<tr>
<td>Assistant Professor</td>
<td>Texas State University</td>
<td>2004-2009</td>
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<tr>
<td>Lecturer</td>
<td>University of California, Santa Cruz</td>
<td>2002-2009</td>
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<tr>
<td>Assistant Researcher</td>
<td>University of California, Santa Barbara, ISBER</td>
<td>2000-2002</td>
</tr>
<tr>
<td>UC Post-Doctoral Faculty Fellow</td>
<td>University of California, Santa Barbara</td>
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D. Relevant Professional Experience

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<th>Position</th>
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<th>Dates</th>
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<tbody>
<tr>
<td>Principal Investigator and Director Projecto Huaca del Loro</td>
<td>Brennan Foundation, Texas State University</td>
<td>2015</td>
</tr>
<tr>
<td>Principal Investigator and Director Projecto La Tiza</td>
<td>National Geographic Society</td>
<td>2009</td>
</tr>
<tr>
<td>Principal Investigator and Director Projecto La Tiza</td>
<td>National Science Foundation</td>
<td>2004-2008</td>
</tr>
<tr>
<td>Study Leader</td>
<td>Smithsonian Expeditions</td>
<td>September 2003</td>
</tr>
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</table>
II. TEACHING

A. Teaching Honors and Awards
NA

B. Courses Taught:

**Texas State University, San Marcos**
2005-present
ANTH 2415 Introduction to Archaeology
ANTH 2415 1251-1256, archaeology labs, supervision of graduate student instructors
ANTH 3376R Theoretical Concepts in Archaeology
ANTH 3347/5347 Archaeology of North America
ANTH 3349/5349 The Incas
ANTH 3356/5356 Andean Civilizations
ANTH 4320/5320 Rise of Civilizations
ANTH 4360 Directed Study in Maya Archaeology (Study Abroad)
ANTH 5313 Archaeology Seminar
ANTH 5315 Artifact Analysis (Ceramics)

**University of California, Santa Cruz**
2004
North American Archaeology (Upper Division Undergraduate Course)
Origins of Complex Societies (Upper Division Undergraduate Course)
University of California, Santa Barbara
1998-2002
Introduction to Archaeology (Introductory Course)
Archaeology of Andean Civilizations (Upper Division Undergraduate Course),
Andean Preceramic, (Upper Division Undergraduate Course)
Origins of Complex Societies (Upper Division Undergraduate Course)
Southwestern Archaeology (Upper Division Undergraduate Course)
Conquest of the Americas (Undergraduate Seminar)
Problems in Andean Archaeology (Graduate Seminar)

C. Graduate Theses/Dissertations or Exit Committees (if supervisor, please indicate):

MA Supervisor – Texas State University, Anthropology:

Graduated
Blair Mills MA 5/2015
Thesis Title: Patterns of Structure: The Fiber Artifacts of La Tiza.

Mary Noell MA 8/2014
Thesis Title: Analysis and Comparison of Early Nasca Pottery from the site of La Tiza.

Brooke Boyer MA 8/2010
Thesis Title: Nasca Middle Horizon Burial Traditions: A Preliminary Analysis of Above-Ground Tombs and Looted Contexts at La Tiza, Peru.

Matthew Johnson MA 12/2009
Thesis Title: Obsidian Availability through Time: Lithic Analysis at La Tiza and Pataraya, Nasca Drainage, Peru.

Lindsey Stoker MA 12/2006
Thesis Title: Archaeological Investigations into the Early Occupation of La Tiza, Nasca, Peru.

In Progress
Katherine Wilson
Amelia Dall

MA Committee Member– Texas State University, Anthropology:

Graduated
Brittany McClain MA 12/2016
Thesis Title: Methodological Comparison of the Macroscopic Versus Radiographic Assessment of Cranial Porosities within the Texas State Donated Skeletal Collection

Justin Pyle MA 12/2016
Thesis Title: From the Sea to the Smoker: A History of Sea Turtle Exploitation on St. George’s Caye, Belize

Michael Petrozza  MA 12/2015
Thesis Title: Archaeological Investigations of the Lower Dover Periphery, Cayo District, Belize, Central America

Leann du Menil  MA 12/2014
Thesis Title: An Investigation of Mound-410 at Baking Pot, Belize.

Amy Benton  MA 5/2010

Bob Wischof  MA 5/2010
Thesis Title: An Analysis of Quarrying Behavior at Alibates Flint Quarries National Monument, Fritch, Texas.

Barry Kidder  MA 12/2009
Thesis Title: The Relationship between Maya Scribes and Caves during the Late Classic Period: An Iconographic Analysis of Pictorial Ceramics.

Suzanne Smith  MA 12/2009
Thesis Title: Patterns in Seal Iconography: A Frequency Model

Whiney Lytle  MA 12/2009
Thesis Title: Evidence for the Use of Bufo Marinus in the Olmec Shamanic Tool Kit

Ryan Warner  MA 5/2009
Thesis Title: Visions of the Morning Star: A Comparative Analysis of Native American Mythic Stores and the Wedgemouth and T-Bar Theme.

Luis Alvarado  MA 8/2008
Thesis Title: Instrumental Neutron Activation Analysis of Corrugated Wares and Brownwares from the Texas Southern Plains and Southeastern New Mexico

Gregory LaBudde  MA 5/2008
Thesis Title: A Functional Analysis of Foreshafts and Other Wooden Dart Components from the Northern Chihuahuan Desert

Michael Bryan Connolly  MA 12/2007
Thesis Title: The Incised Masks of Arroyo Pesquero: A Structural Analysis and Proposed Transition Model
Holly A. Meier  MA 5/2007
Thesis Title: *An Evaluation of Antelope Creek Phase Interaction Using INAA*.

Thesis Title: *Organization of Lithic Technology in Archaic Central Texas: An Example from 41HY160 in San Marcos, Texas*.

Kimberly M. Kearsey  MA 5/2006
Thesis Title: *Emerging Elite Economies: A Diachronic Perspective of Obsidian in the Belize River Valley*  

**In Progress**

**MA Committee Member- External Departments at Texas State University:**

**Graduated**

Ana Martinez  International Studies  MA 12/2015
Patricia Holm  History  MA 12/2008
Jason Newton  History  MA12/2007

**MA Committee Member – External Institutions**
Thesis Title: *Why the Nasca Got a Head: An Interdisciplinary Reevaluation of Nasca Trophy Heads*

**Undergraduate Honor Theses**
Karen Jennett (supervisor)  BA 5/2008
Thesis Title: *Female Figurines of the Upper Paleolithic*
Thesis Title: *Constructing the Ancient Greek Warp Weighted Loom*

**D. Courses Prepared and Curriculum Development:**

**Texas State University**

*New Undergraduate Courses Developed:*
ANTH 3356 Andean Civilizations
ANTH 3349 The Incas
ANTH3376R Theoretical Concepts in Archaeology

*New Graduate Courses Developed:*
ANTH 5373C Theoretical Concepts in Archaeology
ANTH 5315 Artifact Analysis (Ceramics)
ANTH 5356 Andean Civilizations
ANTH 5349 The Incas

Other courses that were already in the catalog, and listed in section B, were completely re-done with new content.

In addition, I developed and taught several courses at the University of California, Santa Barbara, and the University of California, Santa Cruz between the years 2000-2004.

I participated in the 2005-2006 Program for Teaching and Learning for new faculty at Texas State University.

E. Funded External Teaching Grants and Contracts: NA
F.Submitted, but not Funded, External Teaching Grants and Contracts: NA

G. Funded Internal Grants and Contracts: NA

H. Submitted, but not Funded, Internal Teaching Grants and Contracts: NA

I. Other NA

III. SCHOLARLY/CREATIVE

A. Works in Print

1. Books (if not refereed, please indicate)

a. Scholarly Monographs:

b. Textbooks: NA

c. Edited Books:
d. Chapters in Books:
Conlee, Christina A.

Conlee, Christina A.

Conlee, Christina A.

Conlee, Christina A. and Katharina Schreiber

Conlee, Christina A.

Conlee, Christina A. and Dennis Ogburn

Vaughn, Kevin J., Christina A. Conlee, Hector Neff and Katharina J. Schreiber

Conlee, Christina A., Jahl Dulanto, Carol Mackey, and Charles Stanish
Kennett, Douglas and Christina A. Conlee
2002 Emergence of Late Holocene Sociopolitical Complexity on Santa Rosa and San Miguel Islands. In Catalyst to Complexity: The Late Holocene Archaeology of the California Coast, edited by Jon M. Erlandson and Terry L. Jones, pp. 147-165. Series: Perspectives in California Archaeology, Institute of Archaeology, University of California, Los Angeles.

e. Creative Books:
NA

2. Articles
a. Refereed Journal Articles:

Vaughn, Kevin J., Christina A. Conlee, Verity Whalen, and Hendrik Van Gijseghem

Conlee, Christina A.

Conlee, Christina A.

Buzon, Michele R. Christina A. Conlee, Antontio Simonetti, Gabriel J. Bowen

Conlee, Christina A.

Buzon, Michele R., Christina A. Conlee, and Gabe J. Bowen

Eerkens, Jelmer W., Kevin J. Vaughn, Moises Linares-Grados, Christina Conlee, Katharina Schreiber, Michael D. Glascock, and Nicholas Tripcevich

Conlee, Christina A. Michele R. Buzon, Aldo Noriega Gutierrez, Antonio Simonetti and Robert A. Creaser

Eerkens, Jelmer W., Kevin J. Vaughn, Tim R. Carpenter, Christina A. Conlee, Moises Linares Grados, and Katharina J. Schreiber  

Conlee, Christina A.  

Vaughn, Kevin, Christina A. Conlee, Hector Neff, and Katharina Schreiber  

Conlee, Christina A.  

Conlee, Christina A.  

Conlee, Christina  

b. Non-refereed Articles:  
Conlee, Christina A. and Aldo Noriega  

Conlee, Christina A.  

Conlee, Christina A. and Aldo Noriega  

Conlee, Christina A.

3. Conference Proceedings:
NA

4. Abstracts:
NA

5. Reports:
Conlee, Christina A. and Aldo Noriega

Aldo Noriega and Conlee, Christina A.

Conlee, Christina A. and Kevin J. Vaughn
2006 Spinning Technology, Textile Production, and Economic Transformation in Prehispanic Nasca, Peru. Manuscript on file with the authors.

Aldo Noriega and Conlee, Christina A.

Conlee, Christina A. and Aldo Noriega

Conlee, Christina A. and Aurelio Rodríguez Rodríguez

Conlee, Christina A.

6. Book Reviews:
Conlee, Christina A.

Conlee, Christina A.

7. Other:
My research has been featured in several popular magazines, websites and radio and television shows including the National Geographic (magazine), National Geographic Channel, National Geographic News (website), National Geographic Kids (magazine), Minerva (The International Review of Ancient Art and Archaeology), Storia (Italian historic magazine), and Hillviews (Texas State University magazine).

B. Works not in print

1. Papers Presented at Professional meetings


2014 The Dynamics of Public Space in Ancient Nasca. Society for American Archaeology Annual Meeting, Austin, TX.


2012 The Role of Atypical Mortuary Practices in Understanding Life and Death in Nasca, Peru. Society for American Archaeology Annual Meeting, Memphis, TN.

2010 Reassessing Nasca in the Late Intermediate Period and Late Horizon. Institute of Andean Studies, Berkeley, CA.

2009 1500 Years of Pottery Production on the South Coast of Peru: Neutron Activation of Pottery from the site of La Tiza. Poster presented at the Society for American Archaeology Annual Meeting, Atlanta, GA.

2008 Nasca and Wari: Local Opportunism and Colonial Ties during the Middle Horizon. Society for American Archaeology Annual Meeting, Vancouver, Canada.

2008 An Investigation of Human Migration and Burial Practices in the Nasca Region Using Strontium Isotope Analysis, co-authored with Michele R. Buzon, Antonio

2007 Migration and Ethnogenesis: Long-Term Dynamics at the site of La Tiza, co-authored with Aldo Noriega Gutiérrez, and Michele R. Buzon. Society for American Archaeology Annual Meeting, Austin, TX.

2007 $^{87}$Sr/$^{86}$Sr Isotope Analysis of Human Remains from the site of La Tiza, Peru, co-authored with Michele R. Buzon, Antonio Simonetti and Robert A. Creaser. Poster presented at the Society for American Archaeology Annual Meeting, Austin, TX.

2006 Ethnicity and Architecture in Prehispanic Coastal Peru. Race, Ethnicity and Place Conference, Texas State University, San Marcos, TX.


2006 The Emergence of Non-Ceremonial based Urbanism in Late Prehispanic Nasca. Society for American Archaeology, 71st Annual Meeting, San Juan, Puerto Rico.

2006 Local Histories and Large-Scale Patterns on the South Coast of Peru, co-authored with Sarah Abraham. Society for American Archaeology, 71st Annual Meeting, San Juan, Puerto Rico.

2005 One Thousand Years of Cultural Development at La Tiza, Nasca, Peru. Society for American Archaeology, 70th Annual Meeting, Salt Lake City, UT.


2003 Post-Collapse Political Transformations in Nasca, Peru. Society for American Archaeology, 68th Annual Meeting, Milwaukee, WI.


2002  Late Intermediate Period Occupation of the Southern Nasca Drainage. The Institute for Andean Studies, 42nd Annual Meeting, Berkeley, CA.

2001  Reassessing Late Prehispanic Sociopolitical Organization and Regional Interactions in the Nasca Drainage. Society for American Archaeology, 66th Annual Meeting, New Orleans, LA.
2000  Disruption and Stability: Late Prehistoric Ceramics from the Nasca Region of Peru. Society for American Archaeology, 65th Annual Meeting Philadelphia, PA.


1999  The Development of Spinning Implements and Technology in the Nasca Region, co-authored with Kevin Vaughn. The Institute of Andean Studies, 39th Annual Meeting Berkeley, CA.

1998  Evidence of Physiological Stress in a Child Buried at Pajonal Alto, a Late Prehistoric Site on the South Coast of Peru, co-authored with Corina Kellner. Annual Meeting of the Paleopathology Association, Salt Lake City, UT.

1998  Behavioral Variability and the Late Holocene Emergence of Cultural Complexity on the Northern Channel Islands, California, co-authored with Douglas Kennett. Society of California Archaeology Annual Meeting, San Diego, CA.

1997  Specialized Ground Stone Production on San Miguel Island. Society of California Archaeology Annual Meeting, Santa Rosa, CA.

2. Invited Talks, Lectures, and Presentations:
2014  Collapse, Abandonment, and Repopulation of Nasca, Peru, invited lecture, Friday Seminar, Cotsen Institute of Archaeology, UCLA.

2014  Two Thousand Years of Ritual Practices and Religion in the Nasca Region of Peru. University of Yamagata, Japan.


2010-2014  Sacred Spaces and Human Sacrifice: The Nasca Lines in their Cultural and Religious Context. Lectures given as part of the Archaeological Institute of America Lecture Program (San Antonio, TX; New York, NY; Rochester, NY; Dallas, TX; St. Louis, MO; Dayton, OH; Salem, OR; Gainesville, FL; Orlando, FL.)


2002  Post-Collapse Transformations in Late Prehispanic Nasca, Peru. Brown Bag Lecture Series, Department of Anthropology, University of California, Santa Cruz.

2001  Late Prehispanic Society in the Nasca Region of Peru. Paper presented at The Santa Barbara Museum of Natural History for the Santa Barbara County Archaeological Society.

2000  Local Society, Collapse, and Change: Late Prehistoric Life in the Nasca Drainage of Peru. Brown Bag Lecture Series, Department of Anthropology, University of California, Santa Barbara.


3. Consultancies:
   NA

4. Workshops/Media Programs
2010  National Geographic Magazine “Spirits in the Sand: The ancient Nasca lines of Peru share their secrets”

2010  National Geographic Channel “Nasca Lines: The Buried Secrets,” premier date February 21, 2010

5. Other Works not in Print:

a. Works submitted
Conlee, Christin A., Matthew T. Boulanger, and Michael D. Glascock
Conlee, Christina A.

Conlee, Christina A.

b. Works in progress

C. Grants and Contracts

1. Funded External Grants and Contracts:


2003-08 National Science Foundation Grant BCS-0314273 “Post-Collapse Transformations in Late Prehispanic Nasca.” ($131,332)

2007 University of Missouri Research Reactor “Changing Patterns of Production, Exchange and Use: An Analysis of Ceramics from the site of La Tiza, Nasca, Peru.” Reduced analytical charges through National Science Foundation # SBR-9503035 supported program ($13,000)

2002 H. John Heinz III Fund Grant Program for Latin American Archaeology “Intra-Site Variability and Social Differentiation at the Late Prehispanic Center of La Tiza, Nasca, Peru.” ($8000)

1997 National Science Foundation Dissertation Improvement Grant ($12,000)

2. Submitted, but not Funded, External Grants and Contracts:

2014 Spatial Archaeometry Research Collaborations. NSF funded program at the Center for Advanced Spatial Technologies, University of Arkansas.”Tracing the Remains of Imperial Resistance: An Archaeological Study of the Site of Huaca del Loro, Peru.”
2013 Archaeological Institute of America Publication Grant “The Rise and Fall of Civilization in the Peruvian Desert: Investigations at the site of La Tiza, Nasca” ($5000)

2010  Dumbarton Oaks Pre-Columbian Studies Fellow “The Rise and Fall of Complex Societies in the Peruvian Desert.”

2010  School of Advanced Research Resident Scholar “The Rise and Fall of Complex Societies in the Peruvian Desert: Archaeological Investigations at the site of La Tiza, Nasca.”


3. Funded Internal Grants and Contracts:
2015 Research Enhancement Program, Texas State University “Tracing the Remains of Imperial Resistance: An Archaeological Study of the site of Huaca del Loro, Peru” ($8,000).

2013 Texas State University Library Research Grant “The Rise and Fall of Civilizations in the Peruvian Desert” ($1767.32).

2011 Faculty Developmental Leave, Presidential Supplemental Award ($20,000).

2010 One-time Funding Support from the Associate Vice President for Research, Texas State University “The Rise and Fall of Complex Societies in the Desert of Southern Peru” ($8,167)

2008 Research Enhancement Program, Texas State University “The Impact of Imperial Collapse on Ancient Long-Distance Trade: A Study of Obsidian from the Nasca Region of Peru” ($8000)

2007 Library Research Grant, Texas State University, “Ancient Andean Society” ($2894.99)

2006 Research Enhancement Program, Texas State University “Collapse, Migration, and Reorganization of Prehistoric Society in Nasca Peru.” ($7974.00)

4. Submitted, but not Funded, Internal Grants and Contracts:
2013 Research Enhancement Program “The Rise and Fall of Civilization in the Peruvian Desert: A Perspective from the site of La Tiza, Nasca” ($8000)

D. Fellowships, Awards, Honors:
2009 University Excellence Award in Scholarly/Creative Activities (Texas State University)
2008  Dean’s Excellence Award for Scholarship/Creative Activities (Texas State University)

2007  Dean’s Excellence Award for Scholarship/Creative Activities (Texas State University)


2002  Voted in as member of the Institute of Andean Studies, Berkeley, CA.

IV. SERVICE
A. University:
2016  Research Enhancement Program Liberal Arts Committee Member
2013-2016  Liberal Arts Graduate Scholarship Committee
2013  Panelist for Texas Undergraduate Research Day at the Capitol
2013  Graduate Council
2009-11  Liberal Arts Faculty Advisory Council
2010-11  Graduate Council
2007-08  Scholars Day participant
2006  University Scholars Liberal Arts Selection Committee
2005  Co-organized Liberal Arts Colloquium

B. Departmental:
2013-2017  PhD Proposal Coordinator
2015-2016  Member, Applied Archaeology Search Committee
2014-2015  Chair, Forensic Anthropology Search Committee
2015  Chair, Merit Committee
2013  Graduate Advisor
2010-11  Graduate Advisor
2009-10  Member, Medical Anthropology Search Committee
2009-10  Guest lectures in History of Anthropological Thought
2007-10  Anthropology Lecture Series Committee
2007 -10  Guest lectures in Latin American Culture
2008  Bobcat Days
2007-08  Member, Archaeology Search Committee
2006  Helped revise the Anthropology MA program brochure

C. Community:
2007  Presentation to 4th graders from Dezavala Elementary on archaeology
2005  Presentation to grade school children in San Marcos on the Andes

D. Professional:
2013-present  Contributing Editor, South American Archaeology, Handbook of Latin American Studies, Library of Congress

2014-2017  Dissertation Award Committee, Society for American Archaeology

2014  Program Committee Member, Society for American Archaeology Annual Meeting, Austin, TX


2000-present  Proposal reviewer for the National Science Foundation, National Geographic Society, and the Social Sciences and Humanities Research Council of Canada

2006  Program Committee Member, Society for American Archaeology Annual Meeting, San Juan, Puerto Rico.

1999-2000  Latin American Antiquity, Editorial Assistant,

E.  Organizations:

1. Honorary:
NA

2. Professional:
Society for American Archaeology
Institute for Andean Studies
Archaeological Institute of America
Registro Nacional de Arqueólogos Profesionales, Peru
TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Michelle Dawn Hamilton    Title: Associate Professor

B. Educational Background

<table>
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<tr>
<th>Degree</th>
<th>Year</th>
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<th>Major</th>
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<tr>
<td>PhD</td>
<td>2004</td>
<td>University of Tennessee</td>
<td>Anthropology</td>
<td>“Seeking After Empire: Bioarchaeologists and American Indians in the New Millennium”</td>
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<tr>
<td>MA</td>
<td>1999</td>
<td>University of Tennessee</td>
<td>Anthropology</td>
<td>“Oral Pathology at Averbuch (40DV60): Implications for Health Status”</td>
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<tr>
<td>BA</td>
<td>1992</td>
<td>California State University Northridge</td>
<td>Anthropology</td>
<td>N/A</td>
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C. University Experience

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<tr>
<td>Associate Professor</td>
<td>Texas State University</td>
<td>2013-Current</td>
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<tr>
<td>Graduate Advisor, Dept. of Anthropology</td>
<td>Texas State University</td>
<td>2013-2016</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>Texas State University</td>
<td>2008-2013</td>
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<tr>
<td>Director, Forensic Anthropology Center at Texas State</td>
<td>Texas State University</td>
<td>2008-2010</td>
</tr>
<tr>
<td>Director, Forensic Anthropology Research Facility</td>
<td>Texas State University</td>
<td>2008</td>
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<tr>
<td>Lecturer, Dept. of Anthropology</td>
<td>Texas State University</td>
<td>2006-2007</td>
</tr>
<tr>
<td>Adjunct Faculty, Dept. of Sociology</td>
<td>San Antonio College</td>
<td>2006-2007</td>
</tr>
<tr>
<td>Adjunct Faculty, Dept. Sociology and Anthropology</td>
<td>Trinity University</td>
<td>2006-2007</td>
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Graduate Instructor, Dept. of Anthropology  
University of Tennessee  
2002-2003

Graduate Research Assistant, Forensic Anthropology Center  
University of Tennessee  
1997-2001

D. Relevant Professional Experience

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<th>Position</th>
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<tr>
<td>Section 106 Officer</td>
<td>Eastern Band of Cherokee Indians, Tribal Historic Preservation Office</td>
<td>2003-2005</td>
</tr>
<tr>
<td>Autopsy Technician</td>
<td>Regional Forensic Center, University of Tennessee Medical Center</td>
<td>2000-2002</td>
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E. Other Professional Credentials (licensure, certification, etc.)

2011-Current Diplomate #87, American Board of Forensic Anthropology

II. TEACHING

A. Teaching Honors and Awards:

2016 Alpha Chi Favorite Professor Award
2014 Alpha Chi Favorite Professor Award
2014 Dean’s Excellence Award in Teaching (College of Liberal Arts, $1000.00)
2013 Alpha Chi Favorite Professor Award
2009 Dean’s Excellence Award in Teaching (College of Liberal Arts, $1000.00)

B. Courses Taught:

ANTH 5375 Laboratory Methods in Forensic Anthropology (graduate), Texas State
ANTH 5326 Field Methods in Forensic Anthropology (graduate), Texas State
ANTH 5321 Seminar in Forensic Anthropology (graduate), Texas State
ANTH 5378 Human Skeleton in Forensic Medicine (graduate), Texas State
ANTH 5312 Seminar in Biological Anthropology (graduate), Texas State
ANTH 5381 Paleopathology (graduate), Texas State
ANTH 4381 Paleopathology (undergraduate), Texas State
ANTH 4383 Forensic Identification (undergraduate), Texas State
ANTH 4382 Methods in Skeletal Biology (undergraduate), Texas State
ANTH 3381 Human Osteology (undergraduate), Texas State
ANTH 3380 Introduction to Forensic Anthropology (undergraduate), Texas State
ANTH 1312 Cultural Anthropology (undergraduate), Texas State
ANTH 2301  Physical Anthropology (undergraduate), San Antonio College
ANTH 3394  Forensic Anthropology (undergraduate), Trinity University, San Antonio
ANTH 2310  Human Evolution (undergraduate), Trinity University, San Antonio
ANTH 210   Principles of Biological Anthropology (undergraduate), University of Tennessee
ANTH 110   Human Origins (undergraduate), University of Tennessee

C. Graduate Theses/Dissertations, Honors Theses, or Exit Committees:
   (42 Completed, 7 Current, 5 Inactive):

   As Supervisor (Department of Anthropology, Texas State University):
28. Thesis Chair, Susan Sincerbox, 2016-Current (Topic: Decomposition timing factors related to postmortem interval estimations)
27. Thesis Chair, Autumn Lennartz, 2016-Current (Topic: Desiccation and mummification of surface deposited human remains)
26. Thesis Chair, Kathryn Flor-Stagnato, 2016-Current (Topic: 3D modeling of clandestine grave excavations)
25. Thesis Chair, Justin Demere, 2015-Current. Title: TBD (Topic: Surface decomposition)
20. Thesis Chair, Geoffrey Neylon, 2012-Current. “Sharp Force Trauma and Morphology of Kerf Marks on Submerged Skeletal Material”

**As Committee Member (PhD Thesis):**

1. **Dissertation Committee Member**, Stacy Drake, 2016. Title: “Bioarchaeological Study of the Ancient Maya from Northwestern Belize.” The University of Texas at Austin.

**As Committee Member (Master’s Theses, Department of Anthropology, Texas State University):**

24. **Thesis Committee Member**, Christopher Wolfe, 2016-Current.
23. **Thesis Committee Member**, Jessica Galea, 2016-Current.
10. **Thesis Committee Member**, Maureen Purcell, 2013, M.A.,

As **Supervisor (Honor's Theses, Department of Anthropology, Texas State University)**:


D. Courses Prepared and Curriculum Development:

Developed curriculum for ANTH 5321: "Seminar in Forensic Anthropology," a graduate-level critical readings, theory, and methodology course stressing foundational aspects of forensic anthropology.

NB: Please see listing of all courses prepared under section “II. TEACHING; B. Courses Taught”

E. Funded External Teaching Grants and Contracts:
F. Submitted, but not Funded, External Teaching Grants and Contracts:
G. Funded Internal Teaching Grants and Contracts:
H. Submitted, but not Funded, Internal Teaching Grants and Contracts:
I. Other:

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

1. Books (if not refereed, please indicate)

   a. Scholarly Monographs:
   b. Textbooks:
   c. Edited Books:

d. Chapters in Books (all refereed):


e. Creative Books:

2. Articles

a. Refereed Journal Articles:


b. Non-refereed Articles:


3. Conference Proceedings

a. Refereed Conference Proceedings:
b. Non-refereed:

4. Abstracts:


5. Reports:

(Forensic Anthropology Reports):
2007-Current: Approximately 25 forensic anthropology case reports (i.e., analysis of human skeletal remains) or consultations (i.e., human versus non-human scene analysis) performed for federal, state, and local law enforcement agencies and Medical Examiner’s offices (please see section “III. SCHOLARLY/CREATIVE; 3. Consultancies”)

(NAGPRA Reports):

2012: Center for Archaeological Studies, NAGPRA Bioarchaeological Report (with MK Spradley) on human skeletal remains from the bus loop/ticket booth construction on the campus of Texas State University-San Marcos, TX (41HY160)

2010: Center for Archaeological Studies, NAGPRA Bioarchaeological Report (with KE Stull) on human skeletal remains from the Wonder World Extension, San Marcos, TX

2009: Texas Department of Transportation, NAGPRA Bioarchaeological Report (with MK Spradley) on multiple human skeletal remains from the Texas panhandle (site 41RB112)

6. Book Reviews:


7. Other Works in Print:

B. Works not in Print

1. Papers Presented at Professional Meetings:

McClain B, Hamilton MD, Spradley MK (2016) Indicators of Stress within Modern Undocumented Border Crossers Along the South Texas Border. American Association of Physical Anthropologists 85th Meeting, Atlanta, GA.


Marks MK and Hamilton MD (2013) Histopathology and Differential Diagnosis of a Pelvic Calcification. American Association of Physical Anthropologists 82nd Meeting, Knoxville, TN.


Sauerwein K and Hamilton MD (2012) Estimating the Postmortem Interval From the Pattern of Staining on Skeletal Remains. American Academy of Forensic Sciences 64th Meeting, Atlanta, GA.
Mavroudas SR, Wescott DJ, Spradley MS, Hamilton MD, Stull KE (2012) The Forensic Anthropology Center at Texas State University. American Academy of Forensic Sciences 64th Meeting, Atlanta, GA.


Tegtmeyer CE and Hamilton MD (2011) Patterning of Serrated and Non-Serrated Sharp Force Trauma to Bone. Texas Association of Biological Anthropologists Annual Meeting, San Marcos, TX.


Hamilton MD and Marks MK (1998) Oral Pathology in a Southeastern Mississippian Period Site. American Association of Physical Anthropologists 67th Meeting, Salt Lake City, UT.

2. Invited Talks, Lectures, and Presentations:

2016: Rotary Club, San Marcos
2015: Texas A&M University, Department of Anthropology Invited Speaker
2012: Forensic Anthropology Society, Texas State University, Invited Speaker Series
2011: Forensic Anthropology and FACTS. FBI Citizen’s Academy, San Antonio, TX
2011: Forensic Anthropology Society, Texas State University, Invited Speaker Series
2011: East Tennessee State University, Anthropology Speaker Series
2011: Texas A&M University, Forensic Science Seminar
2010: Texas Center for the Judiciary, Lone Pine
2010: Texas Division of the International Association for Identification
2010: Texas Division of the International Association for Identification
2010: Texas Association of College and University Police Administrators
2009: Texas Department of Public Safety. Texas State Trooper Academy
2009: Discover Texas State (April and October)
2008: Texas Division of the International Association for Identification
2008: Freeman Ranch Fundraising Drive
2008: Association of Medical Transcriptionists-Austin
2008: Discover Texas State
2007: Forensic Science Institute at the University of Central Oklahoma
2007: Texas A&M University, Forensic Science Seminar
2007: Texas Department of Public Safety. Texas State Trooper Academy
2006: Texas Department of Public Safety. Texas State Trooper Academy

   - Consulting forensic anthropologist, Collin County Texas, Medical Examiner’s Office
   - Consulting forensic anthropologist, Travis County Texas, Medical Examiner’s Office
   - Expert Witness 2015, Cook County Illinois (Burr Oaks Cemetery case)
   - Texas Rangers
   - Federal Bureau of Investigation (Nacogdoches, Texas)
   - Federal Bureau of Investigation (San Antonio, Texas)
   - Federal Bureau of Investigation (Chicago, Illinois)
   - Bexar County Medical Examiner’s Office
   - Cameron County Law Enforcement
   - Floresville Police Department
   - Guadalupe County Sheriff’s Office
   - Kerr County Sheriff’s Office
   - Lee County Sheriff’s Office
   - Luling Police Department
   - New Braunfels Police Department
   - San Antonio Police Department
   - Travis County Sheriff’s Office
   - Waller County Sheriff’s Office
   - Webb County Sheriff’s Office
   - Williamson County Sheriff’s Office

4. Workshops:

2010: “Human Remains Recovery Workshop.” Funding for the Forensic Anthropology Center at Texas State University. $10,000.00.

2010: “Outdoor Recovery of Human Remains.” TEEX Law Enforcement Training Course. Funding for the Forensic Anthropology Center at Texas State University. $12,000.00.*NB: Funding from FBI and TEEX workshops generated $4K in $1000.00 graduate student scholarships, allowing for in-state tuition for every admitted 2010 Fall incoming forensic anthropology graduate student.

2010: “FBI Latent Fingerprint Workshop.” Funding for the Forensic Anthropology Center at Texas State University. $10,000.00.*NB: Funding from FBI and TEEX workshops generated $4K in $1000.00 graduate student scholarships, allowing for in-state tuition for every admitted 2010 Fall incoming forensic anthropology graduate student.


2006: “Bugs, Bones, and Bodies.” Forensic Anthropology Workshop for TCLEOSE credit.

5. Other Works not in Print:
   a. Works “submitted” or “under review”


Tegtmeyer CE and Hamilton MD, A Comparative Analysis of Serrated and Non-Serrated Sharp Force Trauma to Bone. Journal of Forensic Sciences (Submitted 2015)

   b. Works “in progress”


Watson CC and Hamilton MD, Estimating sex of contemporary American individuals through metric measurements of the petrous portion. To be submitted to Journal of Forensic Sciences.


   c. Other works not in print

   Episode: “Can Science Stop Crime?” (aired October 17, 2012)
2011: National Geographic, “The Decrypters: Skeletal Cold Case Files” (four part series)*
   Episode 1: “The Last Mohican?” (aired March 29, 2012)
   Episode 2: “Body Snatchers” (aired April 19, 2012)
   Episode 3: “Gold Rush Murder” (aired April 26, 2012)
   Episode 4: “Cowboy Corpse” (aired May 10, 2012)
*NB: Funding from National Geographic series generated $11k in $1000.00 graduate student scholarships, allowing for in-state tuition for every admitted 2011 Fall incoming forensic anthropology graduate student.


C. Grants and Contracts

1. Funded External Grants and Contracts:

   2012: Hamilton MD (CO-PI) (with MK Spradley), Center for Archaeological Studies, NAGPRA Bioarchaeological Analysis Contract. Human skeletal remains from the bus loop/ticket booth construction on the campus of Texas State University-San Marcos, TX (41HY160). Amount: ~$1000.00.


   2009: Hamilton MD (CO-PI) (with MK Spradley), Texas Department of Transportation, NAGPRA Bioarchaeological Analysis Contract. Multiple human skeletal remains from the Texas panhandle (site 41RB112). Amount: ~$1000.00.

2. Submitted, but not Funded, External Grants and Contracts:

2012: Peterson J (PI), with **MD Hamilton** and MK Spradley (Co-PIs), National Institute of Justice, “Determination of post-mortem interval under avian scavenged human remains and whole human remains using soil chemistry and diffuse reflectance NIR spectroscopy.” Sub-contract with Texas A&M University. Amount: ~$TBD

2011: **Hamilton MD** (PI) with JL Devlin, NP Herrmann and G Schroedl (Co-PIs), National Institute of Justice, “Revealing Clandestine Graves Through Multiple Instrument Geophysical Surveys: A Longitudinal, Multiple Locality Study Assessing the Effectiveness of Five Techniques.” Sub-contract with The University of Tennessee Knoxville. Amount: ~$57,000.00

2011: **Hamilton MD** (PI) with MK Spradley (Co-PI), National Science Foundation “Dimensions: Collaborative Research: Bacterial diversity influences competitive interactions of native and introduced blow fly species on ephemeral resources.” Sub-contract with Texas A&M University. Amount: N/A.

2010: **Hamilton MD** (PI) with MK Spradley and A Giordano (Co-PIs), National Institute of Justice, “Project Avian: Estimating the Postmortem Interval at Scavenged Death Scenes.” Amount: ~$300,000.00.

2010: **Hamilton MD** (PI) with graduate student K Sauerwein (Co-PI), National Institute of Justice, “Bone Staining and Estimations of Time Since Death.” Amount: ~$60,000.00.


2008: **Hamilton MD** (PI) National Institute of Justice: “Assessing Ethnicity in Modern American Skeletal Remains.” Amount: ~$30,000.00

3. Funded Internal Grants and Contracts:

2012: **Hamilton MD**. Freeman Fellows Award (Texas State University): Faculty Sponsor for graduate student research project (Soto, McClain, Springs, and Tegtmeyer). Amount: $1500.00

2009: **Hamilton MD**, REP Grant (Texas State University): *Estimating the Postmortem Interval via Observations of Bone Weathering*. $8000.00. (Funded forensic anthropology graduate student K. Sauerwein)

4. Submitted, but not Funded, Internal Grants and Contracts:

D. Fellowships, Awards, Honors:

2011: Dean’s Excellence Award in Scholarly/Creative Activity, College of Liberal Arts ($1000.00)
IV. SERVICE

A. Institutional

1. University:
   2013-2016: Graduate Advisor, Department of Anthropology
   2016: Peer reviewer, Texas State Undergraduate Research Journal (TXSTUR)
   2015: Panel Chair, 7th International Research Conference for Graduate Students, Texas State
   2008-2010: Director, Forensic Anthropology Center at Texas State
   2008: Director, Forensic Anthropology Research Facility

2. College:

3. Department/School:
   2016: PhD Proposal Committee Member (Erhart and Conlee, Chairs)
   2015: Faculty Search Committee Chair - Texas State University tenure track applied archaeology position (Dr. David Kilby, hire)
   2015/2016: Graduate College Graduate Scholarship Committee
   2014/2015: Faculty Search Committee - Texas State University tenure track forensic anthropology position (Dr. Nicholas Herrmann, hire)
   2014: Faculty Search Committee - Texas State University tenure track cultural anthropology position (Dr. Monica Schoch-Spana, hire)
   2014: Graduate College Graduate Scholarship Committee
   2014: Departmental Promotion Committee
   2013-Current: Departmental Website Committee
   2011: Departmental Curriculum Committee
   2011-Current: Graduate Student Scholarship Committee
   2010: Created Program Faculty GOJA for Forensic Anthropology Coordinator
   2010: Faculty Search Committee - Texas State University tenure track forensic anthropology position (Dr. Daniel Wescott, hire)
   2009: Faculty Search Committee - Texas State University tenure track forensic anthropology position (unfilled search)
   2007: Faculty Search Committee - Texas State University tenure track forensic anthropology position (Dr. M. Katherine Spradley, hire)
   2008: Developed ANTH 5321-Seminar in Forensic Anthropology, a critical theory and methodology course
   2009, 2012: Bobcat Days
   2008-2009: Faculty Mentor (Texas State University), Forensic Anthropological Society

B. Professional:
   - Diplomate, American Board of Forensic Anthropology
• Fellow, American Academy of Forensic Sciences
• Member, American Association of Physical Anthropologists
• Peer reviewer of submitted case reports for Dr. Jennifer Love, D-ABFA (Forensic Anthropologist for Medical Examiner's Office, Washington, DC)
• Expert Witness, Cook County IL Prosecutor's Office
• Anonymous reviewer, International Journal of Osteoarchaeology manuscript (2016)
• Anonymous reviewer, Natural Sciences and Engineering Research Council of Canada, Discovery Grant proposal (2016)
• Texas Association of Biological Anthropologists Student Presentation Judge (2011)
• Anonymous reviewer, American Journal of Physical Anthropology manuscript (2007)
• Anonymous reviewer, University of Central Oklahoma forensic anthropology grant proposal (2011)
• Attendee: “Mimics of Child Abuse Seminar.” Harris County Institute of Forensic Sciences (2010)
• Attendee: “Syracuse University Dialogue in Forensic Science: Trauma I.” (2010)

C. Community:

• Forensic Anthropology casework services provided to law enforcement and medicolegal agencies from 2007-Current (please see section “III. SCHOLARLY/CREATIVE; 3. Consultancies”).
• Forensic anthropology consultant, Collin County Medical Examiner's Office
• Forensic anthropology consultant, Travis County Medical Examiner's Office
• Mentor for Joshua Roper, College Preparatory School of Science and Technology-Alamo (SST), Science Project ("Rate of Decompositional Soft Tissue Loss in Buried and Surface Environments") presented at the 2014 Intel International Science & Engineering Fair, Los Angeles, CA, May 11-16.

D. Service Honors and Awards:

E. Service Grants and Contracts

1. Funded External Service Grants and Contracts:
2. Submitted, but not Funded, External Service Grants and Contracts:
3. Funded Internal Service Grants and Contracts:
TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Nicholas P. Herrmann  Title: Associate Professor

B. Educational Background

<table>
<thead>
<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
<th>Major</th>
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<tr>
<td>PhD</td>
<td>2002</td>
<td>University of Tennessee</td>
<td>Biological Anthropology</td>
<td><em>Biological Affinities of Archaic Period Populations from West-Central Kentucky and Tennessee</em></td>
</tr>
<tr>
<td>MA</td>
<td>1990</td>
<td>Washington University</td>
<td>Biological Anthropology</td>
<td><em>The Paleodemography of the Read Shell Midden, 15BT10</em></td>
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<td>BA</td>
<td>1988</td>
<td>Washington University</td>
<td>Anthropology</td>
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C. University Experience

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<tr>
<th>Position</th>
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<tr>
<td>Associate Professor-Department of Anthropology</td>
<td>Texas State University</td>
<td>2016-present</td>
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<tr>
<td>Associate Professor-Department of Anthropology and Middle Eastern Cultures</td>
<td>Mississippi State University</td>
<td>2012-2015</td>
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<tr>
<td>Assistant Professor-Department of Anthropology and Middle Eastern Cultures</td>
<td>Mississippi State University</td>
<td>2008-2012</td>
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<tr>
<td>Research Assistant Professor, Department of Anthropology</td>
<td>University of Tennessee</td>
<td>2004-2008</td>
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<tr>
<td>Postdoctoral Research Associate, Department of Anthropology</td>
<td>University of Tennessee</td>
<td>2002-2003</td>
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D. Relevant Professional Experience

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<tr>
<td>Senior Researcher</td>
<td>Cobb Institute of Archaeology, Mississippi State University</td>
<td>2008-2015</td>
</tr>
<tr>
<td>Archaeologist / GIS Coordinator / Bioarchaeologist</td>
<td>Archaeological Research Laboratory – University of Tennessee</td>
<td>2003-2008</td>
</tr>
<tr>
<td>Mortuary Field School Director / Database Manager / GIS Coordinator</td>
<td>Mitrou Archaeological Project – University of Tennessee</td>
<td>2006-2014</td>
</tr>
<tr>
<td>Archaeological Contractor</td>
<td>Tennessee Valley Authority</td>
<td>2000-2002</td>
</tr>
<tr>
<td>Project Director / Osteologist</td>
<td>Osteology Laboratory – University of Tennessee</td>
<td>2000</td>
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Field Director
Contract Archaeology Program – University of Tennessee
1995-2000

Project Osteologist
San Andreas Archaeological Project
1997

Project Osteologist
Rio Talgua Archaeological Project
1996

Graduate Assistant
Forensic Anthropology Center – University of Tennessee
1993-1997

Crew Chief / Field Technician
Metcalf Archaeological Consultants
1992

Visiting Researcher
Smithsonian Institution, Department of Anthropology
1992

Crew Chief / Project Physical Anthropologist
University of New Mexico, Office of Contract Archaeology
1991-1992

Research Analyst / Physical Anthropologist
University of Missouri St. Louis Archaeological Survey
1990-1991

Computer Consultant
Social Science Computing Facility – Washington University
1989-1990

Field Intern
Bullseye Site – University of Chicago Archaeological Field School
1988

Archaeology and Zooarchaeology Laboratory Assistant
Washington University
1987-1988

II. TEACHING

A. Teaching Honors and Awards:

B. Courses Taught:
Texas State University:

ANTH 2414 - BIOLOGICAL ANTH
ANTH 3376Y - BIOARCHAEOLOGY
ANTH 3381 - HUMAN OSTEOLOGY
ANTH 5375 - SKELETAL BIO PRT I
ANTH 5399A - THESIS
ANTH 5399B - THESIS

College Year in Athens, Greece:
Advanced Mortuary Archaeology Field School

Middle Tennessee State University:
The Archaeology of Death

Mississippi State University:
AN 1001 - CSI: MSU – Forensic Sciences Across Campus, FYE
AN 1103 - Introduction to Anthropology
AN 1343 - Introduction to Biological Anthropology
AN 1344 - Introduction to Biological Anthropology and Laboratory
AN 2510 - Archaeological Field Methods: Survey
AN 3510 - Archaeological Field Methods: Excavation
AN 4990 - Human Identification
AN 6303 - Human Variation and Origins
AN 6313 - Forensic Anthropology
AN 6313 - Human Osteology
AN 8013 - Quantitative Methods in Anthropology
AN 8303 - Bioarchaeology

University of Tennessee-Knoxville:
Anth 110 - Human Origins: An Introduction to Physical Anthropology
Anth 210 - Principles of Biological Anthropology
Anth 400 - Readings in Anthropology
Anth 459 - GIS in Anthropology
Anth 480 - Human Osteology

Technical Instruction to Law Enforcement: Forensic Archaeology. Human Remains Recovery Short Course, Federal Bureau of Investigation, Evidence Response Teams


University of the South-Sewanee (Teaching assistant):
GIS and Mapping

Washington University, St. Louis (Teaching assistant):
Archaeological Field Excavation
Human Variation
North American Prehistory

C. Graduate Theses/Dissertations, Honors Theses, or Exit Committees (if supervisor, please indicate):

Anthropology, Texas State University.
Student(s): Mary Swearinger, Graduate, MA.

Anthropology, Texas State University.
Student(s): Melinda Rogers, Graduate, MA.

Anthropology, Texas State University.
Student(s): Robyn Kramer, Graduate, MA.

Student(s): Audrey Schaefer, Graduate, MA.

Student(s): Christopher Wolfe, Graduate, MA.

Student(s): Amber Plemons.

Student(s): Christina Ramazani, Graduate.

Student(s): Kate Manning, Graduate.

Student(s): Michelle Davenport, Graduate.

Student(s): Stephanie Fuehr, Graduate.

Student(s): Stephen Michael Davis, Graduate.

Student(s): Jesse Morton, Graduate.
Student(s): Kelly Kamnikar.

Student(s): Monica M. Warner.

Student(s): Jessica C. Stanton.

Student(s): Alford Taft, Graduate.

Student(s): Sarah Mathena.

Student(s): Sarah Zaleski.

Student(s): Jesse R. English, Graduate.

Student(s): Rocco de Gregory, Graduate.

Student(s): William MacNeill, Graduate.


D. Courses Prepared and Curriculum Development:


Introduction to Biological Anthropology and Laboratory, Curriculum Development, Mississippi State University. Taught: 2012 - 2015.


ANTH 2414 Introduction to Biological Anthropology and Laboratory, Curriculum Development, Texas State University. Taught: August 2016 - Present.

ANTH 3376 Human Osteology, Curriculum Development, Texas State University. Taught: August 2016 - Present.

ANTH 5375 Skeletal Methods Part I, Curriculum Development, Texas State University. Taught: 2016 - Present.


Archaeological Field School in Greece, University of Victoria, Canada, Eastern Boeotia Archaeological Project, Ephorate of the Antiquities of Boeotia (Thebes, Greece) and the Canadian Institute of Greece. Arma, Greece. 30. (June 24, 2016 - July 9, 2016).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

1. Books (if not refereed, please indicate)
   
a. Scholarly Monographs:
   
b. Textbooks:
   
c. Edited Books:
   
d. Chapters in Books:
   
Refereed:


Non-refereed:


e. Creative Books:

2. Articles

a. Refereed Journal Articles:


Archaeology of a New Mississippian Cave Art Site in East Tennessee. *Southeastern Archaeology, 16*(1), 51-72.


b. Non-refereed Articles:


4. Abstracts:

2016 Belanich JR, Zuckerman MK, Jordan HR, Herrmann NP, and Rosch JW

2016 Davenport ML, Herrmann NP, Zuckerman MK, and Murphy M

2016 Herrmann NP, Pilides D, and Violaris Y

2016 Zaleski SM and Herrmann NP

2015 Zaleski SM, Weinstein KJ, and Herrmann NP

2015 Kammikar KR, Zuckerman MK, Herrmann NP, and Franklin JD
Interpreting physical impairment in the Mississippian Period: A case study from the Holliston Mills Site, TN. *American Journal of Physical Anthropology* 156(S60):183

2015 Warner MM, Herrmann NP, Li Z-H, Trask WR, Regan LA, and Jantz RL.
The consequence of the global supermarket on the isotope signatures of modern humans. *American Journal of Physical Anthropology* 156(S60):319-320

2015 Warner MM, Plemons AM, Herrmann NP, and Henderson KL.

2015 Mahfouz M, Abdel Fatah EE, Shirley NR, Herrmann NP, and Mustafa A.

2015 LeVaughn MM, Plemons AM, and Herrmann NP

2013 De Gregory JR, Herrmann NP

2013 Stanton JC and Herrmann NP

2013 Mathena SA, Zuckerman MK and Herrmann NP

2013 Herrmann NP, Zaleski SM


2005 Spradley MK, Wilson RJ, Jantz LM, and Herrmann NP. 
Craniometric variation in the Providence Baptist Church, Shelby County, Tennessee. 


2005 Herrmann NP, Devlin J, and Pollack D. 
GIS analysis of the cremated skeletal material from the Walker-Noe site, Kentucky. 

2005 Baker LE, and Herrmann NP. 
Mitochondrial DNA analysis of dental remains from two Honduran ossuary caves. 

2004 Herrmann NP, Bassett MB and Meadows Jantz L 

2001 Konigsberg LW, and Herrmann NP. 

5. Reports: 


Herrmann, N. P. (1994). *Preliminary Analysis of Burial 1 from the Stelzer Site in North St. Louis County.*


6. Book Reviews:


7. Other Works in Print:

B. Works not in Print

1. Papers Presented at Professional Meetings:


Herrmann, N. P., Stanton, J., Seventy Ninth Annual Meeting of the Society for American Archaeology, "Mortuary Variability in the Late Woodland to Early Mississippian Period in
the Lower Mississippi Valley and Central Gulf Coast: A View from Morton Shell Mound," Austin, TX, United States. (2014).


Yerka, S., Brock, D., Hollenbach, K., Herrmann, N. P., Seventy-Fourth Annual Meeting of the Society for American Archaeology, "Structures and processing in Townsend


Herrmann, N. P., Nineteenth Annual Kentucky Heritage Council Conference, "Is there any craniometric variation at Indian Knoll?" Frankfort, KY, United States. (2002).


Herrmann, N. P., Geography and Anthropology, "Burial caves of the Rio Taltua in northeastern Honduras," Indiana State University Department of Geology, Terra Haute, IN, United States. (2000).


2. Invited Talks, Lectures, and Presentations:

Herrmann, N. P., Archaeological Human Remains and Mortuary Contexts Reading and Seminar Group, "Mortuary Practices and Bioarchaeological Analyses at Early Helladic to Proto-Geometric Mitrou, Greece," Cyprus Institute, Science and Technology in Archaeology Research Center, Nicosia, Cyprus. (April 2015).

Herrmann, N. P., "Mississippi State Asylum Cemetery Project: Reconstructing Life Histories and Identifying the Forgotten," Department of Anthropology, Texas State University, San Marcos, TX, United States. (March 2015).


Other Modern Donated Collections," National Institute of Justice, Chicago, IL, United States. (February 2011).

Herrmann, N. P., Forensic Anthropology and the Anthropological Research Facility at the University of Tennessee, Mississippi State University Biochemistry Club. (November 2010).

Herrmann, N. P., Mississippi MS State ME Training Course, "Forensic Anthropology," Jackson, MS, United States. (September 2010).

Herrmann, N. P., Isotopes and Databases: Tools For the Identification of Unknown Forensic Cases, Department of Anthropology, Texas State University, San Marcos, TX, United States. (February 2010).


Herrmann, N. P., NamUs and Isotopes, "Forensic Anthropology," Mississippi MS State ME Training Course, Jackson, MS, United States. (December 2009).

Herrmann, N. P., Mississippi Archaeology Month, "Archaeology, Bones, and People: Forensic Anthropology of the Past," Plymouth Bluff Center, Columbus, MS, United States. (2009).

Herrmann, N. P., Undergraduate Anthropology Association, "Life and death in the past: bioarchaeological investigations from Bronze Age Greece to the Prehistoric Gulf Coast," Mississippi State University. (February 2009).

Herrmann, N. P., Undergraduate Anthropology Association, "The study of ancient human remains from the gulf coast to Greece," University of South Alabama, Mobile. (October 2008).

Herrmann, N. P., "From excavation to cold cases: the role of a Forensic Anthropologist," The University of the South, Sewanee, TN, United States. (September 2007).


4. Workshops:
Herrmann, N. P., Plemons, A., Kaminkar, K., Pena, F., Mountain Swamp and Beach Southeastern Regional Forensic Anthropology and Bioarchaeology Conference, Mississippi State University. (August 2013).


Herrmann, N. P., Mortuary Archaeology Workshop, Great Smoky Mountains Institute, Tremon. (2004).


5. Other Works not in Print:

a. Works “submitted” or “under review”


b. Works “in progress”

   *In Prep* Herrmann NP, Black R, and Yerka SJ

   *In Prep* Vitale S, Lis B, Koh AJ, Herrmann NP and de Gregory JR
   Wining and Dining at Bronze and Early Iron Age Mitrou: Integrating Science and Archaeology in the Interpretation of Socio-Economic and Subsistence Patterns of the Past. Manuscript prepared.

   *In Prep* Herrmann NP, Wilson R, Meadows Jantz L
   Comment: Examination of Hispanic stature estimation using a Bayesian approach. Manuscript in preparation for submission to *American Journal of Physical Anthropology.*
In Prep Yerka SJ, Herrmann NP, Anderson DG, and Miller DS

In Prep Maggard GJ, Pollack D, Rossen J, Breitburg E, and Herrmann NP
Highland Creek: A Middle to Late Archaic Wetland Site in Western Kentucky. Manuscript under revision with Midcontinental Journal of Archaeology.

c. Other works not in print

Posters:


Relative to Microbial Biomass of Soil at the MSU Forensic Science Research Facility Plot," Washington, DC, United States. (February 2013).

Websites:


C. Grants and Contracts

1. Funded External Grants and Contracts:

Herrmann, Nicholas Paul (Principal), Zuckerman, MK (Co-Principal), Anderson, DT (Co-Principal). The Mississippi State Asylum Cemetery Project (on UMMC campus), Cobb Institute of Archaeology, Institutional (Higher Ed), $202,228.00. (Funded: 2013 - 2015). Contract.

Herrmann, Nicholas Paul (Co-Principal), Mahfouz, M (Co-Principal), Shirley, NR (Co-Principal). Computerized Reconstruction of Fragmentary Skeletal Remains, National Institute of Justice, $514,495.00. (Funded: 2011 - 2014). Grant.

Warner, M (Co-Principal), Plemons, A, Herrmann, Nicholas Paul (Co-Principal). Refining Hydrogen and Oxygen Isoscapes and Trace Elements for the Identification of Human Remains in Mississippi, Forensic Science Foundation, Inc. of the American Academy of Forensic Sciences, $3,000.00. (Funded: 2013). Grant.


Herrmann, Nicholas Paul (Principal). Excavation and Examination of the Burials from the Gale Family Cemetery, Hinds County, Institutional (Higher Ed), $3,000.00. (Funded: 2012). Contract.


Herrmann, Nicholas Paul (Co-Principal), Sherwood, Sarah C. Fall Creek Falls Archaeological Survey and Salt peter Mining Documentation, Tennessee Historical Commission Historic Preservation Survey and Planning Grant, State, $19,082.00. (Funded: 2003). Grant.

Herrmann, Nicholas Paul (Co-Principal), Sherwood, Sarah C. A Preliminary Archaeological Survey and GIS Base Map Development of Fall Creek Falls State Park, Tennessee, Tennessee Historical Commission Historic Preservation Survey and Planning Grant, State, $19,051.00. (Funded: 2002). Grant.

Herrmann, Nicholas Paul (Principal), L. Jantz, Richard. Three Dimensional Morphometric Analysis of Indian Knoll Crania from Ohio County, Kentucky, Kentucky Heritage Council State Planning Grant, State, $1,672.00. (Funded: 2001). Grant.

Herrmann, Nicholas Paul (Principal), Klippel, Walter E. Radiocarbon Dates from the Ward and Barrett Sites from McLean County, Kentucky, Kentucky Heritage Council Preservation Grant, State, $4,672.00. (Funded: 1998). Grant.

Herrmann, Nicholas Paul (Co-Principal), Bennett, Joanne L. The Differentiation of Traumatic and Heat-Related Fractures in Burnt Bone, Lucas Research Grant, Other, $500.00. (Funded: 1996). Grant.

Herrmann, Nicholas Paul (Principal). Undergraduate Honors Thesis, Grant-In-Aid of Research from the Washington University Chapter of Sigma Xi. (Funded: 1987). Grant.

2. Submitted, but not Funded, External Grants and Contracts:

Herrmann, Nicholas Paul (Co-Principal), Zuckerman, MK (Principal). Improving Undergraduate Instruction in Introductory Biological Anthropology Courses, National Science Foundation, Improving Undergraduate STEM Education Program, Federal, $376,736.00. (Submitted: 2014). Grant.


Herrmann, Nicholas Paul (Co-Principal), Zuckerman, MK (Co-Principal). Transforming Undergraduate Instruction in Introductory Biological Anthropology Courses, National Science Foundation, $199,738.00. (Submitted: 2012). Grant.

Herrmann, Nicholas Paul (Co-Principal), Zuckerman, MK (Co-Principal), Winer, ES (Co-Principal), Sparks, C (Co-Principal), West, J (Co-Principal). Mental Health, Disease, Migration, and Mortality: An Integrated Approach to Assessing a Marginalized Historical Population, National Science Foundation, Interdisciplinary Behavioral and Social Science Research Program, $950,286.00. (Submitted: 2011). Grant.
Herrmann, Nicholas Paul (Co-Principal), Devlin, JL, Schroedl, GF, Hamilton, M. Revealing Clandestine Graves Through Multiple Instrument Geophysical Surveys: A Longitudinal Multiple Locality Study Assessing the Effectiveness of Five Techniques, national Institute of Justice, $487,065.00. (Funded: 2011). Grant.

Herrmann, Nicholas Paul (Co-Principal), Devlin, JL, Schroedl, GF. Revealing Clandestine Graves through Multi-Instrument Geophysical Surveys, National Institute of Justice, $367,684.00. (Funded: 2010). Grant.

Herrmann, Nicholas Paul (Principal). Mitrou Archaeological Project’s Digital Mapping and Database Initiative (MAPWEB), National Endowment for the Humanities (NEH), Digital Humanities Start-Up Grant, $50,000.00. (Submitted: 2007). Grant.

3. Funded Internal Grants and Contracts:

4. Submitted, but not Funded, Internal Grants and Contracts:

D. Fellowships, Awards, Honors:

Award / Honor Recipient: The Ralph E. Powe Research Excellence Award, Office of Research and Economic Development, Mississippi State University. 2014

Award / Honor Recipient: Travel Award, MSU Office of Research and Economic Development (ORED), College of Arts and Sciences Academic Excellence Program. 2014

Award / Honor Recipient: Patty Jo Watson Award, Southeastern Archaeological Conference. November 2014

Award / Honor Recipient: Visiting Scientist Award, Forensic Anthropology Unit, New York City Office of Chief Medical Examiner (OCME). October 2014

Award / Honor Recipient: Cross-College Research Grant, MSU ORED. 2013

Award / Honor Recipient: Travel Award, MSU ORED, College of Arts and Sciences Academic Excellence Program. 2013

2012

2011
Award / Honor Recipient: Dean’s Eminent Scholar, Mississippi State University College of Arts & Sciences.
2012

Award / Honor Recipient: Invited Participant Travel Award, National Institute of Justice Sponsored Dialogues in Forensic Science – Beyond the NAS Report, Syracuse University.
2011

Award / Honor Recipient: Invited Participant Travel Award, National Institute of Justice Sponsored Dialogues in Forensic Science– New Techniques for Identification.
2011

Award / Honor Recipient: Northeast Daily Journal Undergraduate Research Program, Faculty Advisor for Dorothy Damm, proposal entitled “Cross-sectional Geometry to Derive Biomechanical Properties of Russell Cave Skeletal Material,”.
2011

Award / Honor Nominee: Invited Participant Travel Award, National Institute of Justice Sponsored Dialogues in Forensic Science - Looking to the Future of Forensic Anthropology, Syracuse University.
2010

Award / Honor Recipient: Invited Participant Travel Award, National Institute of Justice Sponsored Dialogues in Forensic Science – Trauma Analysis I, Syracuse University.
2010

Award / Honor Recipient: Researcher of the Month, College of Arts and Sciences, Mississippi State University.
2010

Award / Honor Recipient: StatePride Award Recipient, Cardin Faculty Award, Mississippi State University Foundation.
2010

Award / Honor Recipient: Taphonomic and Environmental Research at the Mississippi State University Forensic Science Research Plot (FSRP), Cross-College Research Grant, MSU ORED.
2010

Award / Honor Recipient: Estimation of Element Frequency from the Morton Shell Mound (16IB3) based on Three-Dimensional Computer Tomography and the Digital Bone Atlas, Research Initiation Program, MSU ORED.
2009
Award / Honor Recipient: Travel Award MSU ORED, Funds for travel to Subsistence, Economy and Society in the Greek World: Improving the integration of archaeology and science. 2009

Award / Honor Recipient: Florence Stockade aDNA Study, William M. Bass Endowment for Forensic Anthropology. 2007

Award / Honor Recipient: William M. Bass Endowment, Forensic Anthropology Equipment Award with Joanne Devlin. 2005

Award / Honor Recipient: The W. K. McClure Fund for the Study of World Affairs Scholarship, University of Tennessee. 1999

Award / Honor Nominee: William M. Bass Endowment, Forensic Anthropology Travel Scholarship. 1999

Award / Honor Recipient: J. Lawrence Angel Award from the American Academy of Forensic Sciences with Lauren L. Rockhold and Joanne L. Bennett for poster entitled “What fracture is it?”, Casework from East Tennessee. 1998

Award / Honor Nominee: Sigma Xi Graduate Student Paper Competition, Second Place in Social Science Division, University of Tennessee Sigma Xi Chapter. 1998

Award / Honor Recipient: Smithsonian Institution, Ten Week Graduate Student Fellowship, National Museum of Natural History, Department of Anthropology. 1992

Award / Honor Recipient: Field Internship, University of Chicago Archaeological Field School. 1988

E. Scholarly / Creative Professional Development Activities Attended:


IV. SERVICE

A. Institutional

1. University:

Mississippi State University:
Arts and Sciences, College Promotion and Tenure Committee, 2013-14
Arts and Sciences, College Dean Search Committee, 2012-13
Arts and Sciences Faculty Senate, 2011-12
Arts and Sciences Faculty Senate, Secretary, 2011-12
Alternative Instructional Methods, committee member - Dr. David Breaux, Chair, 2010
National Council of Research Administrators (NCURA) Peer Review Participant, Fall 2011
CTL, First Year Experience Seminar, Panel Member, Fall 2011

3. Department/School:

Texas State University:
Chair, Biological Anthropology Open Rank Position Search Committee. (August 2016 - Present).
Undergraduate Advisor, Forensic Anthropology Society. (August 2016 - Present).
Member, Forensic Anthropology Center at Texas State Committee. (January 2016 - Present).
Member, Promotion Committee. (January 2016 - Present).

Mississippi State University:
AMEC, Department SE Archaeologist Search 2013-14
AMEC, Department Head Search Committee, 2012-13
AMEC, Cultural Anthropology Faculty Hire Committee, Summer 2009 (interview/review process)
AMEC, Biological Anthropologist/Bioarchaeologist Faculty Hire Committee Chair, Fall-Spring 2010-11 (interview/review process)
AMEC, Graduate Student Recruitment and Interviews, 2008-present
AMEC, Faculty Advisor for the Anthropology Club, 2011-2014
AMEC Graduate program and Biological Anthropology course development: 2008-2014,
Quantitative Methods (AN8013), Human Identification (AN2990), Introduction to
Biological Anthropology and Laboratory (AN1344), Introduction to Forensic
Anthropology (AN3343), and Human Osteology (AN4313/6313)

B. Professional:

Treasurer, Southeastern Archaeological Conference. (October 2016 - Present).
Reviewer / Referee, Judge, J. Lawrence Angel Student Award, American Academy of
Forensic Sciences, Physical Anthropology Section. (February 2011 - Present).
Reviewer / Referee, Southeastern Archaeology. (2005).

C. Community:

Consulting services, Mississippi State Medical Examiner's Office Casework, Jackson,
Consulting services, Mississippi State Medical Examiner's Office Coroner Training
Law Enforcement Training University of Tennessee, National Forensic Academy. (2002
- 2013).
Consulting services, Mississippi Department of Transportation. (2009).
Consulting services, MS Sheriff's Department, Scene Search, Lee County. (2009).
Consulting services, MS Medical Examiner's Office, Monroe County. (2008).
Consulting services, University of South Alabama – Forensic and osteological collections. (1925).


Forensic Case Submitted, MSU 2011-01, Tate County, MS. (1925).

Forensic Case Submitted, MSU 2012-01, Oktibbeha, CO. (1925).


E. Organizations:

2. Professional:
Dental Anthropology Association (DAA). (2011 - Present).
Sigma Xi. (1995 - Present).
TEXAS STATE VITA

I. Academic/Professional Background

A. Name: James David Kilby  Title: Associate Professor

B. Educational Background

<table>
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<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
<th>Major</th>
<th>Thesis/Dissertation</th>
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<tr>
<td>Ph.D., with distinction</td>
<td>2008</td>
<td>University of New Mexico, Albuquerque</td>
<td>Anthropology</td>
<td>An Investigation of Clovis Caches: Content, Function, and Technological Organization.</td>
</tr>
<tr>
<td>M.A.</td>
<td>1998</td>
<td>Eastern New Mexico University</td>
<td>Anthropology</td>
<td>A Geoarchaeological Analysis of Ten Pueblo III in the Sand Canyon locality, Southwest Colorado</td>
</tr>
<tr>
<td>Bachelor of Arts</td>
<td>1992</td>
<td>Appalachian State University</td>
<td>Anthropology</td>
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C. University Experience

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<tr>
<td>Associate Professor of Anthropology</td>
<td>Texas State University</td>
<td>2016-Present</td>
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<tr>
<td>Associate Professor of Anthropology</td>
<td>Eastern New Mexico University</td>
<td>2014-2016</td>
</tr>
<tr>
<td>Assistant Professor of Anthropology</td>
<td>Eastern New Mexico University</td>
<td>2008-2014</td>
</tr>
<tr>
<td>Teaching Associate</td>
<td>University of New Mexico</td>
<td>2002, 2004</td>
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D. Relevant Professional Experience

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<tr>
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<th>Dates</th>
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<tr>
<td>Archaeology Project Manager</td>
<td>E²M Associates, Albuquerque, NM</td>
<td>2003-2008</td>
</tr>
<tr>
<td>Archaeologist</td>
<td>University of New Mexico Office of Contract Archaeology</td>
<td>1998-2003</td>
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<tr>
<td>Archaeologist</td>
<td>National Park Service, Santa Fe, NM</td>
<td>1999-2003</td>
</tr>
<tr>
<td>Archaeological Crew Chief</td>
<td>Lone Mountain Archaeological Services, Albuquerque, NM</td>
<td>1996-1999</td>
</tr>
<tr>
<td>Agency for Conservation Archaeology</td>
<td>Eastern New Mexico University</td>
<td>1993-1995</td>
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II. TEACHING

A. Teaching Honors and Awards:
N/A

B. Courses Taught:

Texas State University:
ANTH 3315 - ARCHAEO OF SW
ANTH 3338 - GEOARCHAEOLOGY
ANTH 5313 - SEM ARCHAEOLOGY
ANTH 5338 - GEOARCHAEOLOGY
ANTH 5390 - DIRECTED STUDY

Eastern New Mexico University:
ANTH 123 - New Mexico: Enchanted Lands and Diverse Cultures
ANTH 245 - Introduction to Archaeology
ANTH 245L - Introduction to Archaeology Laboratory
ANTH 310 - Origins of Human Diversity
ANTH 320 - Lithic Artifact Analysis
ANTH 340 - Native Cultures of North America
ANTH 365 - Prehistory of North America
ANTH 464 - Fundamentals of Archaeological Theory
ANTH 520 - Advanced Lithic Analysis
ANTH 561 - Prehistory of the Southwest
ANTH 564 - Hunter-Gatherer Archaeology
ANTH 583 - Archaeological Field School
ANTH 585 - Principles of Geoarchaeology
ANTH 586 - Advanced Geoarchaeology
GEOG 105 - Humans and Their Environments
GEOL 493 - Climate Change in NM: Past, Present, and Future

University of New Mexico:
ANTH 421 - Southwest Archaeology

C. Graduate Theses/Dissertations, Honors Theses, or Exit Committees (if supervisor, please indicate):

Supervisor / Chair, Master's Thesis, "The Capshaw Site: A Late Paleoindian Encampment in Deaf Smith County, TX", Status: Proposal. (2016 - Present). Anthropology, Texas State University. Student(s): Janaka Green, Graduate, MA.

Student(s): Chris Young.

Student(s): Jasmine Kidwell, Graduate, MA.

Student(s): Jim Hartley, Graduate, MA.

Student(s): Matthew Griffin, Graduate, MA.

Student(s): Stephen Kilgore, Graduate, MA.

Student(s): Laura Hronec, Graduate, MA.

Student(s): Douglas Sain, Graduate, MA.

D. Courses Prepared and Curriculum Development:
New Courses Developed:
Anthropology 293: Anthropollywod: Anthropology on the Silver Screen
Anthropology 310: Origins of Human Diversity
Anthropology 320: Lithic Artifact Analysis
Anthropology 340: Native Cultures of North America
Anthropology 365: Prehistory of North America
Anthropology 493/Biology 493/Geology 493: Climate Change in New Mexico: Past, Present, and Future
Anthropology 464 /564: Hunter-Gatherer Archaeology
E. Funded External Teaching Grants and Contracts: N/A

F. Submitted, but not Funded, External Teaching Grants and Contracts: N/A

G. Funded Internal Teaching Grants and Contracts:
   2015 ER&R Grant for Laboratory Furnace ($5,200)
   2013 ER&R Grant for Trailer ($2400)
   2011 ER&R Grant for Data Projector ($1600)

H. Submitted, but not Funded, Internal Teaching Grants and Contracts: N/A

I. Other:

   Seminar, "Enhancing Biological Science Research at Primarily Undergraduate Institutions (PUIs): Advancing Discovery While Training the Next Generation of Scientists.," National Science Foundation/California State University, Fullerton. (2012).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

   1. Books (if not refereed, please indicate)

      a. Scholarly Monographs:
         N/A

      b. Textbooks:
         N/A

      c. Edited Books:

         2012 (editor) *Geology, Archaeology, and Climate Change at Blackwater Draw, New Mexico: F. Earl Green and the Geoarchaeology of the Clovis Type Site*, by C. Vance Haynes and James M. Warnica, ENMU Contributions in Anthropology No. 15, Portales, NM.

d. Chapters in Books:
2015 A Regional Perspective on Clovis Blades and Blade Caching. In Clovis: On the Edge of a New Understanding, edited by Tom Jennings and Ashley Smallwood, pp. 145-159. Center for the Study of the First Americans; Texas A&M University, College Station.


e. Creative Books:
N/A

2. Articles

a. Refereed Journal Articles:


b. Non-refereed Articles:

3. Conference Proceedings
a. Refereed Conference Proceedings:
N/A

b. Non-refereed:
4. Abstracts:
N/A

5. Reports:
2015 Final Reports for Project Specific Permits No. SE 282, SE 294, SE 308, and SE 325:2009-2013 ENMU Excavations and Research at Blackwater Draw Locality 1 (LA 3324), Roosevelt County, New Mexico. Submitted to the New Mexico Historic Preservation Division, Department of Cultural Affairs, Santa Fe.

2015 Final Report for Project Specific Permit No. SE-341: Augering of the Outlet Channel at Blackwater Locality No. 1 (LA 3324), Roosevelt County, New Mexico. Submitted to the New Mexico Historic Preservation Division, Department of Cultural Affairs, Santa Fe. Co-author, Jasmine Kidwell.


2005 National Register of Historic Places Eligibility Testing of LA 48098, LA 69739, LA 88116 and LA 134236, Kirtland Air Force Base, Bernalillo County, New Mexico. Submitted to Kirtland Air Force Base, Kirtland, New Mexico. Engineering-


2003 *Presence and Distribution of Potentially Significant Subsurface Cultural Deposits at AR-03-03-05-267 (LA 81720), Kirtland Air Force Base, Kirtland, AFB, Bernalillo County, New Mexico.* Submitted to Sandia National Laboratories, the Department of Energy, and USDA Forest Service, Albuquerque, New Mexico. engineering-environmental Management, Inc.


2001 Research Design for the El Malpais National Monument Inventory Survey. Prepared by the National Park Service, Intermountain Support Office-Santa Fe,
Anthropology Projects, Santa Fe, New Mexico. Co-authors Janet Orcutt and Janet McVickar.


1996 Class III Cultural Resource Survey of 20.11 Acres for Land Division, Santa Fe


1997 Cultural Resource Survey of 0.64 Acres for Water Tank and Pipe, Taos County, New Mexico. LMAS Report No. 201. Albuquerque.


1996 Cultural Resource Survey and Testing of 0.16 Acres for the Amacher Property Within the City of Santa Fe Historic District, Santa Fe County, New Mexico. Lone Mountain Archaeological Services, Inc. Report No. 160. Albuquerque. Co-authors: Vicky J. T. Cunningham, Deni J. Seymour, Nancy Hanks, and Lori Rhodes


1996 Archaeological Survey of 1350 Acres, King Brothers Ranch Property, Santa Fe
County, New Mexico. LMAS Report No. 48A. Albuquerque. Co-authors: Michael Flynn, Vicky J.T. Cunningham, Robin Stipe-Davis, and Deni Seymour.


6. Book Reviews:

7. Other Works in Print:

B. Works not in Print

1. Papers Presented at Professional Meetings:


2014 Current Research and Investigations at Blackwater Draw, NM. Poster presented at the 79th Annual Meeting of the Society for American Archaeology, Austin, TX.

2013 Clovis Caches: An Update and Consideration of Their Role in the Colonization of New Lands. Invited paper at Paleoamerican Odyssey: A Conference Focused on First Americans Archaeology, Santa Fe, NM.

2013 Postcards From the Pleistocene: A New Look at the Ancient Environments Encountered by the First Explorers of the Southern High Plains. Poster presented at Paleoamerican Odyssey: A Conference Focused on First Americans Archaeology, Santa Fe, NM.


2012 A Model for Engaging Undergraduate Students in Interdisciplinary Research: Eastern New Mexico University’s Paleoenvironmental Research Program. Poster presented at Enhancing Biological Science Research at Primarily Undergraduate Institutions (PUIs): Advancing Discovery While Training the Next Generation of Scientists. National Science Foundation/California State University, Fullerton.


2. Invited Talks, Lectures, and Presentations:
Kilby, J. David, Southwest Seminars Lecture Series, "Ice Age New Mexico: Past and Present Archaeology at the Clovis Site.," Santa Fe, NM, United States. (2016).

Kilby, J. D., The Human Journey Colloquia Series, "Ice Age North America: Historical and Current Perspectives on the First Americans," Department of Anthropology; Department of Biology, Sacred Heart University, Fairfield, CT, United States. (2016).

Kilby, J. D., The Human Journey Colloquia Series, "Ice Age Time Capsules: Clovis Caches and Pleistocene Adaptations in the Northern Hemisphere," Department of Anthropology; Department of Biology, Sacred Heart University, Fairfield, CT, United States. (2016).


Kilby, J. David, Thirteenth Annual Speakers and Issues Lecture Series, "Current Perspectives on the Pleistocene Colonization of North America,” Midwestern State University, Midwestern State University, Wichita Falls, TX, United States. (2013).


Kilby, J. David, Phi Kappa Phi National Honor Society, ENMU Chapter Induction Ceremony, "The most important thing you'll learn in college" Honors Address." (2013).


3. Consultancies:


Research and interview subject for “Revealing the Deep Past: Recent Research at Blackwater Draw” by Tamara Stewart, American Archaeology 18(1):32-37 (Spring 2014).

Site Coordinator for traveling exhibit of the New Mexico Museum of Art’s “It’s About Time: 14,000 Years of New Mexico Art,” Runnels Gallery, ENMU. Exhibit Opening April 2013.

Research and exhibit consultant for “It’s About Time: 14,000 Years of New Mexico Art,” New Mexico Museum of Art, Santa Fe. Exhibit Opening March 2012.
Research and film interview consultant for “America’s Stone Age Explorers,” PBS NOVA. Produced for PBS by WGBH (Boston) and Providence Pictures. Broadcast premier November 9, 2004.


4. Workshops:
2012    Enhancing Biological Science Research at Primarily Undergraduate Institutions (PUIs): Advancing Discovery While Training the Next Generation of Scientists. National Science Foundation/California State University, Fullerton.

2011    Proposal Planning Meetings, New Mexico NSF Experimental Program to Stimulate Competitive Research (EPSCoR).

2009    New Mexico Junior Faculty Leadership Program, a National Science Foundation EPSCoR workshop.

1999    Folsom Workshop Conference, University of Texas, Austin.

5. Other Works not in Print:
N/A

a. Works “submitted” or “under review”

b. Works “in progress”
Kilby, J. David, Holliday, V. T., Palacios-Fest, M., Cummings, L. S. A New Quaternary Paleoenvironmental Sequence from Four Localities on the Southern High Plains. Geoarchaeology: An International Journal


c. Other works not in print
Chair and Organizer, Contemporary Investigations of a Classic Site: The Latest Research at the Blackwater Draw Site, NM. Poster session organized for the 79th Annual Meeting of the Society for American Archaeology, Austin, TX.
Organizer, Climate Change, Past and Future: Results of ENMU’s Paleoclimatic Research Program. Student Research Symposium sponsored by NM EPSCOR, Portales, NM.

Chair and Co-Organizer, Clovis Caches: Windows into Early Paleoindian Technological Organization and Land Use. Symposium organized for the 75th Annual Meeting of the Society for American Archaeology, St. Louis, MO.


Co-Chair and Organizer, Addressing Archaeological Problems Using GIS. Symposium organized for the 68th Annual Meeting of the Society for American Archaeology, New Orleans.

C. Grants and Contracts

1. Funded External Grants and Contracts:
Kilby, David. New Mexico EPSCoR Infrastructure Seed Grant: Tracing the Impacts of Prehistoric Climate Change, National Science Foundation/Experimental Program to Stimulate Competitive Research, $50,000.00. (Funded: 2011). Grant.

Kilby, David, Huckell, Bruce. National Geographic Society Research and Exploration Grant: A Cache of Clovis Artifacts near Beach, ND, $18,000.00. (Funded: 2007). Grant.

Kilby, David. National Science Foundation Dissertation Improvement Grant: Clovis Technological Organization: Understanding Technological Strategies Through Cached Assemblages, $14,000.00. (Funded: 2002). Grant.

2. Submitted, but not Funded, External Grants and Contracts:
N/A

3. Funded Internal Grants and Contracts:

2013 Internal Research Grant: Did Ice Age People Cache a Caribbean Artifact in Nebraska? Dating a West Indian Top Shell from a Potential Clovis Cache. ENMU ($3,000).

2011 Internal Research Grant: Reconstructing the Folsom-Age Environment: A Modern Analysis of a Historically Significant Sample Salvaged from Blackwater Draw’s North Bank, ENMU. ($3,000)
2010 Internal Research Grant: *Dating the Folsom-Late Paleoindian Transition at Blackwater Draw*, ENMU. ($3,000)

2008 Internal Research Grant: *Geoarchaeological Sampling at Blackwater Draw*, ENMU. ($3,000)

4. Submitted, but not Funded, Internal Grants and Contracts:
Kilby, James David. *Bonfire Shelter: New Dating of a Classic Texas Archaeological Site*, Department of Anthropology, Texas State University, $8,000.00. (Submitted: October 2016).

D. Fellowships, Awards, Honors:
2015 Heritage Publication Award for *Clovis Caches: Recent Discoveries and New Research*. Presented by the New Mexico Department of Cultural Affairs, Historic Preservation Division, Santa Fe, NM.
2005 e²M Distinguished Achievement Award, engineering-environmental Management, Inc.
2004 Hibben Senior Fellowship, UNM Maxwell Museum of Anthropology.
2003 Ruth Kennedy Award, UNM Anthropology and Maxwell Museum of Anthropology.
1999 Binford Teaching Fellowship, University of New Mexico.

IV. SERVICE

A. Institutional

1. University:
2014-2016 Higher Learning Commission University Accreditation Criterion 4 Subcommittee: Teaching and Learning Evaluation and Improvement, ENMU.
2015 University Faculty Review Committee (review of faculty appeals), ENMU.
2009-2012 ENMU Faculty Senate, Dept. of Anthropology and Applied Archaeology Representative.
   *Faculty Senate Executive Committee, Treasurer (2011)*
   *Elections Subcommittee (2011)*
   *Faculty Teaching Load Subcommittee (2011)*
2011 ENMU Faculty Lectureship Series Reviewer.

2. College:
2016 - Present Anthropology Representative, Curriculum Committee, College of Liberal Arts.
2014 Chair, ENMU Assistant Professor of Anthropology Search Committee
2013 ENMU Forensic Science Program Director Search Committee.
2012 ENMU Assistant Professor of Anthropology Search Committee.
2011 ENMU Forensic Science Program Instructor Search Committee.
2009 ENMU Instructor of Anthropology Search Committee.
3. Department/School:
2016-Present Learning Outcomes Coordinator, Department of Anthropology
2012-2016 Graduate Coordinator, Dept. of Anthropology and Applied Archaeology, ENMU.
2015 FEC Chair, Faculty Evaluation Committee (annual review toward tenure), Department of Anthropology and Applied Archaeology, ENMU.
2013 ENMU Graduate Council Graduate Research Sub-Council
2004 UNM Department of Anthropology Newsletter Editorial Board.
2002 UNM Tenure and Promotion Committee, Graduate Member for the promotion of Kim Hill, Ph.D. to Full Professor.

B. Professional:
2015 Cheryl L. Wase Scholarship Committee, Society for American Archaeology, Washington DC.
2013-2015Sigma Xi Scientific Research Society, Chapter 598, ENMU. Secretary (2014)
2011-present Proposal Reviewer for the National Science Foundation, Archaeology Program and National Geographic Society Research and Exploration Grants.
2011 Proposal Planning Meetings, New Mexico NSF Experimental Program to Stimulate Competitive Research (EPSCoR).
2011 Manuscript reviewer for Prehistory of the Southwest (3rd Edition), by Linda S. Cordell. Left Coast Press, Walnut Creek, California.

C. Community:
2012 Archaeology Around the World and in Our Backyard. Portales Public Library Summer Science Program, Portales, NM.

D. Organization Memberships:
Sigma Xi Scientific Research Society (Sigma Xi). (2008 - Present).
I. Academic/Professional Background

A. Name: F. Kent Reilly, III

Title: Professor

B. Educational Background

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<tr>
<td>PhD</td>
<td>1994</td>
<td>University of Texas, Austin</td>
<td>Art, Shamanism, and Rulership in Middle Formative Mesoamerica (Nominated for University Dissertation award)</td>
<td></td>
</tr>
<tr>
<td>MA</td>
<td>1987</td>
<td>University of Texas, Austin</td>
<td>Latin American Studies</td>
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<tr>
<td>BA</td>
<td>1979</td>
<td>University of West Florida</td>
<td>History</td>
<td>(Magna Cum Laude)</td>
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C. University Experience

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<tr>
<td>Professor</td>
<td>Texas State University</td>
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<td>Associate Professor</td>
<td>Texas State University</td>
<td>1998-2004</td>
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<td>Assistant Professor</td>
<td>Texas State University</td>
<td>1994-1998</td>
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<td>Instructor</td>
<td>Texas State University</td>
<td>1992-1994</td>
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<td>Instructor</td>
<td>University of Texas, Austin</td>
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<tr>
<td>Research Associate</td>
<td>University of Texas, Austin</td>
<td>1994</td>
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<tr>
<td>Director</td>
<td>Center for the Arts and Symbolism of Ancient America (CASAA)</td>
<td>2003-present</td>
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<tr>
<td>Director</td>
<td>Chucalissa Archaeological Museum, the University of Memphis</td>
<td>2002</td>
</tr>
<tr>
<td>Visiting Associate Professor</td>
<td>University of Memphis</td>
<td>2002</td>
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<tr>
<td>Secondary and Middle School Teacher</td>
<td>Academy at Charlemont</td>
<td>1985-1988</td>
</tr>
<tr>
<td>Adjunct Instructor</td>
<td>Pensacola Junior College</td>
<td>1981</td>
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II. TEACHING
A. Teaching Honors and Awards:
2015  The Alpha Chi National Honor Society "Favorite Professor" Award.
2014  The Alpha Chi National Honor Society "Favorite Professor" Award.
2012  Phi Gamma Mu, National Liberal Arts Honor Society.
2012  The Alpha Chi National Honor Society "Favorite Professor" Award.
2012  College of Liberal Arts, Golden Apple Award: Excellence in Scholarly/Creative
       University Award: Excellence in Scholarly/Creative Activities.
2011  Texas State University Swinney Excellence in Teaching Award.
2011  College of Liberal Arts, Runner Up: Presidential Award for Excellence in
       Scholarship.
2009  College of Liberal Arts, Runner Up: Presidential Award for Excellence in
       Scholarship.
2008  College of Liberal Arts, Golden Apple Award for Excellence in Scholarship.
2008  College of Liberal Arts, Runner Up: Presidential Award for Excellence in
       Scholarship.
2007  College of Liberal Arts, Runner Up: Presidential Award for Excellence in
       Scholarship.
2004  College of Liberal Arts Runner Up for the Presidential Award for Excellence in
       Teaching.
1999  The Alpha Chi National Honor Society "Favorite Professor" Award.
1998  The Alpha Chi National Honor Society “Favorite Professor” Award
1998  College of Liberal Arts, Golden Apple Award: for Excellence in Teaching
1998  Non-Traditional Student Organization (NTS0) “Professor of the Year” Award
1997  The Alpha Chi National Honor Society "Favorite Professor" Award
1997  Team Bonus Award for the FY 97 Strategic Plan accomplishments

B. Courses Taught:
Native American Belief Systems
Aztec: Native American Empire
Anthropology and Art
Introduction to Cultural Anthropology;
The Rise of Civilization;
Magic, Ritual, and Religion;
Myths and Moundbuilders: Native Peoples of the Southeastern U.S.
American Indian Studies: North American Indians
Cultures Through Film
Art and Archaeology of the Olmec
Directed Study
C. Graduate Theses/Dissertations or Exit Committees (if supervisor, please indicate):


Thesis, (chair) Master of Arts, Christopher Bolfing, (Anthropology), “Understanding the Role Of Plants In Traditional Lifeways In a Mvskoke Ceremonial Community,” Texas State University, San Marcos, TX, May 2012.


D. Courses Prepared and Curriculum Development:

NEW COURSES PREPARED FOR TEXAS STATE UNIVERSITY-SAN MARCOS

2010 Native American Belief Systems (graduate and undergraduate level)
2008 Anthropology and Art (graduate Level).
2008 Aztec: Native American Empire (undergraduate Level).
2002 The Art and Archaeology of the Olmec (graduate and undergraduate level)
1997 Olmec: A New World Civilization

1994 Myths and Moundbuilders (ANTH 3332). A course investigating the development of the art and symbolism of Southeastern US Native Americans. The course includes a four-day field trip to the Moundville Alabama University Archaeological Park.

NEW COURSES PREPARED FOR THE UNIVERSITY OF MEMPHIS, MEMPHIS, TN.

2002 A Ceremonial Complex in the Southeastern US (ANTH 425X/625X), A course investigating the development of the art and symbolism of Southeastern US Native Americans. The course includes a four-day field trip to the Cahokia Archaeological Site, IL.

III. SCHOLARLY/CREATIVE

A. Works in Print

1. Books

c. Edited Books:
2015 Picture Cave: Sacred Portal To The Mythic Past, eds. Carol Diaz-Granados, Jim Duncan, and F. Kent Reilly III. University of Texas Press, Austin, TX.


d. Chapters in Books:


2011e “Raptor Imagery at Etowah: The Raptor is the Path to Power.” (with Adam King), Eds. George E. Lankford, F. Kent Reilly, III and James Garber. University of Texas Press, Austin, TX.


1996  "The Lazy-S: A Formative Period Iconographic Loan to Maya Hieroglyphic Writing." In The Eight Palenque Round Table , 1993, pp. 413-424.  ed. Merle Greene Robertson, Martha Macri, and Jan McHargue.  Pre-Columbian Art Research Institute, San Francisco, CA.


n.d.  "A Late Formative Mask on Structure B1 at Blackman Eddy," In The Archaeology of the Belize Valley , (with James Garber), Department of Archaeology, University of California, Los Angeles, CA, Submitted.

2. Articles
a. Refereed Journal Articles:


b. Non-refereed Articles:


6. Book Reviews:

7. Other Works in Print:


B. Works not in Print:

1. Papers Presented at Professional Meetings:


2015 Flint Clay Statuettes and the Braden Style Cult Of Creation. (Symposium)

2015 A Symposium, Mississippian Statues and Statuettes as Bridges To the Otherworld. Presented, at the 72nd Annual Meeting of the Southeastern Archaeological Conference, Nashville, TN. Oct. 22, 2015


2013 “Physician To Antiquity: Antonio Waring (1915-1964) and the Foundations of Southeastern Symbolic Studies.” In, a Symposium, Old Archaeologists, New Digs: Rethinking Mississippianization from Original Collections and Excavations, Presented at the 70th Annual Meeting of the Southeastern Archaeology Conference, November 7, 2013. Tampa, FL.


2013 (With J. Grant Stauffer) “Symbolic Keys To Symbolic Locations.” In, a Symposium, Patterns of Ancient Native American Symbolic Communication in the
Presented, at the 70th Annual Meeting of the Southeastern Archaeology Conference, November 7, 2013. Tampa, FL.

2013  “The Cascajal Block as Commemorative Tableau and Divining Table.” Presented at the 4th Annual Conference on Mesoamerica, November 3, 2013. The University of Houston, Houston, TX.


2012  (With Chester Walker) “Sacred Bundles, Cult-Bearers, and ideological Exchange In the Early Mississippian Period.” In, a Symposium, Ceremonial Spheres of the Eastern Woodlands Presented at the 77th Annual Meeting of the Society of American Archaeology, April 19, 2012. Memphis, TN.


2011  “Toto We Are Flying: Imagery From the Pine Harbor Site.” In, a Symposium, organized by Kent Reilly, Displaying the Source of the Sacred: Shell Gorgets, Figurines, and the Accessing of Supernatural Power in the Mississippian Period of the Easter US.”
Presented at the 68th Annual Meeting of the Southeastern Archaeological Conference, November 2, 2011, Jacksonville, FL.

2011 “The Lady and the Serpent: Recovering the Images of Supernaturals in Early Ethnographic Sources and the Art of the Mississippian Period, In, a Symposium, Southeastern Iconography.” Presented at the Mid South Archaeological Conference, June 5, 2011, Memphis, TN.


2009 “Identifying the Face of the Sacred: Tattooing the Images of the Gods and Heroes in the Art of the Mississippian Period.” In, a Symposium, organized by Aaron Deter-Wolf, “Tattooing and Body Modification in the Prehistoric and Early Historic Southeast” Presented at the 66th Annual Meeting of the Southeastern Archaeological Conference, November 12, 2009, Mobile, AL.

2009b “Deities and Sacred Bundles: the Imagery of Ritual in Mississippian Art.” In Iconography and Mississippian Period Art: The Function of Symbols Within the Southeastern Ceremonial Complex, Sixteenth Native American Art Studies Association Conference, October 24, 2009, Norman, OK.


2007c “Crafting the Sacred: Mississippian ‘Talleres’ and the Acquisition of Esoteric Knowledge.” In a Symposium, (Adam King and Kent Reilly), Cult Bearers and Sacred Bundles: the Imagery of Ritual in Mississippian Art. Presented at the 64th Annual Meeting of the Southeastern Archaeological Conference, November 3, 2007, Knoxville, TN.


2004 (with Chester Walker), “Shared Visions: Thematic Links Between the Shell Carvings of the Huasteca of Mexico and the Mississippian period Southeaster US.” In, Pre-Columbian Interaction Between Mesoamerica and The Southeast, the 69th Annual Meeting of the Society of American Archaeology, April 1, 2004, Montreal, Quebec, Canada.


2003 "Climbing the Stairway to Heaven: The Visual Validation of Elite Authority at the Lake Jackson Site." In Elite Imagery and Interregional Exchange at the Lake Jackson Site: Archaeological, Ethno-Graphic, and Iconographic Evidence. 60th Annual Meeting of the Southeastern Archaeological Conference, November 14, 2003, Charlotte, NC.

2002 “Formative Period Stylistic Diversity within the Central Rio Balsas Region of Guerrero, Mexico.” In Regional Precocity in Formative Period Mesoamerica." the 100th


2001  "The Ritual Construction of Cosmic Order in the Southeastern Ceremonial Complex." In Iconography and Mississippian Period Art: The Function of Symbols Within the Southeastern Ceremonial Complex, Native American Art Studies Association 2001 Conference, October 27, Portland, SD.

2001  "Gorget Imagery as Evidence for Specific Ritual Activity at Etowah, Georgia.” In Cosmology in World History, "The Lost Realm of Itaba: The Archaeology and Iconography of Middle Mississippian Etowah." The Society of American Archaeology, 66th annual meeting, April 20, New Orleans, LA.


2000  "Maya Rulers Speak Again: the Nature and Function of Writing in Pre-Columbian Mesoamerica.” (Key-Note Lecture), the 11th Meeting of the International Mycenological Colloquium, May 8, 2000, Austin, TX.


1999  "Gender Costume and Political Power in Mesoamerican Art." In Costume and Gender a Mesoamerican Art Symposium, 98th Annual Meeting of the American Anthropological Association; Time at the Millennium, November 20, 1999, Chicago, IL.


1998  "The Symbolic Representation of Warfare in Middle Formative Mesoamerica." (With James Garber), In a reviewed session (Warfare and Conflict in Ancient Mesoamerica) of the American Anthropological Association 97th annual meeting, December 3, Philadelphia, PA.


1997  "Pre-Columbian Maize: Art, Ideology, and Economic Function." The Corn and Culture Symposium, April 8, Radford University, Radford, VA.


1996  "Ideology and the Olmec Art Style: Cross-Cultural Encounters in Middle Formative Mesoamerica." Third Annual Maya Weekend, UCLA Institute of Archaeology, October 26, Los Angeles, CA.
1996  "Visions to Another World: Art, Shamanism and Political Power in the Olmec World." Archaeological Institute of America, April 15, Houston Society, Rice University, Houston, TX.

1996  "The Ritual Function of La Venta: Architecture and Ritual Space as Sacred Landscape." In a reviewed session (Architecture and Ritual Space as Sacred Landscape: Part 1) of the Society for American Archaeology 61st annual meeting, April 1, New Orleans, LA.


1995  "A Late Preclassic Mask on Structure B1 at Blackman Eddy, Cayo District, Belize." 1st International Symposium of Maya Archaeology, (with James Garber), May 29, San Ignacio, Belize, C.A.

1995  "Facade Masks and Cosmic Mountains." A reviewed session of the Society of American Anthropology, (with James Garber), May 5, Minneapolis, MN.

1994  "Cosmology, Rulership, and the Function of Architecture in Middle Formative Mesoamerica." The Organization of Sacred Space Among Native Peoples of the Americas. A reviewed session of the 93rd annual meeting of the American Anthropological Association, December 2, Atlanta, GA.

1993  "The Lazy–S: The Evidence for a Formative Period Iconographic Loan to Maya Hieroglyphic Writing." La Mesa Redonda de Palenque. Palenque, June 11, Chiapas, Mexico.


1992  "Shamanism and Transformation: A Study in the Origin of Religious Art and Iconography in Formative Period Mesoamerica." The Department of Art History, University of California at Santa Barbara, April 6, Santa Barbara, CA.

1992  "Cosmology and Rulership at the Olmec Site of La Venta, 900-500 B.C." The Maya Meetings at Texas 1992: VIII Texas Symposium. The University of Texas at Austin, March 12, Austin, TX.


1990  "The Symbolic Function of the Costume worn by the Figure on La Mojarra, Stela One." La Mojarra Stela Mini-Conference, the Pre-Columbian Art Research Institute. M. H. de Young Museum, (with Dr. Brian Stross), October 25, San Francisco, CA.

1990  "The Olmec and the Formative Period Ceremonial Complex: An Examination of Olmec Symbols in the Light of New Discoveries from Guerrero and Other Highland Areas." Rocky Mountain Institute of Pre-Columbian Studies, September 19, Denver, CO.


1987  "The Emperor's New Clothes: Symbolism and Meaning in Olmec Royal Costume." First Symposium of the Maya Hieroglyphic Writing Workshop at Texas, The University of Texas at Austin, March, Austin, TX.

1986  "Olmec Influenced on the Iconography of Maya Rulership: An Examination of Possible Sources." Fifth Mesa Redonda de Palenque, June, Palenque, Chiapas, Mexico.

1983  "The Identification of Bat Species within the Popol Vuh." The Society of American Ethnography, Vanderbilt University, February, Nashville, TN.

SYMPOSIUM AND SESSIONS ORGANIZED AT PROFESSIONAL MEETINGS


2011  Mid South Archaeological Conference, (Anna Lunn and F. Kent Reilly III and Anna), June 5, 2011, Memphis, TN.


2006 Co-Organizer, Symposium, (Carol Diaz-Granados), The Picture Cave Interdisciplinary Project. Presented at the 63rd Annual Meeting of the Southeastern Archaeological Conference, November 14, 2003, Little Rock, AR.


2002 Co-Organizer, Symposium, (with David C. Grove), Regional Precocity In Formative Period Mesoamerican, the100th Annual Meeting of the American Anthropological Association; (un)imaginable futures: anthropology faces the next 100 years, November 23, 2002, New Orleans, LA.


2001 Co-Organizer Symposium, (with Julia Kappleman) Sacred Bindings of the Cosmos: Ritual Acts of Bundling and Wrapping in Ancient Mesoamerica, a Symposium,
100th Annual Meeting of the American Anthropological Association; December 2, 2001, Washington, DC.


2001 Co-organizer, Symposium, (with Adam King, and David Dye) "The Lost Realm of Itaba: The Archaeology and Iconography of Middle Mississippian Etowah.". The Society of American Archaeology, 66th annual meeting, April 20, New Orleans, LA.


1999 Co-Organizer, Symposium, (with Matthew Looper) Costume and Gender In Mesoamerican Art Symposium, 98th Annual Meeting of the American Anthropological Association; Time at the Millennium, November 20, 1999, Chicago, IL.


1996 Co-organizer, Symposium, (with James Garber), Architecture and Ritual Space as Sacred Landscape. The Society of American Archaeology, 61st annual meeting, April 11, New Orleans, LA.


2. Invited Talks, Lectures, Presentations:


2015 “The Maya Hauberg Stela and the Late Olmec-style sculpture the Young Lord: Middle Formative Origin of the Early Classic Period Maya Stela Cult.” In The Realm of the Vision Serpent, Decipherments and Discoveries in Mesoamerica, A Symposium in Homage to Linda Schele.

2014 Three talks in classes, Oct. 15, 16, 17. Western State Colorado University, Gunnison, CO.


2013a “Ancient Creek Spiritual Symbology.” Muskogean Symposium 2013, October 10, 2013, Okmulgee, OK.

2013b “In Search of Gods and Monsters In the Ancient Amerindian World of the Mississippian Period (AD 900-1600).” The Archaeological Conservancy, September 26, 2013, Albuquerque, NM.


2011 “In Search of Gods and Monsters In the Ancient Amerindian World of the Mississippian Period (AD 900-1600).” In Maya at the Lago, Davidson Day School Charlotte NC, April 15, 2011.

2010b “The Symbolic Representation of Warfare in Middle Formative Olmec-Style Art.” In Anthropologia: The Anthropology in Action Visiting Lecture Series. Sponsored by the Department of Sociology and Anthropology and the Middle Tennessee Anthropology Society, Middle Tennessee State University, Murphysboro, TN Thursday October 7, 2010.


2010e “The Olmec and the Language of the Sacred: Ritual Objects and Sacred Bundles in the Middle Formative World.” In a Symposium (Virginia Fields) The Cascajal Block and Other Evidence of Early Writing In the New World, Los Angeles County Museum of Art, Friday, October 22, 2010, Los Angels, CA.

2010f “The Olmec, the Middle Formative Ceremonial Complex, and the Rio Balsa Frontier.” In a Symposium (Virginia Fields), New Discoveries in OLMAN and Beyond, Los Angeles County Museum of Art, Saturday, October 23, 2010. Los Angels, CA.


2006b “Kings, Crowns, and Coronations in the Maya and Olmec World.” An invited Lecture held at Johns Hopkins University the Baltimore Museum of Art, Baltimore, MD, Saturday, April 7th, 2006.

2006c “The Symbolic Representation of Warfare in the Middle Formative Olmec Style Art.” An invited Lecture held at Johns Hopkins University, Baltimore, MD, Friday, April 16th, 2006.


2000 “Feline Imagery in the Art of The Olmec." The Austin Zoo, Dept. of Education, Austin, TX, November 14, 2000


2000 “War in the Maya Realm-600 A.D.,” College of Social Science, Lyons College, Batesville, AK, February 8, 2000


1999  “Images of Warfare in Olmec Art”, Lecture at the Department of Art History, University of Memphis, Memphis, Tennessee, April 1, 1999.


1998 “Architecture as Sacred Space in Pre-Columbian America.” MIRA-Memphis Iconographic Research Association, April 10, 1998 Department of Anthropology, University of Memphis, Memphis, TN.

1998 “La Venta: An Olmec Capital”, Lecture, April 9, 1998, Department of Anthropology, University of Texas-Austin, Austin, Texas.


1998 “Olmec and Maya Royal Accession Scaffolds.” (With David Freidel), Papers in Honor of Linda Schele, January 25, 1998. Department of Art, The University of Texas, Austin,


1996 “Throne of the Underworld: Art, Shamanism and Political Power in Middle Formative Mesoamerica.” The Denver Museum of Natural History, April 21, Denver, CO.


1996 “Architecture and Ritual Function in the Olmec World.” School of Architecture, The University of Texas at Austin, February 8, Austin, TX.

1996  "Iconographic Themes in Olmec Art." The Dallas Museum of Art, January 6, Dallas, TX.


1995  "Visions to Another World: Art, Ritual and Rulership in the Olmec World." Maya Weekend, University of Pennsylvania Museum, April 8, Philadelphia, PA.

1995  "Cosmology and Olmec Architecture." School of Architecture, The University of Texas at Austin, February 8, Austin, TX.


1994  "Olmec Precursors of Maya Symbols of Supernatural Power." Los Angeles County Museum of Art, November 20, Los Angeles, CA.

1994  "Visions to Another World." Michael C. Carlos Museum, Emory University, January 23, Atlanta, GA.

1993  "Shamanism, Cosmology, & Rulership in the Art of Middle Formative Mesoamerica." Cosmology and Natural Modeling Among Aboriginal American Peoples. The Second D.J. Sibley Conference on World Traditions of Culture and Art, November 5, Austin, TX.


1993  "Shamanism and Olmec Art." Dallas Museum of Art, March 15, Dallas, TX.
1992 “Ancient Traditions and Modern Artists.” Before and After Columbus: Use and Misuse, October 10, Gainesville, FL.

1992 “La Venta and the Olmec.” Department of History of Art and Architecture, Brown University, February 5, Providence, RI.

1992 “Cosmos and Rulership at the Olmec Site of La Venta.” American Institute of Archaeology Lecture Series, Department of Art, The University of Texas at Austin, January 29, Austin, TX.


1991 “Architecture and Cosmology at La Venta.” The Maya Institute, October 4, Miami, FL.


1990 “New Formative Period Discoveries from Guerrero.” The Art Department, Santa Monica College, October, Santa Monica, CA.


1988 “Olmec Conceptions of the Sacred Mountain as Underworld Entrance.” The Institute of Latin American Studies, The University of Texas at Austin, November 18, 1988, Austin, TX.


1987 "Olmec Architecture as a Clue to Olmec Rulership." The Art Museum, Princeton University, November, Princeton, NJ.


3. Consultancies:

2014-2016 Guest Curator: NEH-funded 2017 exhibition on the Spiro Archaeological site in eastern Oklahoma currently being organized by the Gilcrease Museum, Tulsa, OK.

2014-2106 Member NEH-funded national advisory committee for a 2017 exhibition on the Spiro Archaeological site in eastern Oklahoma currently being organized by the Gilcrease Museum, Tulsa, OK.

2007-2010 Guest Curator and Exhibit Designer, Moundville Archaeological Museum, Moundville Archaeological Park, Moundville, AL. I developed themes and wrote all labels (object and topic) for the museum and wrote the scripts for the audio-visual functions of the exhibition.

Current Research Associate, The Pre-Columbian Art Research Institute, San Francisco, CA.

Current Editorial Board: The Pre-Columbian Art Research Institute, San Francisco, CA.

Current Consultant, Olmec collection, Dallas Museum of Art, Dallas, TX.


4. Workshops:
2006-present Organizer and Chair, annual “The Hopewell Culture Iconographic Conference,” Department of Anthropology, Texas State University, San Marcos, TX.

1995-present Organizer and Moderator, The Southwest Texas State University, Department of Anthropology, Weekend Workshop on Maya Hieroglyphic Writing, San Marcos, TX.

1992-present Organizer and Chair, annual “The Mississippian Period Iconographic Conference,” Department of Anthropology, Texas State University, San Marcos, TX.

5. Other Works not in Print

a. Works “submitted” or “under review”


“Identifying the Face of the Sacred: Tattooing the Images of Gods and Heroes In the Art of the Mississippian Period.” In “Tattooing and Body Modification in the Prehistoric and Early Historic Southeast.”. Editors, Aaron Diderworf and Carol Diaz-Granados. University of Texas Press, Austin, TX.


EXHIBITIONS

2015 Member NEH-funded national advisory committee for a 2017 exhibition on the Spiro Archaeological site in eastern Oklahoma currently being organized by the National Museum Of The Cowboy and The West, Oklahoma City, OK.

2007-2010 Guest Curator and Exhibit Designer, Moundville Archaeological Museum, Moundville Archaeological Park, Moundville, AL. I developed themes and wrote all labels (object and topic) for the museum and wrote the scripts for the audio-visual functions of the exhibition.


1979  Designer, "Exhibition to Commemorate the 200th Anniversary of the Battle of Pensacola (1781), West Florida Museum of History, Pensacola, FL.


OTHER

2014  Regent and Member of Board of Regents: University of Alabama State Museum Board.

2001  Director: Chucalissa Archaeological Museum, The University of Memphis, Memphis, TN.


1995-1998 Project Iconographer, The Belize Valley Archaeological Project, Department of Anthropology, Southwest Texas State University, San Marcos, Texas.


1993-1997 Organizer and Moderator, The Southeastern Iconographic Working Group. A round table jointly sponsored by the Department of Anthropology, Southwest Texas State University and the Maya Hieroglyphic Workshop of the University of Texas at Austin, San Marcos, TX.


C. Grants and Contracts

1. Funded External Grants and Contracts:
2016 Lannan Foundation Grant for SAR Presidential Seminar $12,820.00.

2015 Lannan Foundation Grant Grant for the funding of the Mississippian Iconographic Workshop, $15,500.00.

2013 Lannan Foundation Grant Grant for the funding of the Mississippian Iconographic Workshop, $15,000.00.

2012 Lannan Foundation Grant Grant for the funding of the Mississippian Iconographic Workshop, $15,500.00.

2011 Lannan Foundation Grant Grant for the funding of the Mississippian Iconographic Workshop, $16,750.00.

2009 Lannan Foundation Grant for the funding of Mapping and site research at the archaeological site of Etowah, GA. $19,800.00.

2008a Lannan Foundation Grant for the funding of Mapping and site research at the archaeological site of Etowah, GA. $16,700.00.

2008b Lannan Foundation Grant for the funding of the Hopewell Culture Iconographic Workshop. $16,700.00.

2008c Lannan Foundation Grant for the funding of the Southeastern Iconographic Workshop $16,750.00.
2007  Lannan Foundation Grant for the funding of the Southeastern Iconographic Workshop at Texas State University. $16,850.00.

2006  Lannan Foundation Grant for the funding of the Hopewell Culture Iconographic Workshop. $15,700.00.

2005a Lannan Foundation Grant for the funding of the Southeastern Iconographic Workshop. $13,750.00.

2005b Lannan Foundation Grant for the funding of Mapping and site research at the archaeological site of Etowah, GA. $15,000.

2004  Lannan Foundation Grant for the funding of Cave Painting Research in Missouri. $24,950.00.

2003  Lannan Foundation Grant for the funding of the Southeastern Iconographic Workshop. $9,950.00.

2002  Lannan Foundation Grant for the funding of the Southeastern Iconographic Workshop. $9,950.00.

2000  Lannan Foundation Grant for the funding of the Southeastern Iconographic Workshop. $9,950.00.

1995  Foundation for the Advancement of Mesoamerican Studies, Inc. Grant for the "Recording of Iconographic Information."

3. Funded Internal Grants and Contracts:

2000  Faculty Research Enhancement Grant, Southwest Texas State University. $6,700.00.

1995  Faculty Research Enhancement Grant, Southwest Texas State University.

1991  Faculty sponsored summer research grant.

1990  Faculty sponsored summer dissertation research grant.

1990  University travel grant, School of Liberal Arts, Fall Semester.
D. Fellowships, Awards, Honors:

2012        Alpha Chi National College Honor Society, Favorite Professor Award.
2012        Adjunct Assistant Professor, Dept. of Anthropology, University of Alabama.
2012        Adjunct Assistant Professor, Dept. of Anthropology, Oklahoma State University.
2000        Research Fellow: The Institute of Latin American Studies, The University of Texas at Austin.


1990        Visiting Scholars Fellowship: The Institute of Latin American Studies, The University of Illinois at Champaign.


1986        Phi Alpha Phi, Academic Honor Society.

IV. SERVICE

A. Institutional

1. University:

2015        Member, Faculty Research and Enhancement Grants selection committee.

2003-        Fulbright Evaluation Committee

2003 -       Member, Graduate Scholarship Selection Committee.

2001 - 2002  Member, Faculty Senate, the University of Memphis.

1998-99      Faculty Advisor for the SWT Native American Indian Student Organization.

1998        Day of Dialogue, Representative: Department of Anthropology.

1996-98      Member, Student Commencement Speakers Committee.
1995 - present  Member, Presidential Upper-Level Scholarship Selection Committee.

3. Department:
2016  Member: Search Committee for Biological Anthropologist
2016  Member: Search Committee for Cultural Anthropologist
2015  Member: Search Committee for Cultural Anthropologist
2014  Member: Departments Graduate Research and Scholarship Committee.
2002-present  Graduate Advisor, Masters Program in Anthropology.
2001-present  Academic Advisor to Anthropology Majors, University of Memphis.
2001-2010  Department Representative to the Faculty Research Enhancement Grant Committee.
2011-present  Department Representative to the Faculty Research Enhancement Grant Committee.
2000-present  Department Representative to the Liberal Arts Tenure and Review Group.
1992-present  Organizer and Chair, annual Southeastern Ceremonial Complex Iconographic Conference.
1993-present  Academic Advisor to Anthropology Majors, SWT.
1995-present  Director, Southwest Texas State University Maya Hieroglyphic Weekend Workshop.

B. Professional:
2004-Southeastern  Chair: Native American Outreach Program Committee, the Southeastern Archaeological Conference.
2003-Southeastern  Member, Native American Outreach Program Committee, the Southeastern Archaeological Conference.

Professional Organizations
American Anthropological Association
College Art Association
Native American Art Studies Association
Society for American Archaeology
Southeastern Archaeological Conference

C. Community:

2003  Presentation: "Native Peoples of Texas." seventh and eight grade Social Studies classes. Covington Middle School, Austin, TX, Sept. 25, 2003.

2002  Academic mentor, Wimberly High School, Wimberly, TX.

2000  Member, Board of Advisors, The Austin Zoo, Austin, TX.


I. Academic/Professional Background

A. Name: Martha Katherine Spradley  
   Title: Associate Professor

B. Educational Background

<table>
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<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
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<tbody>
<tr>
<td>Ph.D.</td>
<td>2006</td>
<td>The University of Tennessee</td>
<td>Anthropology &quot;Biological Anthropological Aspects of the African Diaspora; Geographic origins, secular trends, and plastic versus genetic influences utilizing craniometric data&quot;</td>
</tr>
<tr>
<td>M.A.</td>
<td>2000</td>
<td>University of Arkansas</td>
<td>Anthropology</td>
</tr>
<tr>
<td>B.A.</td>
<td>1998</td>
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C. University Experience

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<tr>
<td>Associate Professor</td>
<td>Texas State University</td>
<td>2013-present</td>
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<td>Assistant professor</td>
<td>Texas State University</td>
<td>2008-2013</td>
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<tr>
<td>Assistant professor</td>
<td>University of West Florida</td>
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<td>Postdoctoral research associate</td>
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<td>Lecturer</td>
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<td>2006-2007</td>
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<td>Adjunct research associate</td>
<td>Archaeology Research</td>
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D. Relevant Professional Experience

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<tr>
<td>Director</td>
<td>Forensic Anthropology Research</td>
<td>2008-2010</td>
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<td>Facility at Texas State</td>
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<tr>
<td>Faculty</td>
<td>Forensic Anthropology Center – The</td>
<td>2006-2007</td>
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II. TEACHING

A. Teaching Honors and Awards:
   Diversity Award 2015
   Foundations of Excellence Award 2015
   Favorite Professor Award by the Alfred H. Nolle Chapter of the Alpha Chi National College
   Honor Society, Fall 2013.
   Nominated for a Distinguished Teaching Award at the University of West Florida, Spring 2008

B. Courses Taught:
   At Texas State:
   ANTH 3343 Human Variation and Adaptation
   ANTH 3319 Human Growth and Development (new prep)
   ANTH 3380 Introduction to Forensic Anthropology (online)
   ANTH 5312 Biological Anthropology Seminar (new prep)
   ANTH 5319 Human Growth and Development (new prep)
   ANTH 5343 Human Variation and Adaptation
   ANTH 4382 Methods in Skeletal Biology
   ANTH 5378 The Human Skeleton in Forensic Medicine (new prep)
   ANTH 5326 Forensic Anthropology Field Methods
   ANTH 5321 Forensic Anthropology Seminar (new prep)
   ANTH 5375 Lab Methods in Forensic Anthropology (new prep)

   At the University of West Florida:
   ANTH 2000 Introduction to Anthropology
   ANTH 2511 Introduction to Biological Anthropology
   ANTH 3520 Forensic Anthropology
   ANTH 4587 Race in Biological Anthropology

   At The University of Tennessee:
   ANTH 110 Introduction to Biological Anthropology
   ANTH 480 Human Osteology
   ANTH 580 Human Variation

C. Graduate Theses/Dissertations or Exit Committees (if supervisor, please indicate):
   Texas State MA theses, Committee Chair:
   1. Elaine Chu, 2016 – present
   2. Briana New, 2016 – present
Cranial Base Height as an indicator of Developmental Stress in native Mexican and American born Mexican Populations
5. Tracy Frasier, 2014 – present
   A Validation Study of the Use of Temperature by Forensic Pathologists to
   Estimate the Postmortem Interval
   Bone Weathering as an Indicator of the Postmortem Interval in Central Texas
7. Melinda Knowles, 2014 – present
   The Utility of Pollen Analysis in Detecting the Geographic Origin of
   Undocumented Border Crossers from South Texas
   Using the Fully Method to Reconstruct the Growth and Development of
   Undocumented Migrants Found in South Texas
9. Rachel Canfield, 2012 - present
   Resolving Commingled Remains
10. Amelia Hessey, 2012 – 2014
    Sex Estimation from the Greater Sciatic Notch Of the Human Pelvis: A Geometric
    Morphometric Approach
    Assessing the Utility of Non-metric and Metric Traits in Ancestry Estimation
    Size and Shape: An evaluation of sexual dimorphism in Hispanic Crania
13. Amy Brandon, 2011 - 2013
    A Test of the Utility of the Vass Universal Post-Mortem Interval Formula in
    Central Texas
    Cranial Comparisons Using Ancient and Modern Samples from Australia, Asia,
    and South America
15. Reina Garcia, 2011 - present
    Brachial and Crural Indices of Modern North American Populations
    Population Differences Between the Sexes in Non-Metric Traits of the Pelvis
17. Cristina Figueroa-Soto, 2010 - 2012
    Sexual Dimorphism and socioeconomic status: Comparison between migrant
    and non-migrant populations
    Age Assessment from Cranial Suture Closure
    A Longitudinal Study on the Outdoor Human Decomposition Sequence in Central
    Texas
20. Meredith Tise, 2008 -2010
    Metric Analysis of the Postcranial Skeleton of Hispanic Individuals to Improve the
    Estimation of Sex
21. Daniel Di’Michele, 2008 - 2010
    Sex Estimation in a Modern Forensic Sample Using a Discriminant Function
    Analysis From the Calcaneus
22. Rosanne Bongiovanni, 2008 - 2010
   *Estimating Sex of the Human Skeleton Based on Metrics of the Sternum*

23. Laura Ayers, 2008 - 2010
   *Differential Decomposition in Terrestrial, Freshwater, and Saltwater Environments: A Pilot Study*

   *Assessing Ancestry Through Non metric Traits of the Skull: A Test of Education and Experience*

**Texas State MA theses. Committee member:**

   *The Use of Near-Infared Remote Sensing in the Detection of Clandestine Human Remains*

2. Cassie Skipper, 2013-2015
   Analyzing the Biological Relatedness of Individuals from a Mid- to Late-1800s Missouri Cemetery

3. Jamie Henkhaus, 2013-2014 (Geography MAG)
   *Using GIS to Map Migrant Death Clusters by Cause of Death and Year in Arizona*

   *Comparison of decomposition rates in autopsied and non-autopsied human remains in Central Texas*


7. Alex Frye, 2011 - 2013

8. Hillary Martinez, 2011 - 2013
   *I don’t need it, you can have it: Motivations for whole body donations to FACTS*

   *Parental Perceptions of Childhood Overweight and Obesity in Hays County, Texas*

10. Maggie McClain 2010 - 2013
    *Examining Patellar Morphology and Musculoskeletal Stress in Prehistoric Populations from Texas*

11. Cristina Watson, 2011 - 2013
    *Estimation of Sex Through Metric Measurements of the Petrous Bone in Contemporary American Populations*

    *Topic: The effects of clothing on decomposition*

    *Secular Change in the Knee Joint and the Effects of Obesity*

    *Sex Assessment from Carpal Measurements: Discriminant Function Analysis in a Contemporary American Sample*

15. Aryn Klein, 2011 - 2013
    *Vulture Scavenging of Pig Remains at Varying Grave Depths*

16. Maureen Purcell, Spring, 2011 - 2013
Sex Differences in the Femur and Acetabulum: A Biomechanical Analysis with Forensic Significance

17. Matthew Elverson, 2011 - 2013
   The Influences of Parent Colonies in the Archaeological Record: An Archaeological Investigation of Interment Styles and Mortuary Materials at the St. George's Caye Cemetery, Belize

18. Jamilatu Zakari, 2010 – 2012 (Sociology)
   Analyzing Food Choice and Dietary Motivations Between Client Choice Food Pantries and Pre-Packaged Food Pantries

19. Caryn Tegtmeyer, 2010 - 2012
   A Comparative Analysis of Serrated and Non-Serrated Sharp Force Trauma to Bone

20. Brianna Curtin, 2009 - 2011
   The effects of fire suppression techniques on burned remains

   Testing the Utility of Cranial Vault Morphology as an Indicator of Health: A Civil War Sample

22. Elizabeth Richards, 2009 - 2011
   The Estimation of Stature from Measurements of the Isolated Cranium

   The Sequence of Bone Staining and its Applications to the Postmortem Interval

   Age Estimation of Subadults from a Forensic Context Using the Denver Longitudinal Study Diaphyseal Long Bone Length Standards

   Stature Wars: Which Stature Estimation Methods are Most Applicable to Modern Populations?

26. Teresa Nugent, 2008 - 2010
   The Estimation of Biological Profile from Unprocessed Human Cremated Remains

27. Rebecca Shattuck, 2008 - 2010
   Perimortem Fracture Patterns in South-Central Texas: A Preliminary Investigation into the Perimortem Interval

   An Analysis of Decomposition rates on Outdoor Surface Variations in Central Texas

   Oxygen Isotope Analysis of Human Bone and Tooth Enamel: Implications for Forensic Investigations

30. Casey Callahan, 2007 - 2009
   Vegetation Colonization of Experimental Grave Sites in Central Texas

Out of State Theses and Dissertations:
1. Member of Jennifer Vollner PhD committee, 2016 CR (Michigan State University)
2. Member of Gabriele Krüger MSc committee, 2014 CR (University of Pretoria)
3. Member of Rebecca DeSilva MS committee, 2014 CR (The University of Western Australia)
4. Member of Meredith Tise PhD committee, 2010 - 2014 CR (University of South Florida)
5. Member of Melissa Pope PhD committee, 2014 – present (University of South Florida)
6. Member of Jennifer Vollner PhD committee, 2013 – present (Michigan State University)
7. Member of Cristina Figueroa-Soto PhD committee, 2012 - present (The University of Tennessee)
8. Member of Miriam Soto Martinez PhD committee, 2008 - present (The University of Tennessee)
9. Member of Ashley Shidner MA committee, 2007 - 2010 (University of West Florida)
10. Member of Heidi Davis MA committee, 2007 – present (University of West Florida)
11. Member of Kimberly Wren MA committee, 2004 - 2007 (University of Tennessee)

D. Courses Prepared and Curriculum Development:
   ANTH 5326 Forensic Anthropology Field Methods

G. Funded Internal Teaching Grants and Contracts:
   Spradley, MK (PI) 2012, Grant for Instructional Technology (GIT) to create teaching videos “3D Landmarks in the Human Skull: Location, Collection, and Archival”

   Spradley, MK (PI) and Curtin, JA (co-PI) 2007, PACE Academic Development Award – Spring 2008, University of West Florida ($16,559.10).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

1. Books (if not refereed, please indicate)

   d. Chapters in Books:


2. Articles

a. Refereed Journal Articles:


DiMichele DL and Spradley MK. 2012. Sex estimation in a modern American osteological sample using a discriminant function analysis from the calcaneus.
Forensic Science International 221:152.e1-152.e5. Impact factor 2.115 (5 year impact factor 2.324), 6 citations since publication


b. Non-refereed Articles:


5. Reports:


Spradley, MK. 2014. Craniometric Variation of the Xoclán Skeletal Collection. Submitted to Universidad Autónoma de Yucatán in Mérida.


Spradley MK and Hamilton MD. 2009 Bioarchaeological analyses of human remains from 41RB112.

Herrmann NP, Spradley MK, and Wilson RJ. 2007. Bioarchaeological excavation and analysis of human burials from the Plash Island site (1Ba134), Baldwin county, Alabama
Spradley MK. 2000. Bioarchaeological analysis of Quapaw human remains recovered from Lake Dumond (3Ar110), Arkansas County, Arkansas.

B. Works not in Print

1. Papers Presented at Professional Meetings


2016 McClain BS, Hamilton MD (mentor), and Spradley MK (mentor). Indicators of Stress within Modern Undocumented Border Crossers Along the South Texas Border. American Association of Physical Anthropologists. Atlanta, Georgia 2016.


2016 Meckel LA, Mavroudas S, Dominguez VM, Spradley MK. Bone Histology Sampling Sites for the Identification of Undocumented Border Crossers Along the


2011 Spradley, MK Forensic Identification of Individuals Involved in U.S./Mexico Border Crossing Fatalities. Presented at the Seminario Internacional de Antropología Forense. Hosted by the Universidad Nacional Autónoma de México Instituto de Investigaciones Antropológicas. March 28 – April 1 2011.


2010 Tise, Meredith and MK Spradley(mentor). A Metric Analysis of the Postcranial Skeleton of Hispanic Individuals to Improve the Estimation of Sex. Texas Association of Biological Anthropologists Annual Meeting, November 12-13, 2009 in Austin, Texas.


2009 McManus, SE, Spradley, MK (mentor), and Devlin, JB. Ancestry Estimation from Metacarpals. Presented at the 78th annual meeting of the American Association of Physical Anthropologists, March 30 - April 4, 2009.


2008 McManus, SE, Spradley, MK (mentor), and Devlin, JB. Sex assessment from metacarpals using the William M. Bass Skeletal Collection. Presented at the 77th annual meeting of the American Association of Physical Anthropologists, April 9 – 11, 2008.

2007 Spradley, MK and Jantz, RL Craniofacial secular change and the African Diaspora. Presented at the 76th annual meeting of the American Association of Physical Anthropologists.


2005 Spradley MK, Jantz RL, Robinson A, Glassman D Biological variation of Hispanic (Spanish-speaking) populations of the Americas. Presented at the 56th annual meeting of the American Academy of Forensic Scientists.


2005 Meadows Jantz L, Wilson RJ, Herrmann NP, Spradley MK, McCarthy DM Analysis of the human skeletal remains from the Memphis-Shelby County Airport historic cemetery (40Sy619). Presented at the 75th annual meeting of the American Association of Physical Anthropologists.


2005 Freid D, Spradley MK, Jantz RL, Ousley SD The truth is out there: How NOT to use FORDISC. Presented at the 75th annual meeting of the American Association of Physical Anthropologists.


2003 Spradley MK and Jantz RL Skull vs. Postcranial Elements in Sex Determination., Presented at the 54th annual meeting of the American Academy of Forensic Scientists.

2003 Spradley MK and Jantz RL Skull vs. Postcranial Elements in Sex Determination. Presented at the 54th annual meeting of the American Academy of Forensic Scientists.


2002 Spradley MK, Weisensee KE, and Jantz RL Regional Variation in late 19th and early 20th Century Anatomical Collections, Presented at the 72nd annual meeting of the American Association of Physical Anthropologists.

2002 Spradley MK Investigating Long Bone Growth Retardation in Forensic Data Bank Subadults., Presented at the 71st annual meeting of the American Association of Physical Anthropologists.


2000 Berryman CA, Spradley MK and Sparks CS Stature and Hypoplasia: Correlation and Causation. Presented at the annual Paleopathology meetings.

1999 Spradley MK Forensic Anthropology: Education through Internship. Poster presentation at the 68th annual meeting of the American Association of Physical Anthropologists.

2. Invited Talks, Lectures, and Presentations:
   - Problems with Identification of Migrant Remains in South Texas (January 2015). SUNY Binghamton

• Identification of Migrant Deaths in South Texas (May 9, 2014). Texas Department of Public Safety, Austin Texas.

• Collecting Cranial Landmark Data: Methods and Problems (February 19, 2014). Society of Forensic Anthropologists held in conjunction with the American Academy of Forensic Sciences.

• Project Identification: Developing Accurate Identification Criteria for Hispanic Individuals (May 10 and 23, 2012), National Institute of Justice Webinar online.

• Improving Forensic Anthropological Methods of Identification (April 2012), Michigan State University.

• Project Identification: Developing Accurate Identification Criteria for Hispanic Individuals (February 2012), NIJ Grantees Meeting: How NIJ funded Research Impacts the World, Atlanta, Georgia.

• Demographic Change and Forensic Identification: Methods for sex and ancestry estimation for individuals considered Hispanic (April 2011), University of Arizona.

• Forensic Identification of U.S. Mexico Border Crossing Fatalities (April 2010), California State Chico.

• Forensic Identification of U.S. Mexico Border Crossing Fatalities (October 2010). Baylor University.

• Forensic Identification of U.S. Mexico Border Crossing Fatalities (November 2010). San Diego State University.

• Project Identification (December 6 – 7, 2009). The National Institute of Justice Forensic Anthropology Grantees Meeting in Washington D.C.

• Forensic Anthropology Talk “Forensic Anthropology and all that Remains.” Presented to the Texas Criminal Defense Lawyers Association on October 28, 2008 in Dallas, TX.

• The University of South Alabama Anthropology Club “Forensic Anthropology and all that Remains” (October 3, 2007).

• Pensacola Archaeological Society “Bioanthropological Aspects of the African Diaspora” (September 11, 2007).

• Federal Bureau of Investigations (FBI) Forensic Facial Imaging Course "Applying
Factors of Decomposition to Forensic Art" FBI Laboratory, Quantico, Virginia (August 11, 2007).

- British Institute of Embalmers "Forensic Anthropology at the FAC" Newcastle Under Lyme, England (September 9, 2006).

- Upward Bound "Careers in Forensic Science" The University of Tennessee, Knoxville (July 11, 2006).

3. Consultancies:

- Forensic Border Coalition: Working with human rights groups in Latin American and the US, I co-founded and serve as a board member of the Forensic Border Coalition (FBC). The mission of the Forensic Border Coalition is to support families of missing migrants searching for their loved ones and to address problems related to the identification of human remains found near the US/Mexico border. This ongoing humanitarian effort is a collaboration between governmental and non-governmental organizations to identify the dead, better understand the crisis of migrant death and disappearance along the border, improve the practices and protocols for the investigation of the dead, and share data and information with the public.

- I work with the South Texas Human Rights Center on a weekly basis to assist in their efforts of assisting families whose loved ones went missing along the Texas/Mexico border. I advise them on a weekly basis explaining policies relating to DNA identifications, medico-legal jurisdiction, and work directly with them to help identify missing persons, in addition to assisting them with their projects/objectives/mission and attend meetings with both groups at least once per semester.

- Research Collaborator with Dr. Douglas Owsley at the Smithsonian Institution’s National Museum of Natural History, involved in documentation and analysis of skeletons at national and international institutions relating to peopling of the New World, life and death in the colonial Chesapeake, and forensic anthropology. (2001-present)

- Research Collaborator with the Binational Migration Institute, Department of Mexican-American and Raza Studies, University of Arizona on their U.S. Department of Justice funded project: Standardization of Identification and Processing of Unidentified Border Crosser (UBC) bodies along the U.S.-Mexico Border. (2012)

4. Workshops:

- Instructor: Bring Your Own Digitizer Workshop held at the Forensic Anthropology Center at Texas State. Provided instructional training and competency testing for practicing forensic anthropologists including board certified forensic anthropologists. July 27-29, 2015.
• Instructor: FORDISC 3.1, Interpretation, and Data Collection. One day workshop held in Orlando, Florida (February, 2015) (co-organizer of workshop)

• Instructor: Ancestry Estimation in the 20th Century Workshop held during the American Academy of Forensic Sciences Annual Conference in Orlando, Florida (February, 2015) (Workshop chair)

• Forensic Border Coalition Workshop held at Texas State: Three day workshop held to strategize and plan for developing a stand-alone CODIS system for identification of migrant fatalities along the US Mexico border. Local, national and international attendance. (February 3-5, 2014) (co-organizer and host)

• Instructor: FORDISC 3.1, Interpretation, and Data Collection. One day workshop held in Washington D.C. (February, 2013) (co-organizer of workshop)

• Instructor: FORDISC 3.1. One day workshop held in Chicago, Illinois (February, 2011); One day workshop held in Atlanta, Georgia (February, 2012) (Co-organizer of workshop)

• Instructor: Advanced Laboratory Methods in Forensic Anthropology Lecturer on FORDISC 3.0, parametric statistical methods in forensic anthropology, and metric and non-metric methods of ancestry estimation at the University of Tennessee. (July, 2009/2011) (Invited Lecture)

• Instructor: Geometric Morphometric Methods. Lecturer for one day workshop held in Chicago, Illinois. (February 21, 2011) (Invited Lecture)

• Instructor: Advanced Laboratory Methods in Forensic Anthropology Lecturer on metric and non-metric methods of ancestry estimation at the University of Tennessee. (July, 2010) (Invited Lecture)

• Instructor and co-organizer: Human Remains Recovery Course. Lecturer and field instructor for outdoor recovery course sponsored by the Forensic Anthropology Center at Texas State University-San Marcos. (May 2010) (generated $12,000.00 for FACTS)

• Instructor: Human Identification, Laboratory Methods in Forensic Anthropology. Lecturer on metric and non-metric methods of ancestry identification. (July 9 – 14, 2007)

• Instructor: Outdoor Recovery Course. Field instructor for human remains outdoor recovery short course at the University of Tennessee. June 18 – 22, 2007

• Instructor: The National Forensic Academy. One week class on Forensic Anthropology including field recovery at the Anthropological Research Facility. June
5 - 9, 2006.

- Instructor: FORDISC 3.0. One day workshop presented at San Antonio, Texas February 20, 2007

- Instructor: FORDISC 3.0, Methods, Theory, Application. One day workshop presented at Mountain Swamp & Beach regional forensic anthropology meetings. September 4, 2005. *(Invited Lecture)*

- Instructor: The Uses and Abuses of Statistics and FORDISC in Forensic Anthropology Workshop presented at the American Academy of Forensic Sciences 57th annual meeting. February 22, 2004


5. Other Works not in Print:

a. Works “submitted” or “under review”


b. Works “ in progress”


   Tise ML, Kimmerle EH, and Spradley MK. Craniometric Variation and Ancestry Proportions among Groups Considered Hispanic.

c. Other works not in print
   Multimedia

The Decrypters (2012) National Geographic four part series.  
Provided $11,000.00 in graduate student scholarships.

Museum Exhibit
Written in Bone: Forensic Files of the 17th Century Chesapeake (2009)
Exhibit contributor. Featured exhibit at the Smithsonian Institution’s National Museum of Natural History.

Media Interviews
• USA Today
• NPR Fronteras
• Caller Times
• Oxford American
• Telemundo
• Weather Channel
• Boston Globe
• Equal Voice News
• Houston Chronicle
• Fox News Austin
• Fox News San Antonio
• Vice
• Vox
• Corpus Christi Caller Times
• New American Media

C. Grants and Contracts

1. Funded External Grants and Contracts:
   Grants
   Award Amount: $19,512.00

   Spradley, MK (PI) State of Texas Grant. “Identification of Migrant Remains”
   Award Amount: $53,384.00

   Spradley, MK (PI) Ed Rachal Foundation Grant 2015. Funding for Program Faculty – Research Associate for Operation Identification.
   Award Amount: $80,000.00

   Wescott,DJ (PI), Spradley, MK (co-PI), Upchurch, G (co-PI) National Science Foundation Major Research Instrumentation Program 2012. “Acquisition of a High-
Resolution X-Ray Computed Tomography (CT) Scanner for Non-Destructive Imaging of Anthropological and Paleontological Specimens for Research, Education, and Preservation Purposes”

**Award Amount:** $705,383.00  
**Cost Match:** $302,307.00  
**Total:** $1,007,690.00

**Award amount:** $151,323.00

*Contracts*

**Spradley, MK** (PI) 2014 Contract with Moore Archaeological Consulting for bioarchaeological services. **$5,129.16**

**Spradley, MK** (PI) 2013 Contract with Texas Department of Transportation for analysis of skeletal remains. **$5,000.00.**

**Spradley, MK** (PI) 2012 Contract with Texas Department of Transportation for analysis of skeletal remains of Salvadore Camarena (1897-1950), **$1,000.00.**

**Spradley, MK** (PI) 2012 Contract with Coastal Environments Inc. for bioarchaeological services and analysis of human skeletal remains from 41HR796, **$18,124.00.**

Hamilton, MD (PI) and **Spradley, MK** (co-PI) 2012 Contract with Center for Archaeological Studies for bioarchaeological analysis of human remains from 41HY160, **$900.00.**

**Spradley, MK** (PI) and Hamilton, MD (co-PI) Subcontract with Mississippi State University, for NIJ Award No. 2008-NIJ-1793: Isotopic and Elemental Analysis of the William Bass Donated Skeletal Collection and Other Modern Donated Collections, Nicholas Herrmann (PI), **$19,312.48. Provided graduate student tuition and stipend.**

**Spradley, MK** (PI) and Hamilton, MD (co-PI) 2009 Contract with TRC Solutions for bioarchaeological analyses of human remains from 41RB112, **$3,200.00.**

2. Submitted, but not Funded, External Grants and Contracts:  
**Spradley, MK** (PI) Ed Rachal Foundation Grant 2015. “Operation Identification” Funding for Program Faculty – Research Associate for Operation Identification.  
**Award Amount:** $80,000.00  
**Waiting on decision**
Texas State University Legislative Action Request for Operation Identification
Total Amount Requested: $222,721

National Science Foundation Major Research Instrumentation Program 2014 and 2015
Spradley, MK (PI), Speer A (co-PI), and Collins M (co-PI)
“Acquisition of a LA-ICP-QQQ-MS”
Total Amount Requested: $411,825.00

National Institute of Justice Funding opportunity NIJ 2010-2420
Meadows Jantz, L (PI), Taylor, RJ (co-PI), Spradley, MK (co-PI)
“Developing a Postmortem Interval Equation and Decomposition Database: A longitudinal study using human cadavers in relation to environmental factors.”
Total Amount Requested: $471,693.
Submitted March 2, 2010, (Resubmitted April 2011)
Collaborative effort with The University of Tennessee

National Institute of Justice Funding opportunity NIJ 2010-2420
Hamilton, MD (PI), Spradley, MK (co-PI), Giordano, A (co-PI), Stull, K (co-PI)
“Project AVIAN: Estimating the Postmortem Interval at Vulture-Scavenged Death Scenes”
Total Amount Requested: $293,257.00.
Submitted March 2, 2010
Collaborative effort with Texas State Geography Department

3. Funded Internal Grants and Contracts:
Spradley, MK (PI) 2016, REP grant “Locating Unidentified Burials in South Texas” ($8,000.00)

Spradley, MK (PI) 2014, REP grant “Mapping Migrant Burials in South Texas” ($8,000.00)

Spradley, MK (PI) and Giordano, A (co-PI) 2012, REP grant “Towards the Development of a Spatial Analytical Model and Taphonomic Reference for Use in Animal-Scavenged Death Scenes” ($14,137.50)

Spradley, MK (PI) 2008, REP grant “Increasing Positive Identification Rates for Hispanic Individuals” ($8,000.00)

4. Submitted, but not Funded, Internal Grants and Contracts:
Spradley, MK (PI) and Hamilton, MD (co-PI) 2010, NSF MRI proposal for digital X-RAY equipment. ($135,558.00)

Spradley, MK (PI) 2008, GIT grant to create a relational database for donated skeletal remains.
D. Fellowships, Awards, Honors:
Award for Excellence in Scholarly and Creative Activities (Assistant Professor) in the College of Liberal Arts, 2013

Runner-Up for the Presidential Award for Scholarly and Creative Activities in the College of Liberal Arts, 2012

Ellis Kerley award in physical anthropology at the 2011 American Academy of Forensic Sciences meeting for best paper or poster.

IV. SERVICE

A. Institutional

1. University:
   - IACUC committee member, Fall 2010 to present

3. Department/School:
   - Faculty – Forensic Anthropology Center (2008-present)
   - Chair – Departmental Speaker Series (2015)
   - Merit Committee (Spring 2015)
   - Chair – Graduate Program Poster Committee (Spring/Fall 2014)
   - Outstanding Undergraduate Scholarship Committee (Spring 2014)
   - Chair – Search Committee, Center for Archaeological Studies (Fall 2013)
   - Summer Teaching Policy Committee (Fall 2012)
   - Acting Department Chair (Summer 2012)
   - Interim Director – Forensic Anthropology Center (June 2011 – August 2011)
   - Director – Forensic Anthropology Research Facility (Fall 2008-Spring 2010)
   - Biological Anthropology Search Committee (Fall 2009/Spring 2010)
   - Biological Anthropology Search Committee (Fall 2010/Spring 2011)
   - MA Non-thesis committee member Fall 2010

B. Professional:
- Section Secretary American Academy of Forensic Sciences (2016)
- National Institute of Justice Forensic Science Grant/Panel Peer Reviewer (2013-2016)
- Reviewed articles for Forensic Sciences International (2016) (2)
• Reviewed article for Journal of Archaeological Science (2015) (1)
• Reviewed NSF grants (2015) (2)
• Reviewed article for Forensic Science International (2015) (6)
• Reviewed article for American Journal of Physical Anthropology (2015) (2)
• Program Officer for American Academy of Forensic Sciences, section Program Co-chair Anthropology Division (2014)
• Reviewed Grant for LSB Leakey Foundation (2014) (1)
• Reviewed article for International Biomechanics (2014) (1)
• Reviewed article for American Journal of Physical Anthropology (2014) (2)
• Reviewed article for Journal of Forensic Sciences (2014) (6)
• Reviewed articles for Forensic Science International (2014) (5)
• Scientific Working Group in Anthropology (SWGANTH) board member. Sponsored by the Department of Defense and the Joint POW Accounting Command Central Identification Laboratory (July 2012 – January 2015)
• Pima County Office of the Medical Examiner Research Review board member (May 2012 – present)
• North American Coordinator – ForensicOsteology.org (FOROST) (August 2013 – present)
• Program Committee member for the American Academy of Forensic Sciences Physical Anthropology Section (2010/2011)
• Moderator – American Academy of Forensic Sciences (2012, 2014))
• Reviewed technical report draft for the National Institute of Justice (2012)
• Reviewed National Science Foundation grant proposal (2012)
• Reviewed article for North American Archaeologist (2012)
• Reviewed Article for Journal of Forensic Sciences (2012)
• Reviewed article for Forensic Science International (2012 (1), 2013 (4))
• Reviewed article for Journal of Clinical Anatomy (2011)
• Reviewed article for American Journal of Human Biology (2010)
• Reviewed article for Human Biology (2010)
• Reviewed article for the American Journal of Physical Anthropology (2009)
• Reviewed article for the American Journal of Human Biology (2009)

C. Community:
• Principle Investigator, Operation Identification 2013 – process, analyze, and identify skeletal remains from Brooks county, Texas. *Over 35 case reports written and five identifications.*
• Case Manager – National Missing and Unidentified Persons System for Forensic Anthropology Center at Texas State (August 2011 – present)
• Analysis of skeletal remains from Kenedy County (March 21, 2016)
• Analysis of skeletal remains from Comal County (March 2, 2016)
• 2014 – All about bones presentation to Hoffman Lane Elementary School Kindergarten class (December 2014)
• 2014 – All about bones presentation to Texas State Child Development Center (July 17, 2014)
- Forensic Anthropology talk at High School, Kyle, Texas, Spring 2012
- 2012 – Skeletal analysis of isolated human crania for Travis County Medical Examiner's Office
- 2011 – Skeletal analysis of isolated human skull for McKinny Medical Examiner's Office
- 2011 – Skeletal analysis of isolated human skull for Georgetown Sheriff's Office
- 2010 – Skeletal analysis and courtroom testimony for Llano County Sheriff's Office
- 2009 – Skeletal analysis of isolated human skull for Guadalupe County Sheriff's Office
- 2009 – Recovery of human remains from Floresville, Texas for Texas Rangers
- 2009 – Skeletal analysis of isolated crania (2) from Bee Caves, Texas
- 2009 – Skeletal analysis of isolated human cranium for Texas Rangers
- 2008 – Skeletal analysis of human remains for Webb County Medical Examiner's Office
- 2008 – Skeletal analysis of isolated human cranium for Texas Rangers
- 2008 – Analysis of rib trauma for Bexar County Medical Examiner's Office
TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Nicole L. Taylor  Title: Associate Professor

B. Educational Background

<table>
<thead>
<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
<th>Major</th>
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<tr>
<td>PhD</td>
<td>2006</td>
<td>University of Arizona</td>
<td>Anthropology</td>
<td>Constructing Gendered Identities through Discourse: Body Image, Exercise, Food Consumption, and Teasing Practices among Adolescents</td>
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<td>M.A.</td>
<td>2000</td>
<td>Texas A&amp;M University</td>
<td>English</td>
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<tr>
<td>B.A.</td>
<td>1995</td>
<td>Southwest Texas State University</td>
<td>English</td>
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C. University Experience

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<tr>
<th>Position</th>
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<th>Dates</th>
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<tr>
<td>Associate Professor</td>
<td>Texas State University</td>
<td>2016-present</td>
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<tr>
<td>Adjunct Faculty Member</td>
<td>University of New Mexico</td>
<td>2015-2016</td>
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<tr>
<td>Graduate Research Associate</td>
<td>University of Arizona</td>
<td>2006</td>
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<tr>
<td>Adjunct Lecturer</td>
<td>University of Arizona</td>
<td>2005</td>
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<tr>
<td>Instructor</td>
<td>University of Arizona</td>
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<tr>
<td>Graduate Research Assistant</td>
<td>University of Arizona</td>
<td>2001-03</td>
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<tr>
<td>Instructor</td>
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D. Relevant Professional Experience

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<tr>
<td>Director of Scholar Programs</td>
<td>The School for Advanced Research</td>
<td>2011-16</td>
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<tr>
<td>Research Associate</td>
<td>RMC Research</td>
<td>2008-11</td>
</tr>
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<td></td>
<td>Alliance for a Healthier Generation’s Healthy Schools Program, a national initiative to reduce the incidence of childhood obesity, founded by the American Heart Association and the Clinton Foundation; funded by the</td>
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<td>Program Advisor</td>
<td>Education Northwest</td>
<td>2007-08</td>
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<tr>
<td>Montana and Oregon GEAR UP, statewide programs to help students in low-income secondary schools prepare for and succeed in postsecondary education, funded by the U.S. Department of Education. Contributed to qualitative and quantitative data collection, analysis, presentation of findings, and consultation with program staff.</td>
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<tr>
<td>Program Evaluator</td>
<td>Luz Social Services</td>
<td>2006-07</td>
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<tr>
<td>Drug-Free Communities Coalition, a substance abuse prevention program implemented in nine mining communities north of Tucson, Arizona, funded by the Center for Substance Abuse Prevention. Designed and conducted evaluation, including all data collection, analysis, presentation of findings, and consultation with program staff.</td>
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<tr>
<td>Healthy Community Coalition, an HIV/AIDS prevention program implemented in Mammoth/San Manuel, Arizona, funded by the Substance Abuse and Mental Health Services Administration. Designed and conducted evaluation, including all data collection, analysis, presentation of findings, and consultation with program staff.</td>
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<tr>
<td><strong>Primary Investigator</strong></td>
<td><strong>University of Arizona</strong></td>
<td><strong>2003-04</strong></td>
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<tr>
<td>Designed and implemented dissertation research examining how youth construct gendered, body-conscious identities and negotiate the social hierarchy of a high school through linguistic practices related to body image, fat stigma, food, and exercise. Methods included participant observation, individual interviews, and focus groups.</td>
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<thead>
<tr>
<th><strong>Primary Investigator</strong></th>
<th><strong>Yale Center for Eating and Weight Disorders</strong></th>
<th><strong>2002</strong></th>
</tr>
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<tbody>
<tr>
<td>Designed and implemented a three-month pilot research project on obesity stigma. Conducted individual and focus group interviews with overweight and obese women, focusing on their experiences with weight-related stigma in medical, educational, and professional settings.</td>
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</tbody>
</table>

| **Editorial Assistant, Language in Society** | **University of Arizona** | **2002-05** |
| **English Teacher** | **Hays High School** | **1995-98** |

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**II. TEACHING**

B. Courses Taught

Texas State University:
ANTH 3303 - APPLIED CULT ANTH
ANTH 3376Z - LANGUAGE BODY
ANTH 4304 - LANG CUL & SOC
ANTH 5390 - DIRECTED STUDY

Texas A&M University:
English 104 - Rhetoric and Composition
English 301 - Advanced Technical Writing

University of Arizona:
Anthropology 276 - The Nature of Language
Anthropology 383 - Varieties of English

University of New Mexico:
Anthropology 340 - Language and the Body

C. Graduate Theses/Dissertations, Honors Theses, or Exit Committees (if supervisor, please indicate):

Student(s): Taylor Roberts, Graduate, MA.

D. Courses Prepared and Curriculum Development


2016 "Language and the Body" (Anthropology 340)—Developed this special topics course to teach in the Department of Anthropology at the University of New Mexico.

2002 "Varieties of English" (Anthropology 383)—Co-developed curriculum with advising professor for a web-based version of this upper division undergraduate course; created the course website and online resource materials.

III. SCHOLARLY/CREATIVE

A. Works in Print

1. Books (if not refereed, please indicate)
a. Scholarly Monographs


d. Chapters in Books (if not refereed, please indicate)


2. Articles

a. Refereed Journal Articles


6. Book Reviews


B. Works not in Print

1. Papers Presented at Professional Meetings


2012 Obesity and Body Image Concerns among High School Teens. The School for Advanced Research, Colloquium Series, Santa Fe, NM, March 2012.


2. Invited Talks, Lectures, and Presentations:


C. Grants and Contracts

1. Funded External Grants and Contracts


2014  Anne Ray Charitable Trust, three proposals applied for and awarded: (1) “Promoting Intellectual Training for Museum Professionals”; (2) “Howells Property Acquisition”; (3) “IARC Conservation and Outreach Programming” ($689,908).


3. Funded Internal Grants and Contracts

2005  Graduate Trust Grant, School of Anthropology, University of Arizona ($1,000).

2003  Edward H. Spicer Research Grant, School of Anthropology, University of Arizona ($1,000).

2002  Women’s Studies Advisory Council Travel Grant, University of Arizona ($500).

2002  Graduate Pre-Doctoral Research Grant, Social and Behavioral Sciences Research Institute, University of Arizona ($1,000).

2002  Edward H. Spicer Research Grant, School of Anthropology, University of Arizona ($1,000).

2000  Women’s Studies Advisory Council Travel Grant, University of Arizona ($500).
2000  Department of Women’s Studies Travel Grant, Texas A&M University ($500).

2000  Center for Humanities Research Travel Grant, Texas A&M University ($1,000).

D. Fellowships, Awards, Honors
2016  Award / Honor Nominee: New Mexico-Arizona Book Awards, New Mexico Book Co-op.

2004  American Dissertation Fellowship, American Association of University Women ($20,000).

2002  Datatel Scholars Foundation Scholarship, Datatel Inc. ($1,000).

IV. SERVICE

A. Institutional

Committee Work

2013-16  Academic Affairs and Institutional Advancement Committee, School for Advanced Research.

2013-14  Strategic Planning Committee, School for Advanced Research.

Service Presentations

2011  Co-presenter (with Marina Merrill and Pia Park), Introduction to Qualitative Analysis Software Programs: ATLAS.ti and MaxQDA. RMC Research, January 2011.


2003  Co-presenter (with John Mazzeo), Developing and Teaching an Online Class. Graduate Assistant Orientation, School of Anthropology, University of Arizona, March 2003.

1999  Professional Student-Teacher Communication Strategies. Graduate Assistant Orientation, Department of English, Texas A&M University, September 1999.

1. University:

Member, Academic Affairs and Institutional Advancement Committee, School for Advanced Research. (2011 - 2016).
3. Department/School:

Organizer, Media and Marketing, Department of Anthropology, Texas State University. (August 2016 - Present).

B. Professional

External reviewer:
National Science Foundation
Food, Culture, & Society
Health Education & Behavior
Health Education Research
Youth & Society
Current Anthropology
Ethos

C. Community

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Daniel J. Wescott, Associate Professor of Anthropology and Director of the Forensic Anthropology Center

B. Educational Background

Doctor of Philosophy, 2001, University of Tennessee-Knoxville, Anthropology (Biological), Structural Variation in the Humerus and Femur in the American Great Plains and Adjacent Regions: Differences in Subsistence Strategy and Physical Terrain

Master of Arts, 1996, Wichita State University, Anthropology, Effect of Age on Sexual Dimorphism in the Adult Cranial Base and Upper Cervical Region

Bachelor of Arts, 1994, Wichita State University, Anthropology with minors in Biology and Chemistry, Magna Cum Laude

C. University Experience

Associate Professor, Department of Anthropology, Texas State University, September 2011 – present (Tenure: September 1, 2014)

Senior Lecturer, Department of Biological Sciences, Florida International University, August 2010 – May 2011

Lecturer, Department of Biological Sciences, Florida International University, August 2009 – August 2010

Faculty, International Forensic Research Institute, Florida International University, May 2010 – May 2011

Research Associate, Department of Anthropology, Florida Atlantic University, January 2010 – May 2011

Associate Professor, Department of Anthropology, University of Missouri-Columbia, May 2009 (Tenure: May 2009)

Assistant Professor, Department of Anthropology, University of Missouri-Columbia, August 2003 – May 2009

Visiting Assistant Professor, Department of Anthropology, University of Missouri-Columbia, August 2002 – May 2003

Visiting Instructor, Department of Anthropology, University of Nebraska-Lincoln, January – May 2002

Graduate Teaching Associate, Department of Anthropology, University of Tennessee-Knoxville, August 2000 – May 2001

Laboratory Instructor, Department of Pathology and Anatomical Sciences, University of Missouri-Columbia, Summer 1999
Instructor, Department of Natural Sciences, Pellissippi State Technical Community College, August 1998 – May 1999
Gross Anatomy Laboratory Instructor, Department of Health Sciences, Wichita State University, August 1991 – May 1996

**D. Relevant Professional Experience**

Center Director, Forensic Anthropology Center at Texas State, Texas State University, September 2011 – present
Laboratory Director, Human Skeletal Identification Laboratory, University of Missouri, August 2003 – May 2009
Skeletal Analyst, Missouri State Historical Preservation Office, Department of Natural Resources, Jefferson City. Project: Inventory and analysis of human skeletal remains curated by the Missouri Department of Natural Resources, August 2002 – May 2009
Graduate Research Assistant, Department of Anthropology, University of Tennessee-Knoxville, Director: Dr. Richard Jantz, August 1997 – May 2000
Researcher, Project: Multifactorial age estimation, Principal Investigator: Dr. Lyle Konigsberg, Summer 1998
Biological Anthropology Laboratory Supervisor, Department of Anthropology, Wichita State University. 1998 – 2000. Project: Charged with assisting in the maintenance, analysis, and supervision of skeletal collections. Responsibilities also included supervising work-study students and assisting the director in medicolegal investigations. Director: Dr. Peer Moore-Jansen
Researcher, Department of Anthropology, Wichita State University, Summer 1995. Project: Denuding and degreasing techniques for fixed and fresh bone. Principal Investigator: Dr. Peer Moore-Jansen
Research Assistant, Department of Health Professions, Wichita State University, 1994. Project: Dietary modulation of colon cancer in mice fed lactoferrin. Principal Investigator: Dr. John Carter
Research Assistant, Department of Health Professions, Wichita State University, 1992-1993, Project: Dietary modulation of colon adenocarcinoma in NSA (CF-1) mice fed varying levels of zinc. Principal Investigator: Dr. John Carter
Research Assistant, Department of Anthropology, Wichita State University, 1991, Project: Comparative anatomy of the orangutan. Principal Investigators: Dr. Peer Moore-Jansen and Susan Orsbon
Assistant Osteologist, Department of Anthropology, Wichita State University, 1990, Project: Osteological investigation of skeletal remains from the Kansas State Historical Society. Principal Investigator: Dr. Peer Moore-Jansen
Research Assistant, Department of Anthropology, Wichita State University, 1990, Project: Osteological investigation of human radii for prosthesis development. Principal Investigators: Dr. Ganesh Gupta and Dr. Peer Moore-Jansen
Assistant Osteologist, Department of Anthropology, Wichita State University, 1990, Project: Osteological investigation of human burials from the Buried City Site (41OC1), Olchiltree County, Texas. Principal Investigator

Archaeology Assistant, City Archaeologist’s Office, Wichita State University, 1989-1994, Projects: Responsibilities include conducting archaeological reconnaissance surveys and surface collection

Field Assistant, Department of Anthropology, Wichita State University, 1990, Project: Excavation and recovery of human skeletal material at the Buried City Site (41OC1), Olchiltree County, TX. Principal Investigator: Dr. David Hughes

Crew Chief, Department of Anthropology, Wichita State University, Summer 1990, Project: Waconda Lake Archaeological Project, Glen Elder State Park, KS. Principal Investigator: Dr. Donald Blakeslee

Assistant Crew Chief, Department of Anthropology, Wichita State University, Summer 1989, Project: Waconda Lake Archaeological Project, Glen Elder State Park, KS. Principal Investigator: Dr. Donald Blakeslee

Archaeology Surveyor, Department of Anthropology, Wichita State University, 1989, Project: Enron Gas Company pipeline survey, Oklahoma. Principal Investigator: Dr. David T. Hughes

Crew member, Department of Anthropology, Wichita State University, Summer 1989, Project: Field School at Haley’s Point (34MR11), Oklahoma. Director: Dr. David T. Hughes

E. Other Professional Credentials (licensure, certification, etc.)

Digital Radiology and Basic Computed Tomography per Industry Requirements Training Certificate, 2014

Advanced Computed Tomography Training Certificate, 2016

II. TEACHING

A. Teaching Honors and Awards:
Nominee: Mariel M. Muir Excellence in Mentoring Award, Texas State University, 2016.
Recipient: Favorite Professor, Alfred H. Nolle Chapter of the Alpha Chi National College Honor Society, Texas State University, Fall 2014.
Recipient: Favorite Professor, Alfred H. Nolle Chapter of the Alpha Chi National College Honor Society, Texas State University, Fall 2013.
Recipient: Graduate Professional Council Gold Chalk Award for dedication and service to the advancement of graduate student education, April 2008.
Nominee: University of Missouri Provost’s Outstanding Junior Faculty Teaching Award,

B. Courses Taught:

1. Anthropology
   a. Texas State University: 2011-current
      Human Osteology (3381)
b. University of Missouri: 2002-2008
   - Introduction to Biological Anthropology
   - Human Biology and Life History
   - Forensic Anthropology
   - Skeletal Biology
   - Human Biological Variation
   - Human Skeletal Identification and Analysis
   - Seminar in Physical Anthropology

c. University of Nebraska: 2002
   - Medical Anthropology
   - Introduction to Biological Anthropology
   - Advanced Physical Anthropology

   - Principles of Biological Anthropology
   - Human Osteology

2. Biology
      - Evolution
      - Human Biology
      - Human Evolutionary Morphology
      - Forensic Osteology
      - Fundamentals of Human Physiology,
      - Anatomy and Physiology I

3. Anatomy
   a. Wichita State University: 1991-1996
      - Clinical Anatomy
      - Gross Anatomy
      - Head and Neck Anatomy
   b. University of Missouri: 1999
      - Gross Anatomy

C. Graduate Theses/Dissertations, Honors Theses, or Exit Committees:
   Ph.D. Dissertations Chaired/Co-Chaired

David McBride (2007), “Longitudinal Assessment of Age-Related Change in the Dental Pulp Chamber and Age Estimation Using Dental Radiographs, University of Missouri (co-supervisor)

Ahmad Abu Dalou (2007), “The Validity of Morphological Features and Osteological Markers in Reconstructing Habitual Activities”, University of Missouri (co-supervisor)

Ph.D. Dissertations – Committee Member
Sarah Jantzi (2013), “Forensic Analysis and Comparison of Soil and Bone by Laser-Based Elemental Analysis Techniques,” Florida International University, Department of Chemistry


Margaret Streeter (2005), “Histomorpometric Characteristics of the Subadult Rib Cortex,” University of Missouri

MA Theses - Chaired
Hanna Holley (2016-present), Texas State University
Jessica Galea (2015-present), “Relationship between Pelvic Scars and Pelvic Microstructure,” Texas State University
Cassie Skipper (2013-2015), “Analyzing Biological Relatedness of Individuals from a Late 1800s Missouri Cemetery,” Texas State University
Margaret Zywicki (2012-2014), “A Study of the Predictability of Rib Fracture Patterns Based on Three Different Modes of Fracture.” Texas State University
Harrington, Katherine (2011-2013). “Secular Change in Knee Joint Size and Shape,” Texas State University
Melissa Anderson (2005-2008), “Estimation of Age-At-Death Using the Sugeno Fuzzy Integral,” University of Missouri

MA Theses – Committee Member
Audrey Schaefer (2015-present), “Quantitative Method of Assessing Age at Death Based on the Rib.” Texas State University
Rachel Canfield (2012-present), “Osteometric Sorting: Does the Scale of a Commingled Event Matter?” Texas State University
Amy Sears (2011-2013), “Decomposition in Central Texas and Validity of a Universal Postmortem Interval Formula.” Texas State University
Jessica Drew (2010), “Does Obesity Affect the Accuracy of Age-at-Death Estimation Using Pubic Symphysis and Auricular Surface?” Florida Atlantic University
Justin Kahn (2004), “Economic Dependence: A Study in Osage-American Trade Relations (1803-1825), University of Missouri

Undergraduate Research Honors Theses and Internship Projects - Chaired
Shelby Garza (2016), “Differences in Decomposition Rate between Previously Frozen and Never Frozen Human Remains,” Undergraduate Internship, Department of Anthropology, Texas State University, Summer semester
Simone Longe (2015), “Estimation of the Postmortem Interval Using Skin Moister Content,” Internship, Department of Anthropology, Texas State University, Spring semester
Lauren Torres (2015), “Investigating Seasonality in Decomposition Rates in Central Texas Based on Accumulated Degree Days,” Internship, Department of Anthropology, Texas State University, Spring semester
Megan Veltri (2014), “3D Printing to Document Skeletal Variation,” Undergraduate Internship, Department of Anthropology, Texas State University
Chrissy White (2013), Forensic Anthropology Center at Texas State Undergraduate Internship, Spring semester
Hilary Martinez (2012), Forensic Anthropology Center at Texas State Graduate Internship, Summer and Fall semesters
Chloe McDaneld (2012), Forensic Anthropology Center at Texas State Undergraduate Internship, Fall semester

Nichole Troutman (2012), Forensic Anthropology Center at Texas State Undergraduate Internship, Spring semester
Gabrielle Martinez (2012), Forensic Anthropology Center at Texas State Undergraduate Internship, Spring semester

Hailey Duecker (2011), Forensic Anthropology Center at Texas State Undergraduate Internship, Fall semester

Michael Moramarco (2008), “Investigation into the Health and Activity Patterns of the Shiloh Methodist Community.” Arts and Science Undergraduate Mentorship Program, University of Missouri, 2008 (co-supervisor)


Jonathan Barnes (2005), “Sex Determination of Mississippian Skeletal Remains from Humeral Measurements,” University of Missouri


Sara Bekemeyer (2003) – Differences in Femoral Strength between Equestrian and non-Equestrian Native Americans from the Great Plains,” University of Missouri

Undergraduate Research Honors Theses and Projects - Member


D. Courses Prepared and Curriculum Development:

  1. Courses Prepared – See courses taught
2. Curriculum Development
   Human Biology and Life History (University of Missouri)
   Forensic Anthropology (University of Missouri)
   Human Evolutionary Morphology (Florida International University)

G. Funded Internal Teaching Grants and Contracts:

   Educational Technology at Missouri Academic Transformation Grant, 2003-2004
   academic year. Academic transformation of Anthropology 149/150. PI: Carol V. Ward, Co-I: Lisa Sattenspiel and Daniel Wescott. $4000 awarded

I. Other:

1. Teaching Development
   Teaching Critical Thinking Skills Across the Curriculum: Broadcast Program, Office of Academic Development and Assessment, Texas State University, October 16, 2015
   Team Base Learning Workshop, Hosted by the Office of Global Learning Initiatives, Florida International University, May 25 and 26, 2010
   Global Learning Course Development Workshop, Hosted by the Office of Global Learning Initiatives, Florida International University, May 6 and 13, 2010
   Difficult Dialogues Faculty Development Program, Hosted by the Difficult Dialogues Program, University of Missouri-Columbia, 2006 – 2007 (One-year program designed to allow faculty to learn to respond to and encourage deliberative dialogue, conflict resolution, and interactive literacy in the classroom)
   New Faculty Teaching Scholars (NFTS), Hosted by the Program for Excellence in Teaching, University of Missouri-Columbia, 2003 – 2004, (One-year program designed to help enhance teaching and networking with colleagues, Includes three system-wide retreats/conferences and four campus-based activities)
   Teachnology, Hosted by Educational Technologies at Missouri (ET@MO), University of Missouri-Columbia, July 7 – 11, 2003 (One-week program where faculty learn about and explore educational technology hardware and software in a hands-on learning environment)
   Teaching Renewal Conferences, Hosted by the Program for Excellence in Teaching at the University of Missouri-Columbia, 2000, 2003, 2004 (The sessions I attend primarily concentrated on teaching styles but also included advising, testing, and academic honesty)
   GTA Mentoring Program, University of Tennessee, Knoxville, TN, August 1998 to May 1999 (Mentor: Dr. Bill Dune, Head, Department of Geology, University of Tennessee; The GTA Mentoring Program provides graduate students with an avenue for the discussion of teaching principles and philosophies)

2. Internship Supervision
   Simone Longe, “Estimation of the Postmortem Interval Using Skin Moister Content,” Internship, Department of Anthropology, Texas State University, Spring 2015
Lauren Torres, “Investigating Seasonality in Decomposition Rates in Central Texas Based on Accumulated Degree Days,” Internship, Department of Anthropology, Texas State University, Spring 2015

Chrissy White, Forensic Anthropology Center at Texas State Undergraduate Internship, Spring 2013

Hilary Martinez, Forensic Anthropology Center at Texas State Graduate Internship, Summer 2012 and Fall 2012

Chloe McDaneld, Forensic Anthropology Center at Texas State Undergraduate Internship, Fall 2012

Nichole Troutman, Forensic Anthropology Center at Texas State Undergraduate Internship, Spring 2012

Gabrielle Martinez, Forensic Anthropology Center at Texas State Undergraduate Internship, Spring 2012

Hailey Duecker, Forensic Anthropology Center at Texas State Undergraduate Internship, Fall 2011

III. SCHOLARLY/CREATIVE

A. Works in Print

1. Books (if not refereed, please indicate)

d. Chapters in Books:


2. Articles
a. Refereed Journal Articles:


Graves, Ronda, Amy Lupo, Robert McCarthy, **Daniel J. Wescott**, and Deborah L. Cunningham. 2010. Just how strapping was the Nariokotome Boy? *Journal of Human Evolution* 59(5):542-554 [Impact Factor 4.03]


b. Non-refereed Articles:


Wescott, Daniel J. 2013. Tales from the skeleton: the role of the forensic anthropologist in medicolegal death investigations. HOTSHOTS September 19(9):3-4 [invited]


Barnes, Jonathan and Daniel J. Wescott. 2007. Sex determination of Mississippian skeletal remains from humeral measurements. Missouri Archaeologist 68:133-137 [invited]


Wescott, Daniel J. 2004. Osteological analysis of human skeletal remains from the Fenton (Gravois Bluffs Tract) mounds (23SL1064), St. Louis County, Missouri. Missouri Association of Professional Archaeologists Newsletter 2(2):6-8


3. Conference Proceedings

a. Refereed Conference Proceedings:


4. Abstracts:


Symposium: Skeletal Attribution of Ancestry and the Concept of Race, American Academy of Forensic Sciences, Dallas, TX.


5. Reports:

Wescott, Daniel J., Nicholas Herrmann, M. Kate Spradley, Sophia Mavroudas. 2016. Anthropological analysis of partial skeleton found in Guadalupe County (Case 16-02787).


Purcell, Maureen and Daniel J. Wescott. 2012. Inventory and analysis of bones, artifacts, and ecofacts from the Corpus Christi Museum of Science and History. Report submitted to the Corpus Christi Museum of Science and History, Corpus Christi, TX.


Wescott, Daniel J. 2010. Examination of bones from Dade County, FL. Report submitted to Dr. DeEtta Mills, Florida International University, Miami, FL.


Moore-Jansen, Peer H. and Daniel J. Wescott. 1996. Skeletal remains from surface collections at sites 34GR3, 34GR4, 34GR5, 34GR6, 34GR7, 34KI3, and
34KL6, Greer and Kiowa Counties, Oklahoma. Report submitted to the Department of Interior, Bureau of Reclamation, Grand Island, NE.

**Wescott, Daniel J.** 1996. Inventory and preliminary analysis of human remains from the Augusta site (14BU501), Butler County, Kansas. City Archaeologist's Office, Report submitted to the Wichita State University, Wichita, KS.

**Wescott, Daniel J.** 1996. Inventory and preliminary analysis of human skeletal remains from Woodruff County, Arkansas. Report submitted to the Wichita State University Biological Anthropology Laboratory, Wichita, KS.

**Wescott, Daniel J.** 1996. Inventory of possible human remains from site 14HV514. Report submitted to the City Archaeologist's Office, Wichita State University, Wichita, KS.

**Wescott, Daniel J.** 1996. Human mandible from the Wichita Wild collection. Report submitted to the Wichita State University Biological Anthropology Laboratory, Wichita, KS.


Moore-Jansen, Peer H. (with contributions by **Daniel J. Wescott**). 1993. Skeletal analysis of burials from Waconda Lake, Kansas. Report submitted to Donald J. Blakeslee, Wichita State University, Wichita, KS.

Moore-Jansen, Peer H. (with contributions by **Daniel J. Wescott**). 1991. Skeletal analysis of burials from Buried City, Ochiltree County, Texas. Report submitted to David T. Hughes, Department of Anthropology, Wichita State University, Wichita, KS.

6. **Book Reviews:**


**B. Works not in Print**

1. *Papers Presented at Professional Meetings:*


Gleiber, Devora, Cassie E. Skipper, Deborah L. Cunningham, Daniel J. Wescott. 2015. Variation in the trabecular structure of the proximal tibia between obese and non-obese females. Seventh Annual International Research Conference for Graduate Students, Texas State University, San Marcos, TX. November 17.

Skipper, Cassie E., Brittany S. McClain, Marilyn Isaacks, and Daniel J. Wescott. 2015. Testing the applicability of Walker (2008) cranial nonmetric sexing traits on undocumented border crossers along the South Texas border. Seventh Annual International Research Conference for Graduate Students, Texas State University, San Marcos, TX. November 17.

Skipper, Cassie E. and Daniel J. Wescott. 2015. Analyzing the biological relatedness of individuals from a mid to late 1800s Missouri cemetery. Texas Biological Anthropological Association, Texas Tech University, Lubbock, TX, October 24.


Purcell, Maureen W. and Daniel J. Wescott. 2013. Sexual dimorphism of the femur: biomechanical influence of pelvic morphology. Fifth Annual International Research Conference for Graduate Students, Texas State University, San Marcos, TX.


Cho, Moon-Heum, Daniel J. Wescott, David Jonassen, and Sangchul Oh. 2006. The effects of epistemological beliefs on conceptual change in biology. Association of Educational Communications and Technology, Dallas, TX.
Wescott, Daniel J. 2005. Human remains from the Fenton Mounds, Missouri Archaeology Society Fall Symposium: Mississippian or Terminal Late Woodland Sites of c.a. A.D. 800-1500. Columbia, MO.

Wescott, Daniel J., Lori Baker, D. Clark Wernecke, and Michael B. Collins. 2005, Shooting from the hip: battlefield and physical stress related trauma in Mexican soldiers that died during the battle of Resaca de la Palma, May 9, 1846. Texas Archaeological Society, Austin, TX.


Konigsberg, Lyle W., Nicholas P. Herrmann, and Daniel J. Wescott. 1998. Age estimation data and software. Mountain, Swamp, and Beach Regional Forensic Anthropology Association, Knoxville, TN.


2. Invited Talks, Lectures, and Presentations:


Wescott, Daniel J. 2013. Forensic Anthropology Center. University Advancement, Texas State University, San Marcos, TX, December 12.


Wescott, Daniel J. 2013. Tales from the Skeleton: The Role of Forensic Anthropology in Medicolegal Death Investigations. Heart of Texas Sisters in Crime, Austin, TX, August 11.


Wescott, Daniel J. 2012. Bone biomechanics: forensic anthropological applications. Texas A&M University, College Station, TX. January 31


Wescott, Daniel J. 2011. The role of forensic anthropology at universities. Syracuse Dialogues in Forensic Sciences, Beyond the NSA Report, Syracuse, NY.

Wescott, Daniel J. 2011. The role of the forensic anthropologist in medicolegal death investigations. Association of Biological and Biomedical Students, Florida Atlantic University, Florida.


3. Consultancies:
2016, Forensic Osteology, Texarkana, TX.
2016, Forensic Osteology, City of League of City, TX.
2016, Forensic Osteology, Hays County Sheriff’s Office, San Marcos, TX.
2016, Forensic Osteology, Guadalupe County Sheriff’s Office, Seguin, TX.
2015, Forensic Osteology, Family of Corey Wood, Lufkin, TX.
2015, Forensic Taphonomy, McGuire-Wood Law Office, Raleigh, NC.
2015, Forensic Osteology, Travis County Medical Examiner’s Office, Austin, TX.
2015, Forensic Taphonomy, Lyon County, NM.
2014, Forensic Osteology, Texas Rangers, TDPS, Austin, TX.
2014, Forensic Osteology, Hays County Sheriff’s Office, San Marcos, TX.
2014, Forensic Osteology, Galveston Police Department, Galveston, TX.
2013, Forensic Osteology, Texas Rangers, TDPS, Austin, TX.
2013, Forensic Osteology, Starr County Sheriff’s Office, Rio Grande City, TX.
2013, Forensic Taphonomy, Hendrickson Law Offices, Mesa, AZ.
2013, Forensic Osteology Analysis (nonhuman bone), Los Fresnos Police Department, Los Fresnos, TX.
2013, Scientific Technical Advisor for Jeff Hancock, author of Bug World.
2013, Forensic Taphonomy, Pierce Law Firm, PC. Norman, OK.
2013, Forensic Taphonomy, District Attorney Office, 106th Judicial District.
2013, Forensic Osteology (nonhuman bone), Kyle Police Department, Texas
2013, Forensic Taphonomy, Dallas County Police Department, Texas
2012, Forensic Osteology (nonhuman bone), Cottonwood Shores Police Department, Texas
2012, Forensic Osteology (nonhuman bone), Comal County Sheriff’s Office, Texas.
2012, Member, Multi-Disciplinary Examination of Thukdam Team. Richard Davidson, University of Wisconsin, Madison, WI.
2012, Scientific Technical Advisor for Val Conrad, author of Blood of Like Souls and Tears of Like Souls. Taphonomy and human decomposition
2012, Scientific Technical Advisor for Sally M. Walker, author of Their Skeletons Speak. Bone biomechanics and reconstructing the lifeways of Kennewick Man
2012, Forensic Osteology, Texas Rangers, Texas
2011, Osteology (Keyhole Cave), National Park Service, Texas
2011, Osteology (41RB112), TRC Environmental Solutions, Texas
2011, Forensic Search, Hays County Sheriff’s Office, Texas
2011, Forensic Osteology, (88-1183), Broward County Sheriff’s Office, Florida
2010, Forensic Osteology (FIU020110), International Forensic Research Institute, Florida
2008, Forensic Osteology, (MUA081508), Booneville, Missouri
2008, Forensic Osteology, (MUA071608), Shannon County Sheriff’s Office, Missouri
2008, Forensic Osteology, (MUA052108), Boone/Callaway Medical Examiner’s Office, Missouri
2008, Forensic Osteology Analysis (MUA042208), Boone/Callaway Medical Examiner’s Office, Missouri
2008, Forensic Osteology Analysis (MUA050608), Laclede County Sheriff’s Office, Missouri
2008, Forensic Osteology Analysis (MUA042408), Crawford County Sheriff’s Office, Missouri
2008, Forensic Osteology Analysis (MUA032408), Boone County Sheriff’s Office, Missouri
2007, Forensic Osteology Analysis (MUA091107), Division of Drug and Crime Control, Missouri State Highway Patrol, Missouri
2007, Forensic Osteology Analysis (MUA081407), Morgan County Sheriff’s Office, Missouri
2007, Forensic Osteology Analysis (MUA081007), Callaway County Sheriff’s Office, Missouri
2007, Forensic Osteology Analysis (MUA060807), Ozark County Sheriff’s Office, Missouri
2007, Forensic Osteology Analysis (MUA060107), Boone/Callaway Medical Examiner’s Office, Missouri
2007, Forensic Osteology Analysis (MUA042407), Boone/Callaway Medical Examiner’s Office, Missouri
2007, Forensic Osteology Analysis (MUA042307), Jasper County Sheriff’s Office, Missouri
2007, Forensic Osteology Analysis (MUA041907), Missouri State Highway Patrol, Missouri
2007, Forensic Osteology Analysis (MUA040207), Lindley Funeral Home, Missouri
2007, Forensic Osteology Analysis (MUA032707), Columbia Police Department, Missouri
2007, Forensic Osteology Analysis (MUA030507), Columbia Police Department, Missouri
2007, Forensic Osteology Analysis (MUA021307), Moberly Police Department, Missouri
2007, Forensic Osteology Analysis (MUA011307), Ozark Sheriff’s Office, Missouri
2006, Forensic Osteology Analysis (MUA122206), Dent County Coroner, Missouri
2006, Forensic Osteology Analysis (MUA113006), Machphelah Cemetery Association, Missouri
2006, Forensic Osteology Analysis (MUA112706), Columbia Police Department, Missouri
2006, Forensic Osteology Analysis (MUA110606), Boone/Callaway Medical Examiner’s Office, Missouri
2006, Forensic Osteology Analysis (MUA100406), California Police Department, Missouri
2006, Forensic Osteology Analysis (MUA090606), Ripley County Coroner, Missouri
2006, Forensic Osteology Analysis (MUA082106), Missouri State Highway Patrol, Missouri
2006, Forensic Osteology Analysis (MUA050206), Pulaski County Sheriff’s Office, Missouri
2006, Forensic Osteology Analysis (MUA050906), Ripley County Coroner, Missouri
2006, Forensic Osteology Analysis (MUA031006), Missouri Department of Conservation, Missouri
2005, Forensic Osteology Analysis (MUA120505), Trenton Police Department, Missouri
2005, Forensic Osteology Analysis (MUA090205), Office of the Missouri Attorney General, Missouri
2005, Forensic Osteology Analysis (MUA070105), Missouri State Highway Patrol, Missouri
2005, Forensic Osteology Analysis (MUA062205), Columbia Police Department, Missouri
2005, Forensic Osteology Analysis (MUA053105), Missouri State Highway Patrol, Missouri
2005, Forensic Osteology Analysis (MUA050605), Callaway County Sheriff’s Office, Missouri
2005, Forensic Osteology Analysis (MUA042705A), Boone/Callaway Medical Examiner’s Office, Missouri
2005, Forensic Osteology Analysis (MUA042505B), Lebanon Police Department, Missouri
2005, Forensic Osteology Analysis (MUA041905), Ripley County Coroner, Missouri
2004, Forensic Osteology Analysis (MUA111904), Boone/Callaway Medical Examiner’s Office, Missouri
2004, Forensic Osteology Analysis (MUA102404), Boone/Callaway Medical Examiner's Office, Missouri
2004, Forensic Osteology Analysis (MUA070104), Nixa Police Department, Missouri
2004, Forensic Osteology Analysis (MUA060904), Dr. Roy Elfrink, Marshall, Missouri
2004, Forensic Osteology Analysis (MUA060204A), Boone/Callaway Medical Examiner's Office, Missouri
2004, Forensic Osteology Analysis (MUA060204B), Law Office of Cochran, Oswald, and Roam, LLC, Missouri
2004, Forensic Osteology Analysis (MUA050604), Harrison County Sheriff’s Office, Missouri
2004, Forensic Osteology Analysis (MUA042604), Canton Police Department, Missouri
2004, Forensic Osteology Analysis (MUA031004), Callaway County Sheriff’s Office, Missouri
2003, Forensic Osteology Analysis (MUA102703), Missouri State Public Defender’s Office, Missouri
2002, Forensic Osteology Analysis (MUA110502), Boone/Callaway Medical Examiner’s Office, Missouri
2002, Forensic Osteology Analysis (MUA091602), Davies County Sheriff’s Office, Missouri
2002, Forensic Osteology Analysis (MUA100102), Boone/Callaway Medical Examiner’s Office, Missouri

4. Workshops:
Instructor, 2015, Human Osteology, Texas State University, August 17-21.
Instructor, 2015. Forensic Anthropology Methods, Texas State University, GEFARL, June 15-19.
Instructor, 2015. Forensic Taphonomy of Texas, Texas State University, Freeman Ranch, June 8-10.
Instructor, 2015. Human Remains Recovery Course, Texas State University, Freeman Ranch, June 1-5.
Instructor, 2014, Field Recovery of Human Remains for Texas Guard, Texas State University, August 20
Instructor, 2014, Human Osteology, Texas State University, August 11-15.
Instructor, 2014. Forensic Anthropology Methods, Texas State University, GEFARL, June 23-27.
Instructor, 2014. Forensic Taphonomy of Texas, Texas State University, Freeman Ranch, June 9-11.
Instructor, 2014. Skeletal Death Investigation Course, Texas Engineering Extension Service (TEEX), Texas State University, Freeman Ranch, May 12-16.
Instructor, 2013. Canine Human Remains Detection Workshop, Texas State University, Freeman Ranch, November 15-17.
Instructor, 2013. Basic Forensic Anthropology, Texas State Guard Training, Freeman Ranch, August 17.
Instructor, 2013. Identifying Human From Non-human Bone, Texas State University, GEFARL, July 26.
Instructor, 2013. Human Osteology, Texas State University, GEFARL, July 8-12.
Instructor, 2013. Forensic Anthropological Methods, Texas State University, GEFARL, June 16-22.
Coordinator, 2013, K9 Human Detection Workshop, Texas State University, Freeman Ranch, March 15-17.
Instructor, 2013, Identifying Human from Non-Human Bone, Human Detection Canine Workshop, Texas State University, Freeman Ranch, March 17.
Instructor, 2013. Identifying Human from Non-Human Bone, Texas State University, Freeman Ranch, January 11.
Instructor, 2012. Forensic Anthropological Methods and Human Decomposition,
National Association of Women Law Enforcement Executives (NAWLEE),
Texas State University, Freeman Ranch, August 4.
Instructor, 2012. Forensic Anthropology and Taphonomy, San Antonio Police Department,
Texas State University, Freeman Ranch, June 20.
Instructor, 2012. Skeletal Death Investigation Course, Texas Engineering Extension Service (TEEX),
Texas State University, Freeman Ranch, May 21-25.
Clinician, 2010. Forensic Anthropology, CSI Camp, Lake of the Ozarks, Missouri
Instructor, 2008, Forensic Anthropology for Law Enforcement and Death Investigators, Southern Institute of Forensic Sciences, Saint Joseph, Missouri, March 10 – 15
Instructor, 2007. Forensic anthropology: developing a biological profile. Workshop for forensic pathology interns, Department of Pathology and Anatomical Sciences, University of Missouri, Columbia, MO
Workshop Co-organizer (with Margaret Steeter). 2003, Forensic Anthropology Techniques and Methods, One day workshop for the Missouri Association of Crime Laboratory Directors, University of Missouri-Columbia, March 28, 2003
Workshop Co-organizer (with Ashley McKown). Poster symposium entitled “New Approaches to Skeletal Biology of the American Great Plains” at the 2001 annual meeting of the American Association of Physical Anthropologists

5. Other Works not in Print:
a. Works submitted or under review


Wescott, Daniel J. and Sophia R. Mavroudas. Obesity affects the accuracy and precision of age at death estimations based on the pelvic joints. [abstract submitted to the American Association of Physical Anthropologists, September, 2016].

b. Works in progress


Wescott, Daniel J. Forensic Anthropology Foundation: Connecting Science, Methods, and Practice. [under contract with Wiley, due 9/1/16]

Hentschel, Kelsee and Daniel J. Wescott. Postmortem fracture surface topography: an investigation into differentiating perimortem and postmortem long bone blunt force trauma fractures. [to be submitted to the Journal of Forensic Sciences].

Meckel, Lauren and Daniel J. Wescott. A validation of estimating the season of death based on dental cementum increment analysis on a sample of naturally decomposing human remains with known season of death [to be submitted to the Journal of Forensic Sciences].

McDaneld, Chloe and Daniel J. Wescott. Decomposition rates in tarp-wrapped human remains [to be submitted to the Journal of Forensic Sciences].

Isaacks, Marilyn, Eugene J. Robinson, and Daniel J. Wescott. The use of near infrared imaging to detect cadaver decomposition islands in forensic search missions [to be submitted to the Journal of Forensic Sciences].

Gleiber, Devora, Deborah L. Cunningham, and Daniel J. Wescott. Trabecular structure differences between obese and non-obese individuals in the proximal tibia. [to be submitted to the American Journal of Physical Anthropology].

c. Other works not in print


Research Memorandum of Understanding. Western Carolina University. Methods for Positioning and Siding Distal Phalanges. Provide distal phalanges for


C. Grants and Contracts

1. Funded External Grants and Contracts:


   National Science Foundation, MRI Program 2013-2015. MRI: Acquisition of a high resolution computed tomography system for research and education [1338044]. PI: Daniel Wescott (co-PIs: Kate Spradley and Garland Upchurch), $1,007,690 (705,383 from NSF and $302,307 matching from TXST) awarded.


The State Historical Society of Missouri, Richard S. Brownlee Fund Grant. 2007. The iron coffin from MacPhela: an interdisciplinary effort to reconstruct the history of an early settler of Lexington, Missouri. $450 awarded.


Sigma Xi, Grant-in-Aid of Research.1999. Sexual dimorphism and secular change in the asymmetry of humeral and femoral cross-sectional geometry in a Northern Plains tribe. PI: Daniel Wescott. $800 awarded.


2. Submitted, but not Funded, External Grants and Contracts:


Forensic Science Foundation, Lucas Grant. 2015. Longitudinal study of grave appearance, soil chemistry, and soil microbial biodiversity in central Texas. PI: Daniel Wescott. $4,394 requested [not funded].


**National Institute of Justice**, Basic Scientific Research to Support Forensic Science for Criminal Justice Purposes. 2013, Validation study of the utility of using total body score and accumulated degree days to determine the post-mortem interval of human remains from three human decomposition research facilities. PI: Joan Bytheway, Sam Houston University, Subcontract: $180,077 requested [not funded].


National Science Foundation, MRI Program 2012. MRI: Acquisition of a high resolution computed tomography system for research and education. PI: Daniel Wescott, $867,765 requested [not funded]

Department of Defense, Forensic Research and Development Program. 2011. Next-generation sequencing to identify regions of the human genome that resist degradation: improving the analysis of challenging DNA samples. PIs: Aaron Tarone, Christine Picard, Lori Baker, Daniel Wescott, $700,000 requested [not funded]


3. Funded Internal Grants and Contracts:

Texas State University, Multi-disciplinary Internal Research Grant. 2015. Examination of upper threshold events on the necrobiome associated with human decomposition in a subtropic ecosystem. PI: Daniel J. Wescott, Co-PI: Rodney Rohde, Ken Mix, Jeffery Tomberlin. $25,000 awarded.

Texas State University, Research Enhancement Program. 2014. Detection of clandestine graves and surface remains in Central Texas using remote sensing. PI: Daniel J. Wescott. $7482 awarded.

Texas State University, Associated Student Government Rising Scholarly Travel Activity and Research (S.T.A.R.) grant. 2013. Historical research on the Shiloh Methodist Cemetery in Cedar Creek, MO. $700 match grant to pay for student to travel and assist with research


University of Missouri, Research Council Summer Research Fellowship. 2008. Secular change in human long bone diaphyseal strength and shape in the United States. PI: Daniel Wescott, $7,000 awarded
University of Missouri, Research Council Grant. 2006. Secular change in femur diaphyseal strength and shape in the United States. PI: Daniel Wescott. $3451 awarded

University of Missouri, Big 12 Faculty Fellowship. 2005. Osteological analysis of human remains from the battle of Resaca de la Palma, 1846. PI: Daniel Wescott. $2110 awarded

University of Missouri, Department of Anthropology Research Incentive. 2005. Ontogeny of femur subtrochanteric shape. PI: Daniel Wescott. $1500 awarded

University of Missouri Alumni Association, Dr. Richard Wallace Research Incentive Grant. 2005. Investigating student misconceptions about evolution. PI: Daniel Wescott. $1270 awarded

University of Missouri, Research Council Grant. 2004. Ontogeny of femoral and humeral diaphysis geometry. PI: Daniel Wescott. $5418 awarded

4. Submitted, but not Funded, Internal Grants and Contracts:
None

D. Fellowships, Awards, Honors:
College of Liberal Arts 2016 Presidential Distinction Award for Excellence in Scholarly/Creative Activities
Dean’s Award for Excellence in Grant and Contracting Funding, College of Liberal Arts 2014 ($1000).
College Achievement Award for Excellence in Scholarly/Creative Activities, College of Liberal Arts, 2014 ($1000).
Dean’s Award for Excellence in Grant and Contracting Funding, College of Liberal Arts, 2013 ($1000).
College Achievement Award for Excellence in Scholarly/Creative Activities, College of Liberal Arts, 2013 ($1000).
Best Paper Award, IEEE International Conference on Fuzzy Systems, Brisbane, Australia, June 2012
Ellis R. Kerley Award. Award given by the Kerley Forensic Sciences Foundation for the paper best demonstrating originality, creativity, depth of research, innovation, new methodologies, research design, significance to the field, and/or potential impact on the practices of forensic anthropology. February 2007. $1000

Faculty Grant Writing Institute. Sponsored by the University of Missouri Office of Research. 2007. $6000

IV. SERVICE

A. Institutional
1. University
Anthropology Representative, Selection Committee for the University Scholars Committee. 2015-2016.
Member, Freeman Center Advisory Committee, Texas State University. April 2012 - present
Grant Reviewer, University of Missouri New Faculty Teaching Scholars, Scholarship of Teaching Grant. September 2004
Committee Member, University of Missouri New Faculty Teaching Scholars, GTA Recruitment Committee, July 2004

2. College
Committee Member, College of Arts and Science Curriculum, Instruction, and Advising Committee, University of Missouri, 2004 – 2006

3. Departmental
a. Texas State University, Department of Anthropology
Member: Graduate Student Award Committee, Spring 2017.
Member: Department Presidential Award Nominee Selection Committee, Spring 2017
Chair, Cultural Anthropology Faculty Search Committee, Fall 2015 / Spring 2016
Member, Grant Administrative Assistant Search Committee, Fall 2015
Member, Forensic Anthropology Faculty Search Committee, Fall 2014/Spring 2015
Member, Merit Allocation Committee, Spring 2015.

b. Florida International University, Department of Biological Sciences
Member, Education Committee, 2010 -2011
Member, Lecture/Instructor Promotion Committee, 2010 – 2011
Chair, Lecturer Search Committee, Fall 2010

c. University of Missouri, Department of Anthropology
Faculty Advisor, Lambda Alpha National Honor Society, Gamma of Missouri, 2004 - 2008
Member, Chair’s Advisory Committee, 2006 – 2007
Member, Leader’s Student Paper Committee, 2006 – 2007
Member, Biological Anthropology Recruitment Committee, 2007
Member, Cultural Anthropology Recruitment Committee, 2004
Member, Graduate Studies Committee, 2003 – 2008
Member, Undergraduate Studies Committee, 2003 – 2008
Member, Lecture Committee, 2003 – 2006
Member, Casts / Collection Committee, 2003 – 2008

B. Professional:
Associate Editor, American Journal of Physical Anthropology, July 2014 - present
Editorial Board member, Journal of Forensic Sciences. 2007 – present
Judge, J. Lawrence Angel Student Paper Competition, Physical Anthropology Section of
American Academy of Forensic Sciences, Anthropology, February 2015
Grant Reviewer, Social Sciences and Humanities Research Council of Canada, Fall
2014
Chair, Education Committee, American Association of Physical Anthropologists, 2011 – 2015
Tenure External Reviewer, Clemson University, 2013
Judge, Student Paper Competition, American Association of Physical Anthropologists,
2007 – present.
Judge, Politzer Student Travel Award Committee, American Association of Physical
Member, American Academy of Forensic Sciences, Physical Anthropology Section
Program Committee. August 2009 – February 2010
Member, American Association of Physical Anthropologist Program Committee. July
2009 – April 2010
Member, American Association of Physical Anthropologist Program Committee. July
2008 – April 2009
Speaker, Forensic Anthropology for Law Enforcement and Death Investigators,
Judge, Student Paper Competition, American Association of Physical Anthropologists,
Philadelphia, PA, 2007
Moderator, Current Issues in Forensic Anthropology, Physical Anthropology Section of
the American Academy of Forensic Sciences, San Antonio, TX, February 24, 2007
Assistant, Annual Meeting Program Committee: Physical Anthropology Section, August
2006 – February 2007. American Academy of Forensic Sciences, San Antonio, TX,
February 2007
Chair, Missouri Association of Professional Archaeologists’ “Student Research Grant”
committee. June 2005 – March 2006
Board Member, Missouri Association of Professional Archaeologists. May 2005 – May
2008
Guest Reviewer, 2004-2006. *Journal of Forensic Sciences*
Judge, J. Lawrence Angel Student Paper Competition, Physical Anthropology Section of
American Academy of Forensic Sciences, Dallas, TX, February 2004
Workshop Co-organizer (with Margaret Steeter). Forensic Anthropology Techniques
and Methods (2003), One day workshop for the Missouri Association of Crime
Laboratory Directors, University of Missouri-Columbia, March 28, 2003
Moderator, Skeletal Biology I, American Association of Physical Anthropologists 71st
annual meeting, Buffalo, NY, April 2002
Co-organizer (with Ashley McKoewn), Poster symposium entitled “New Approaches to
Skeletal Biology of the American Great Plains” at the 2001 annual meeting of the
American Association of Physical Anthropologists
Moderator, Midwest Bioarchaeology and Forensic Anthropology Association 7th annual meeting, University of Missouri-Columbia, October 2000
Workshop Co-organizer, Young Forensic Sciences Forum – Building a Career in Forensic Sciences: Education, Employment, and Expert Testimony (1998), Abstract in Proceedings of the American Academy of Forensic Sciences 4:2, This workshop is designed for scientists in the early stages of their careers. Participants gain information on the need for formal education, certification, employment, and the role of the scientist as an expert witness
Member, Young Forensic Science Forum steering committee (1997-1998), American Academy of Forensic Sciences
Graduate Student Representative, Department of Anthropology, University of Tennessee. 1998-1999
Vice President, Lambda Alpha National Honor Society, Alpha of Kansas. 1995-1996
Graduate Student Representative, Department of Anthropology, Wichita State University. 1994
Vice President. Anthropology Club, Wichita State University, Wichita, KS. 1992

C. Community:

Provisional Member, Florida Emergency Mortuary Operations Response System (FEMORS), May 2010 – May 2011
Consultant Forensic Anthropologist, Broward County Sheriff’s Office, Ft. Lauderdale, FL 2010 – present
Forensic Anthropologist, Department of Anthropology, Human Skeletal Identification Laboratory, University of Missouri-Columbia, 2001 – 2009

D. Service Honors and Awards

Certificate of Commendation. Missouri Division of the International Association for Identification. October 2005
Appendix H. Curricula Vitae for Associated Faculty
TEXAS STATE VITA

1. Academic/Professional Background

A. Name: Augustine Herrex Agwuele  
Title: Associate Professor

B. Educational Background
2005: Ph.D., Linguistics: The University of Texas at Austin, TX. USA
Dissertation: The Effect of Stress and Rate on VCV Coarticulation: An analysis of F2-onset
1998: Magister Artium; Auslandsgermanistik\DAZ, Anglistik, & 
Erziehungswissenschaften, Friedrich-Schiller University-Jena, Germany
Thesis: Nativism, Behaviorism, Connectionism; on the theoretical underpinning of 
foreign language didactic and teaching arrangements  [English translation]

C. University Experience

2011-current: Associate Professor. Texas State University
2006-2011: Assistant Professor. Texas State University San Marcos
2010-Spring: Lecturer. The University of Texas at Austin
2004-Fall: Instructor. Texas State University San Marcos
2001-2005: Assistant Instructor. University of Texas at Austin
2000-Fall: Graduate Research Assistant. University of Texas at Austin

D. Relevant Professional Experience
2001-2002: Editorial Intern. Holt-Rinehart and Winston (Worked on Komm Mit; German 
Language Textbook]

2009: External Academic Material Reviewer: Lidget green

III. SCHOLARLY/CREATIVE

A. WORKS IN PRINT (including works accepted, forthcoming, in press)

1. Books (if not refereed, please indicate)

a. Scholarly Monographs:
Augustine Agwuele
2016: The Symbolism and Communicative contents of Dreadlocks in Yorubaland. (In 
Press: Palgrave Macmillan)

b. Edited Books:
Augustine Agwuele and Andrew Lotto.
Equinox Publishing)
Augustine Agwuele.

Augustine Agwuele
2012: Development, Modernism and Modernity in Africa. (NY. Routledge)

Toyin Falola & Augustine Agwuele.

d. Chapters In Refereed Books:

Augustine Agwuele and Celeste Domsch
2016: The Animal-to-Human Speech Connection- Harvey Sussman’s conjectures”


Augustine Agwuele

Augustine Agwuele

Augustine Agwuele

Augustine Agwuele

Augustine Agwuele
Augustine Agwuele & Toyin Falola

Augustine Agwuele

Augustine Agwuele

Augustine Agwuele

Augustine Agwuele

2. Articles

a. Refereed Journal Articles:

Augustine Agwuele

Augustine Agwuele

Augustine Agwuele

Augustine Agwuele

Lindblom, B., Sussman, H.M., Agwuele, Augustine

Augustine Agwuele, Harvey Sussman, Björn Lindblom

Augustine Agwuele

Björn Lindblom, Augustine Agwuele, Harvey Sussman, Elisabet Eir Cortes.

b. Non-refereed Articles


3. Conference Proceedings

a. REFEREED CONFERENCE PROCEEDINGS:

Augustine Agwuele

Augustine Agwuele & Harvey Sussman

Augustine Agwuele, Harvey M Sussman, Björn Lindblom & Amanda Miller.

Augustine Agwuele


7. Other Works in Print:


C. Grants and Contracts

D. Fellowships, Awards, Honors
   2016: Fulbright U.S. Scholar Grant to Ethiopia -2016-2017
   2016: Carnegie African Diaspora Fellowship Kenya
   2012: WARA Post-Doctoral Research Fellow ““Non-verbal communication among seeing and blind Yoruba speakers” $6000
TEXAS STATE VITA

I. ACADEMIC/PROFESSIONAL BACKGROUND

A. Stephen L. Black

Associate Professor, Anthropology

B. EDUCATIONAL BACKGROUND

Ph.D. 1990 Harvard University Anthropology
Dissertation: Field Methods and Methodologies in Lowland Maya Archaeology
A.M. 1987 Harvard University Anthropology
M.A. 1984 Univ. Texas at San Antonio Anthropology
B.A. 1976 Univ. Texas at Austin Archaeological Studies

C. UNIVERSITY EXPERIENCE

Associate Professor Texas State University 2015-
Assistant Professor Texas State University 2008-2015
Lecturer University of Texas, Austin 1997-2002
Lecturer Harvard University 1990-1991
Instructor Harvard University 1988-1990
Teaching Fellow Harvard University 1984-1988
Teaching Assistant University of Texas, San Antonio 1981-1983

D. RELEVANT PROFESSIONAL EXPERIENCE

Archaeological Experience -- North America

Leader, Eagle Nest Canyon Expeditions 2014-2017
Five to Six-month field expeditions, January-May/June, to Langtry, Texas where Eagle Nest Canyon joins the Rio Grande. Current, former, and future Texas State graduate and undergraduate students worked with collaborators from the Shumla School, UT-San Antonio, and various other organizations to carry out state-of-the-art archaeological investigations in Eagle Cave and other rockshelters and sites.

Principal Investigator, Ancient Southwest Texas Project 2009-

Editor/Director, Texas Beyond History 2001-
Co-leader of www.texasbeyondhistory.net, the “virtual museum of Texas’ cultural heritage,” created by the Texas Archeological Research Laboratory at the University of Texas at Austin in partnership with 16 other organizations. Unique
public education website synthesizing the archeology and early history of Texas for diverse audiences.

**Director 1999-2000**
Southern Texas Archaeological Society Field School, Stiver Ranch, Kimble County. Two 10-day field schools plus numerous weekend sessions, survey and excavation of Late Archaic and Late Prehistoric campsites and a sinkhole cemetery.

**Co-Organizer, Headwaters Experimental Workshops 1996-1998**
With Susan Decker and Richard Stark, lead four three-day hands-on workshops exploring indigenous methods of hot-rock cooking through controlled experiments, seminars, field trips and intensive interactions with 15-20 participants including Lewis Binford, Luann Wandsnider, and professors, researchers, and students from Texas.

**Research Associate Fall 1991-2008**
Texas Archeological Research Laboratory, University of Texas at Austin, Darrell G. Creel, Director.
- *Project Archeologist/Analyst, Pavo Real Project (1999-2001)*
- *Co-Principal Investigator, Woodrow Heard Project (1997-1999)*
- *Co-Principal Investigator, Texas Historic Sites Atlas Project (1995-1997)*
- *Co-Principal Investigator, Wurzbach Project (1992-1996)*

These projects were large Interagency Contracts with the Texas Department of Transportation (BRM, Wurzbach, Woodrow Heard, Pavo Real) and the Texas Historical Commission (Atlas) that resulted in various reports listed below. The Historic Sites Atlas Project involved digitizing 55,000 site records.

**Consultant Summers 1986-1987**
U.S. Army Corp of Engineers, Southwest District, Arkansas Archeological Survey (Fred Limp, coordinator). Wrote three major chapters of a regional synthesis for the southern third of Texas (Hester, Black et al. 1989).

**Consultant July to August 1986**
Loma Sandia Project. Wrote the Archaeological and Ethnohistorical Background and Prehistoric Ceramics sections of a two volume report on a large Archaic cemetery in south Texas (Black 1995b).

**Consultant Summers 1983-1984**
Bear Creek Scout Reservation, south central Texas. Set up an archaeological program for the Boy Scouts.

**Staff Archaeologist July 1976-1984**
Held various contract archaeology positions at the Center For Archaeological Research (CAR), University of Texas at San Antonio (UTSA), Thomas R. Hester, Director. Between 1976 and August 1984 I worked continuously for CAR-UTSA (full-time except while taking courses or while in Mesoamerica) in positions ranging from sole Crew Member on one day surveys to Crew Chief of large survey and testing projects, to Project Archaeologist of several major mitigation projects in various parts of Texas and New Mexico. Below this period is summarized in various segments which exemplify the kinds of projects I was involved in.

**Project Director** 1981-1985
Hinojosa Project, south Texas. Designed (Hester and Black n.d.) and carried out mitigation (four month excavation) of a single component Late Prehistoric site. Wrote and edited a major monograph (Black 1986).

**Project Archaeologist** 1979 to 1983
Panther Springs Creek Site, south-central Texas. Directed a seven month excavation of a large, multi-component Early Archaic to Late Prehistoric site and the laboratory work and write-up of a major monograph (Black and McGraw 1985).

**Assistant Field Director** June 1977 to June 1979
Nueces River Project, a massive mitigation project in south Texas involving intensive survey, testing, and excavation of prehistoric and historic sites. Ten months in the field and over a year analyzing lithic and ceramic material and co-authoring several major reports (Hall, Black and Graves 1982; Brown et al. 1982; Hall, Hester and Black 1986).

**Crew Member and Crew Chief** June 1976 to June 1977
Worked on over a dozen different survey and testing projects. Participated in the field, lab and write-up of projects such as a four day, two person testing project of a small prehistoric site in the south Texas coastal plain (Black 1976) and a seven-week predictive survey in the Jornada Basin of southern New Mexico (Crew Chief of a 7+ person crew and wrote a third of an edited volume; Hester, ed. 1977).

**Crew Member** June to October 1975

**Archaeological Experience -- Mesoamerica and South America**

**Field Supervisor** February to March 2000
San Agustín de Callo, Ecuador, David O. Brown, Project Director. Supervised excavation of an Inca road and associated terraces, as well as of a Spanish Colonial acequia and mill.
Chief Archaeologist February to May 1985

Senior Field Archaeologist February to May 1984
Rio Azul Project. Mapped settlement and tested a drained field system and associated lithic workshops (Black and Suhler 1986). Logistics and camp manager during excavation of a major Early Classic Tomb.

Staff Member May 1983
Rio Azul Project. Reconnaissance and planning season for multi-year project focusing on the heavily looted Maya site of Rio Azul. Recorded the architectural details exposed in the looter’s trenches (Black and Potter 1984).

Field Archaeologist and Teaching Assistant January to April 1983
Colha Project and UTSA Graduate Field School, Belize. Involved in most aspects of project from writing research design and field method manual, to planning logistics, to leading students through Mexico, to assisting with field school and Earthwatch to carrying out excavations of Late and Middle Preclassic domestic structures (Black 1982; 1983; Anthony and Black 1994).

Staff Member January to April 1981
Colha Project, Belize. Excavation and mapping of monumental architecture and lithic workshops at the Maya site of Colha; testing of the Northern River Lagoon site (coastal Maya); and survey of the Ladyville site (preceramic).

III. SCHOLARLY/CREATIVE

A. WORKS IN PRINT
1. Books
   a. SCHOLARLY MONOGRAPHS (Refereed)
      2003 COLLINS, MICHAEL B., DALE B. HUDLER, AND S.L. BLACK
      Pavo Real (41BX52): A Paleoindian and Archaic Camp and Workshop on the Balcones Escarpment, South-Central Texas. Studies in Archeology 41. Texas Archeological Research Laboratory, The University of Texas at Austin.

      2000 DECKER, SUSAN, STEPHEN L. BLACK, and THOMAS GUSTAVSON
      The Woodrow Heard Site, 41UV88, A Holocene Terrace Site in the Western Balcones Canyonlands of Southwestern Texas. Studies in
Archeology 33. Texas Archeological Research Laboratory, The University of Texas at Austin.

Archeology Along the Wurzbach Parkway: Module 3, Investigation and Experimentation at the Higgins Site (41BX184), Studies in Archeology 27. Two Volumes. Texas Archeological Research Laboratory, The University of Texas at Austin.


1985  BLACK, S.L. and ALFRED J. McGRAW
The Panther Springs Creek Site: Cultural Change and Continuity in the Upper Salado Creek Drainage, South Central Texas.  CAR-UTSA, Archaeological Survey Report (ASR) 100.

b. TEXTBOOKS
2003  BLACK, STEPHEN L. and KEVIN JOLLY
Archaeology by Design, Archaeologist’s Toolkit Series #1, Altamira Press.

d. CHAPTERS IN BOOKS

2. Articles
a. REFEREED JOURNAL ARTICLES
2016  WILLIS, MARK D., CHARLES W. KOENIG, STEPHEN L. BLACK, and AMANDA M. CASTAÑEDA

2015  BLACK, STEPHEN L., M. KATHERINE SPRADLEY, and MICHELLE D. HAMILTON
2014  LOHSE, JON C., BRENDAN J. CULLETON, STEPHEN L. BLACK and DOUGLAS J. KENNETT  
A Precise Chronology of Middle to Late Holocene Bison Exploitation in the  
Far Southern Great Plains.  Texas Journal of Archeology and History,  
1:94-126.

2014  LOHSE, JON C., BLACK, S. L. and CHOLAK, LALY M.  
Toward an Improved Archaic Radiocarbon Chronology for Central Texas.  

2014  BLACK, S. L. and ALSTON V. THOMS  
Hunter-Gatherer Earth Ovens in the Archaeological Record: Fundamental  

66:17-45

1990  The Carnegie Uaxactun Project and the Development of Maya  
Archaeology.  Ancient Mesoamerica 1:257-276, Cambridge  
University Press.

1984  D.R. POTTER, T.R. HESTER, S.L. BLACK and FRED VALDEZ JR.  
Relationship Between Early Preclassic and Early Middle Preclassic  
Sites in Northern Belize: A Comment on "Lowland Maya  
Archaeology at the Crossroads".  American Antiquity  
49(3):628-631.

C. GRANTS AND CONTRACTS

1. FUNDED EXTERNAL GRANTS AND CONTRACTS  
   Stephen L. Black (PI) all entries

Private donations (GFT), Ancient Southwest Texas Project         $2,800  2017  
Texas Preservation Trust Fund, Texas Historical Com.  (G)       $30,000  2016  
Dating Eagle Cave (GFT), Texas State Crowdfunding            $10,725  2016  
TRIP Fund (G)                                               $165,000  2015  
Private donation (GFT), Ancient Southwest Texas Project      $1,000  2015  
Private donation (GFT), Ancient Southwest Texas Project      $20,016  2013  
Private donation (GFT), Ancient Southwest Texas Project     $330,000  2013  
Private donation (GFT), Undergraduate Scholarship Fund      $25,000  2013  
Private donation (G), Ancient Southwest Texas Project        $5,000  2012  
George and Cynthia Mitchell Foundation (G)                   $5,000  2012  
George and Cynthia Mitchell Foundation (G)                   $5,000  2011  
Private donation (GFT), Ancient Southwest Texas Project     $10,000  2009  
Mission Dolores (C) Stephen F. Austin University            $10,000  2008
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<th>Foundation/Legacy</th>
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<td>Brown Foundation (through Texas Archeological Society)</td>
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<td>Lende Foundation</td>
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TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Elizabeth M. Erhart  

Title: Associate Professor

B. Educational Background

<table>
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<th>Degree</th>
<th>Year</th>
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<td>PhD</td>
<td>1996</td>
<td>University of Texas-Austin</td>
<td>Anthropology</td>
<td>Growing Up: Defining Adolescence for Female Savanna Baboons</td>
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<tr>
<td>MA</td>
<td>1990</td>
<td>University of Texas-Austin</td>
<td>Anthropology</td>
<td>Kin Recognition: Differential Treatment of Individuals Based on Kin Relationships in Papio cynocephalus</td>
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<td>BA</td>
<td>1988</td>
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C. University Experience

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<td>Texas State University</td>
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<td>Texas State University</td>
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<td>Instructor, Sociology &amp; Anthropology</td>
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D. Relevant Professional Experience

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<td>Research Associate Professor</td>
<td>Centre Val Bio, Ranomafana, Madagascar</td>
<td>2008-present</td>
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III. SCHOLARLY/CREATIVE

A. Works in Print
1. Books

b. Textbooks


d. Chapters in Books

Hamilton MD, Erhart EM. 2012. Anthropology of poaching: cultural motives for animal harvesting and forensic techniques to aid in the recovery and preservation of evidence. In: Huffman JE, Wallace JR (editors), Wildlife Forensics: Techniques and Applications. New York: Wiley-Blackwell, p. 65-80. (R) Citation Rate = 0 (Web of Science Citation, 11/12/15)


2. Articles

a. Refereed Journal Articles

Wright PC, Tecot SR, Erhart EM, King SJ, Baden AL. 2011. Frugivory in four sympatric lemurs: Implications for the future of Madagascar's forests. American Journal of Primatology. 73:585-602. (R) Impact factor 2.459, Citation Rate = 10 (Web of Science Citation, 11/12/15)

Dunham AE, Erhart EM, Wright PC. 2010. Global climate cycles and cyclones: Consequences for rainfall patterns and lemur reproduction in southeastern Madagascar. Global Change Biology. 17:219-227. (R) Impact factor 6.91, Citation Rate = 19 (Web of Science Citation, 11/12/15)

Erhart EM, Overdorff DJ. 2008. Rates of agonism by lemurid primates: Implications for establishing female dominance. International Journal of Primatology. 29:1227–1247. (R) Impact factor 1.656, Citation Rate = 9 (Web of Science Citation, 11/12/15)

Erhart EM, Overdorff DJ. 2008. Spatial memory during foraging in prosimian primates: Propithecus diadema edwardsi and Eulemur fulvus rufus. Folia Primatologica. 79:185-196. (R) Impact factor 1.548, Citation Rate = 22 (Web of Science Citation, 11/12/15)

Dunham AE, Erhart EM, Overdorff DJ, Wright PC. 2008. Evaluating effects of habitat loss, hunting, and El Niño events on a threatened species. Biological Conservation. 141:287-297. (R) Impact factor 4.241, Citation Rate = 31 (Web of Science Citation, 11/12/15)

Erhart EM, Overdorff DJ, Bramblett CA. 2005. Behavioral development of male hybrid Cercopithecus monkeys. Folia Primatologica. 76:196-206. (R) Impact factor 1.548, Citation Rate = 1 (Web of Science Citation, 11/12/15)

Overdorff DJ, Erhart EM, Mutschler, T. 2005. Does female dominance facilitate feeding priority in black-and-white ruffed lemurs (Varecia variegata) in southeastern Madagascar? American Journal of Primatology. 66:7-22. (R) Impact factor 2.459, Citation Rate = 26 (Web of Science Citation, 11/12/15)

Erhart EM, Overdorff DJ. 1999. Female coordination of group travel in wild Propithecus and Eulemur. International Journal of Primatology. 20:927-940. (R) Impact factor 1.656, Citation Rate = 46 (Web of Science Citation, 11/12/15)

Erhart EM, Overdorff DJ. 1998. Infanticide in Propithecus diadema edwardsi: An evaluation of the sexual selection hypothesis. International Journal of Primatology. 19:73-81. (R) Impact factor 1.656, Citation Rate = 24 (Web of Science Citation, 11/12/15)

Erhart EM, Coelho AM, Bramblett CA. 1997. Assessing paternal kin recognition by half-siblings in captive Papio cynocephalus. American Journal of Primatology. 43:147-157. (R) Impact factor 2.459, Citation Rate = 30 (Web of Science Citation, 11/12/15)

C. Grants and Contracts

1. Funded External Grants and Contracts

2000. National Science Foundation. Award number: SBS-0001351. Award: $233,453. Topic: The evolution of female dominance and feeding priority in lemurid primates. Dr. DJ Overdorff, University of Texas at Austin, co-principal investigator, Dr. EM Erhart co-principal investigator.
I. Academic/Professional Background

A. Name: James F. Garber
Title: Professor

B. Educational Background

<table>
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<tr>
<th>Degree</th>
<th>Year</th>
<th>University</th>
<th>Major</th>
<th>Thesis/Dissertation</th>
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<tbody>
<tr>
<td>Ph.D.</td>
<td>1981</td>
<td>Southern Methodist University</td>
<td>Anthropology</td>
<td>&quot;Material Culture and Patterns of Artifact Consumption and Disposal at the Maya Site of Cerros in Northern Belize</td>
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<tr>
<td>M.A.</td>
<td>1979</td>
<td>Southern Methodist University</td>
<td>Anthropology</td>
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<td>B.A.</td>
<td>1975</td>
<td>University of New Mexico</td>
<td>Anthropology</td>
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C. University Experience

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<tr>
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<th>University</th>
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<td>Professor</td>
<td>Texas State University</td>
<td>1992-present</td>
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<td>Department Chair</td>
<td>Texas State University</td>
<td>1992-1997</td>
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<tr>
<td>Associate Professor</td>
<td>Texas State University</td>
<td>1987-1992</td>
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<tr>
<td>Assistant Professor</td>
<td>Texas State University</td>
<td>1982-1987</td>
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<tr>
<td>Teaching Assistant</td>
<td>Southern Methodist University</td>
<td>1977-1979</td>
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D. Relevant Professional Experience

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<tr>
<th>Position</th>
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<th>Dates</th>
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<tr>
<td>Anthropology Program Director</td>
<td>Department of Sociology Anthropology</td>
<td>1990-1993</td>
</tr>
<tr>
<td>Department Chair</td>
<td>Dept. of Anthropology, Texas State University</td>
<td>1992-97</td>
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III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

1. Books (if not refereed, please indicate)

   a. Scholarly Monographs:
   Garber, James F.
   Southern Methodist University Press, Dallas.

   b. Textbooks:
Warms, Richard L., James F. Garber, and R. Jon McGee


c. Edited Books:
Lankford, George E., F. Kent Reilly III, and James F. Garber (editors)

Reilly, F. Kent III, and James F. Garber (editors)

Garber, James F. (editor)

Guderjan, Thomas H., and James F. Garber (editors)
1995 Maya Maritime Trade, Settlement, and Populations on Ambergris Caye, Belize. Labyrinthos, Culver City, CA.

d. Chapters in Books:
Reilly, F. Kent III, James F. Garber, and George E. Lankford


Brown, M. Kathryn and James F. Garber

Reilly, F. Kent III, and James F. Garber


Chase, Arlen F. and James F. Garber

Driver, W. David and James F. Garber

Garber, James F., M. Kathryn Brown, Jaime J. Awe, and Christopher J. Hartman

Garber, James F., M. Kathryn Brown, W. David Driver, David M. Glassman, Christopher J. Hartman, F. Kent Reilly III, and Lauren A. Sullivan


Pagliaro, Jonathan B., James F. Garber, and Travis W. Stanton


Glassman, David M. and James F. Garber


2. Articles

a. Refereed Journal Articles:

Springs, Lauren C, James F. Garber, Deborah A. Bolnick, Lauren A. Sullivan, and Jacob H. Bentley


Garber, James F., Jaime J. Awe, and Lauren A. Sullivan 2010 Birthplace of a Nation: The Archaeology of St. George’s Caye, Belize. Research Reports in Belizean Archaeology 7:259-266.


Garber, James F. and Jaime J. Awe

Garber, James F. and Jaime J. Awe  

Garber, James F., Jennifer L. Cochran, and Jaime J. Awe  

Garber, James F., Jennifer L. Cochran, and Jaime J. Awe  

Brown, M. Kathryn and James F. Garber  

Garber, James F., M. Kathryn Brown, Jaime J. Awe, and Christopher J. Hartman  

Matthews, Jennifer P. and James F. Garber  

Guderjan, Thomas H., James F. Garber, Herman A. Smith, Helen Michel, Frank Assaro, and Fred Stross  

Guderjan, Thomas H., James F. Garber, and Herman A. Smith  

Garber, James F.  

Garber, James F.  

C. Grants and Contracts
1. Funded External Grants and Contracts:

$10,000  Foundation for the Advancement of Mesoamerica Research. Radiocarbon dating for the site of Blackman Eddy, Belize - 2001

3. Funded Internal Grants and Contracts:

$5,126  Texas State University Office of Sponsored Projects Research Grant for archaeological research in Western Belize, Central America – 1993.

$1,560  Texas State University Office of Sponsored Projects research grant for archaeological research in the Belize River Valley, Belize Central America (with David M. Glassman) – 1992.

$1,520 Texas State University Office of Sponsored Projects research grant for the trace element analysis of prehistoric Maya obsidian tools - 1987.

$860 Texas State University Office of Sponsored Projects research grant to locate, examine, and analyze the existing data on prehistoric Indians of the San Marcos area - 1984.

Texas State University Office of Sponsored Projects Research Grant of $1,655 for the analysis of Carbon-14 samples from the archaeological excavations in San Marcos. (with B. Thomas Gray) - 1983.

Dissertation Aid Grant, Council of Graduate Studies, Southern Methodist University - 1980.

Financial Aid Dissertation Grant, Department of Anthropology, Southern Methodist University - 1980.

D. Fellowships, Awards, Honors:

College of Liberal Arts Nominee for the Presidential Award for Excellence in Scholarship – 2004

School of Liberal Arts Nominee for the Presidential Award for Excellence in Scholarship, Texas State University – 1997
TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Ana M. Juárez  
   Title: Associate Professor

B. Educational Background

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<tr>
<td>Ph.D.</td>
<td>1996</td>
<td>Stanford University</td>
<td>Anthropology</td>
<td>Epochs of Colonialism: Race, Class, and Gender among Caste War Mayas in Quintana Roo, Mexico</td>
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<td>M.A.</td>
<td>1983</td>
<td>University of Texas, Austin</td>
<td>Anthropology</td>
<td>The Historical Development of Social and Ethnic Stratification in Laredo, Texas: 1750-1900</td>
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<td>B.A.</td>
<td>1980</td>
<td>University of Texas, Austin</td>
<td>Anthropology</td>
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<td>A.A.</td>
<td>1978</td>
<td>Laredo Junior College</td>
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C. University Experience

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<td>Texas State University</td>
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<td>Assistant Professor (tenured 2003), Department of Anthropology</td>
<td>Texas State University</td>
<td>1996-2004</td>
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<tr>
<td>Instructor, Department of Anthropology</td>
<td>Southwest Texas State University</td>
<td>1995-1996</td>
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<td>Visiting Scholar, Department of Anthropology</td>
<td>Southwest Texas State University</td>
<td>Fall 1994</td>
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<td>Teaching Assistant</td>
<td>Stanford University</td>
<td>1991-1992</td>
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<tr>
<td>Research and Teaching Assistant</td>
<td>University of Texas, Austin</td>
<td>1981-1983</td>
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D. Relevant Professional Experience

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<tr>
<td>Coordinator, Minority Programs, Lyndon B. Johnson School of Public Affairs</td>
<td>University of Texas, Austin</td>
<td>1986-1989</td>
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<tr>
<td>Self-Employed, Social Science Research Consultant, Austin and San Antonio, Texas</td>
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<td>1981-1984</td>
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III. SCHOLARLY/CREATIVE
A. Works in Print
1. Books
d. Chapters in Books:  

2. Articles  
a. Refereed Journal Articles:  

C. Grants and Contracts  
1. Funded External Grants and Contracts:  

2008  NSF Supplemental Grant SES-0648278, Society for Applied Anthropology Conference Panel on Culture and Globalization in Guatemala (Students and Faculty), $13,816.


I. Academic/Professional Background

A. Name:  Reece Jon McGee            Title: Professor

B. Educational Background

<table>
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<td>Ph.D.</td>
<td>1983</td>
<td>Rice University</td>
<td>Anthropology</td>
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C. University Experience

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<td>Visiting Assistant Professor</td>
<td>University of Southern California</td>
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<td>Lecturer</td>
<td>University of Houston-Clear Lake</td>
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<td>Honorary Professor of International Studies</td>
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<td>2013-present</td>
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E. Other Professional Credentials (licensure, certification, etc.)

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

1. Books (if not refereed, please indicate)

a. Scholarly Monographs:


b. Textbooks:


d. Chapters in Books:


2. Articles

a. Refereed Journal Articles:


1988  “Ritual Use of Balche Among the Lacandon Maya,” *Estudios De Cultura Maya*, vol. XVIII, Fall.


7. Other Works in Print:


C. Grants and Contracts

1. Funded External Grants and Contracts:


1993  The Comparative Analysis of Mayan Genesis Mythology: A Linguistic and Historical Approach. American Council of Learned Societies Grant-In-Aid. $5,000.

1984  Special Research Grant, Committee on Visual Anthropology, University of Southern California $1,250.

1983  Sigma Xi continuing research grant.

TIEXAS STATE VITA

I. Academic/Professional Background

A. Name: Richard L. Warms

Title: Professor

B. Educational Background

<table>
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<tr>
<th>Degree</th>
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<tr>
<td>PhD</td>
<td>1987</td>
<td>Syracuse University</td>
<td>Anthropology</td>
<td>Continuity and Change in Patterns of Trade in Southern Mali</td>
</tr>
<tr>
<td>MA</td>
<td>1984</td>
<td>Syracuse University</td>
<td>Anthropology</td>
<td>African Traders: A Research Agenda</td>
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<td>BA</td>
<td>1978</td>
<td>Bates College</td>
<td>Psychology</td>
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C. University Experience

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<tr>
<td>Professor of Anthropology</td>
<td>Texas State University</td>
<td>2001- Present</td>
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<td>Assoc. Professor of Anthropology</td>
<td>Southwest Texas State University</td>
<td>1995-2001</td>
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<tr>
<td>Assist. Professor of Anthropology</td>
<td>Southwest Texas State University</td>
<td>1988-1995</td>
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<tr>
<td>Adjunct Asst. Professor of Anthropology</td>
<td>Syracuse University</td>
<td>1987-1988</td>
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<tr>
<td>Teaching Assistant, Dept. of Anthropology</td>
<td>Syracuse University</td>
<td>1986-1987</td>
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III. SCHOLARLY/CREATIVE

A. Works in Print

1. Books (if not refereed, please indicate)

b. Textbooks:

In press  

2016  

2015  
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<th>Title</th>
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<td>2012</td>
<td>Culture Counts: a concise introduction to cultural anthropology</td>
<td>Second ed</td>
<td>Serena Nanda</td>
<td>Belmont (CA): Wadsworth</td>
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<td>2011</td>
<td>Cultural Anthropology 10th edition</td>
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<td>Serena Nanda</td>
<td>Belmont (CA): Wadsworth</td>
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<td>2009</td>
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<td>Serena Nanda</td>
<td>Belmont (CA): Wadsworth</td>
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c. Edited Books:


d. Chapters in Books:


1991  Anthropologists claim Ecuadoran pottery shows Transpacific contact in 3,000 B.C. Pp. 1624-1628 in *Great Events from History: Science and Technology* Pasadena: Salem Press.

2. Articles

a. Refereed Journal Articles:


Appendix I. Letters of Support from Peer Institutions and/or Area Employers
March 31, 2014

Elizabeth M. Erhart, Ph.D.
Chair, Department of Anthropology
Texas State University
601 University Drive
San Marcos, TX 78666-4684

Dr. Erhart:

The Society for American Archaeology (SAA) is pleased to endorse the creation of a Ph.D. program in applied anthropology with a focus on cultural resource management (CRM) at Texas State University. Such programs are critical to train the growing number of applied anthropologists needed to meet the projected growth in CRM in the United States and around the world. Currently, the CRM market in the United States supports nearly 15,000 CRM specialists with projected expenditures at close to $1 billion annually. Europe, Japan, Australia and other industrialized nations also support robust CRM industry. The developing world is quickly catching up. Latin America, for example, currently has about 5,000 full time CRM specialists, whereas a few years ago the ranks of applied anthropologists in Latin America numbered no more than 1,000.

The need is there for well trained CRM specialists. Surprisingly few programs in applied anthropology with a CRM focus exist and almost all of these are M.A. programs. Yet, the industry needs Ph.D. CRM specialists. We need Ph.D. level specialists to fill policy making positions in government, consult with indigenous groups and project stakeholders, oversee complex CRM projects, and teach the next generation of CRM specialists. From the student perspective, the Ph.D. may also be very attractive as a means not simply of distinguishing oneself in a crowded marketplace, but also as a means of opening wider opportunities. CRM is a mobile marketplace. Yet, it is often hard to move beyond your local region with only a M.A. A Ph.D., in contrast, opens up not only the United States, but the world.

Having supplied you with information on the CRM industry for more than a year, I know of your personal dedication to this program. I know that you will make it a success and I encourage you to move forward. On behalf of the entire 7,000 members of the SAA, I am delighted to support the creation of the applied anthropology Ph.D. program.

Sincerely,

Jeffrey H. Altschul, President
Society for American Archaeology
THE COUNTY OF GALVESTON
MEDICAL EXAMINERS OFFICE
6607 HIGHWAY 1764
TEXAS CITY, TEXAS  77591
Phone: (409) 935-9274
Fax: (409) 936-8305

Paul J. Boor, M.D.
Chief Medical Examiner

Harminder S. Narula, M.D.
Deputy Medical Examiner

Nobby Mambo, M.D.
Deputy Chief Medical Examiner

May 22, 2014

Dr. Elizabeth Erhart
Chair, Department of Anthropology
601 University Drive
ELA 232
San Marcos, Texas  78666

Dear Elizabeth Erhart:

I am writing to lend my strong support to your efforts to develop a PhD level program in forensic anthropology. As Chief Medical Examiner of Galveston County, I am fully aware of the great value of access to expertise in this area, and the need for training programs that would award advanced degrees in this important field. Our forensic facility in Texas City frequently seeks the consultation of forensic anthropologists in determining the cause and manner of death. In addition, I am fully aware that larger forensic facilities such as found in Harris County may have several full time forensic anthropologists on staff.

An additional need for forensic anthropologists is in any form of mass casualty to disaster planning, when their expertise may be called upon.

In summary, I strongly support your efforts to develop an advanced program in forensic anthropology at Texas State University to increase the availability of these important specialists for the growing population of the state of Texas. Please do not hesitate to contact me as you continue your efforts.

Sincerely,

[Signature]

Paul J. Boor, M.D.
Chief Medical Examiner
Galveston County, Texas
April 3, 2014

Dr. Beth Erhart
Choir, Department of Anthropology
601 University Drive
San Marcos, TX 78666-4684

Dear Dr. Erhart:

I write this letter on behalf of SWCA Environmental Consultants (SWCA) in support of Texas State University’s proposed PhD program in Applied Anthropology with a Cultural Resources Management (CRM) focus. SWCA has provided environmental services to clients in the public and private sectors since 1981, and with offices in Austin, San Antonio, Houston, and Arlington, SWCA has performed professional cultural resources services in Texas for over 20 years. We currently employ more than 25 cultural resources professionals in Central Texas alone, including multiple past and present students of Texas State University’s Anthropology Department.

SWCA regularly seeks individuals with advanced degrees to fill a variety of positions within our Cultural Resources program, including Principal Investigators, Project Managers, Laboratory Directors, and Program Directors. While doctoral degrees are not typically a requirement to fulfill state or federal archaeological permitting obligations, students of PhD programs often offer certain desired skills, including advanced technical expertise, the ability to formulate scientifically defensible research designs; and strong writing abilities. Conversely, students of traditional PhD programs in archaeology routinely do not receive much, if any, practical training during their education. Such desired practical skills include an understanding of laws and regulations governing the protection and management of cultural resources: business management competency; and the ability to communicate complex archaeological concepts to the public. Those job applicants who have undergone PhD training, but also bring to bear such practical skills are therefore highly desirable candidates and typically command higher salaries.

For this reason, the proposed PhD program in Applied Anthropology with a CRM focus is exciting—it has the potential to cultivate a group of professionals in Texas with a solid theoretical and scientific foundation, coupled with the practical know-how to immediately engage in the business of CRM. SWCA would be very interested in job candidates with these credentials.

In sum, SWCA supports Texas State University’s proposed PhD program in Applied Anthropology with a CRM focus. SWCA would be interested in considering graduates of such a program for future positions of employment. Should you have any questions, please feel free to contact me at the enclosed address.

Sincerely,

Judith R. Cooper, Ph.D.
Cultural Resources Program Director
jcooper@swca.com
Tel: 512.476.0891
March 27, 2014

Dr. Beth Erhart
Chair, Department of Anthropology
601 University Drive
San Marcos, TX 78666

Dear Dr. Erhart,

At a recent meeting of the Council of Texas Archeologists (CTA), I heard that your department is developing a Ph.D. program in Applied Anthropology with a Cultural Resource Management (CRM) focus. As someone who came through a traditional academic archaeology Ph.D. program but found himself in CRM due to the dynamics of the job market, a common experience for archaeologists in the U.S., I would just like to express my support for such a program.

The vast majority of archaeology jobs in North America are in the CRM industry, and it is time for academic programs to reflect that reality. Although I appreciate the opportunities that my own Ph.D. program offered (Boston University, in a European-style independent archaeology department) to work at sites on three continents, I have to admit that the most useful courses I took were those that covered research designs and proposal preparation, logistical planning and budgeting, and legal frameworks, like several courses proposed for the new Texas State program.

I also like the proposed idea of CRM industry internships and may be interested in hosting an intern or two. I wish I had had such an opportunity myself!

As someone who regularly hires archaeologists for work ranging from temporary part-time field assignments to full-time staffed project management, I would be highly interested in graduates from the proposed program.

If you would like to discuss anything I’ve said here, please contact me at chris@coxmc lain.com or 512-338-2223.

Sincerely,

Chris Dayton, Ph.D., R.P.A.
Cultural Resources Program Manager
Cox | McLain Environmental Consulting, Inc.
June 2, 2014

Elizabeth Erhart  
Texas State University  
Department of Anthropology  
601 University Drive  
ELA 232  
San Marcos, Texas  78666

RE: Advanced PhD education/training for forensic anthropologists

Dear Ms. Erhart:

Medical Examiner offices, Coroner offices, and private practice forensic pathologists often rely on the assistance of forensic anthropologists with advanced PhD training. Consultations with forensic anthropologists are valuable in cases of unidentified skeletal remains, adult or children, non-human and human, and in cases of mass fatalities. The report generated by a forensic anthropologist and the data they have collected is a valuable resource for input into unidentified human remains databases. The work done by forensic anthropologists with advanced PhD training involves access to collection of minute details on skeletal remains often times not accessible or noted by forensic pathologists. In addition, many of these reports are questioned in the legal court system by attorneys and the attorneys will look to discredit individuals based on lacking of training or experience. I therefore recommend advanced PhD education and training for forensic anthropologists.

I support the Texas State University working towards a PhD education and training for forensic anthropologists. This would be of valuable resource for forensic anthropologists, Medical Examiners, and law enforcement primarily based within the state of Texas. This is a central location and very accessible to many Medical Examiner offices.

In the past 20+ years there has been a continued decrease in autopsies performed by hospitals. In addition, the number of cases and bodies examined and taken to the Medical Examiner office for examination and autopsy has increased. The workload has also increased with regards to skeletal remains and unidentified bodies. As the workload of the Medical Examiner office increases, many offices take on added staffing to cover essential areas such as toxicology and forensic anthropology. Nueces County Medical Examiner office provides a service for Nueces County and approximately 14 surrounding counties. As the volume of work increases and as funding appropriately increases, this office would look to increase additional staffing for services such as toxicology and as well as forensic PhD anthropologists. Currently at this point, forensic anthropologists are a resource on a consultant basis.

If there is any additional information you require, please do not hesitate to contact me.

Sincerely,

Ray Fernandez, M.D.  
Chief Medical Examiner
United States Marine Corps
Department of Defense
Center for Advanced Operational Culture Learning
2076 South Street
Quantico, VA 22134

16 Nov 2014

Elizabeth Erhart, PhD
Chair, Anthropology Department
Texas State University
601 University Dr.
San Marcos, TX 78666
berhart@txstate.edu

Dear Dr. Erhart:

[Caution: The opinions expressed in this letter are my own, based on a decade of working as a practicing anthropologist with federal organizations in the national security sector. They do not represent the official position of the United States Marine Corps or Department of Defense. Any reference to this letter or its contents must include this caveat.]

I was very pleased to hear of Texas State University’s plan to develop a PhD program in Applied Anthropology. I believe the program would be an important part of filling a critical gap in the social science workforce available to the Department of Defense (DoD), other government organizations, and private sector organizations supporting government.

Over the last 10 years, DoD has made numerous efforts to increase the number of anthropologists in its civilian and contract workforces. I am an anthropologist, an employer of anthropologists at the MA and PhD level, and an advisor to senior leaders on many initiatives involving anthropologists. Consequently, I have had the opportunity to observe efforts to incorporate anthropology across a wide range of organizations and project topics. Recruiting qualified candidates has been challenging for a number of reasons, but one of the primary issues has been the lack of anthropologists at the PhD level who have received specific preparation to apply their education in non-academic settings.

A program that combines the rigor of a top tier anthropology PhD education with attention to the challenges of applied and practicing roles would produce highly desirable employees and consultants. While some graduates might find employment in roles specifically designed for anthropologists, there are many other roles where individuals with this preparation would be valued. DoD hires social scientists as analysts, program managers, research directors, faculty, and for many other kinds of positions. Social scientists work in both research and non-research roles in parts of defense organizations that are less well known in academia, such as designing and running programs for military families, conducting research on stress and resilience in military personnel, serving as science advisors to senior leaders, and designing implementation strategies to use the results of research. Currently, there are relatively few anthropologists working in these kinds of roles despite interest from the hiring organizations.

I believe graduates for the Texas State program would find a wide range of employment opportunities in government and supporting private organizations. In fact, your graduates will be a critical part of creating the standard and sustainable pattern for such employment, establishing the future of applied anthropology PhDs in the government sector.

I look forward to hearing more about the program as it is developed and to meeting the first graduates.

Sincerely,

Kerry B. Foehrer
Director of Research
Translational Research Group – CAOCL
Marine Corps University
kerry.foehrer@usmc.mil
703-424-6904
March 24, 2014

Dr. Beth Erhart, Chair
Department of Anthropology
Texas State University
601 University Dr.
San Marcos, Texas 78666

Dear Dr. Erhart:

I just learned about the proposed development of a Ph.D. program with an emphasis on applied anthropology. The program sounds exciting and is sorely needed in cultural resource management (CRM). Many people who enter the discipline with Ph.D. degrees are vastly unprepared for careers outside academia. The discipline needs people with advanced degrees who have an understanding of Federal and State regulations pertaining to cultural resources, and have the training and experience in field and laboratory methods, data analysis, report writing, CRM project design, proposal writing, staff and budget management, and business development. As the program was explained to me, I expect the curriculum will provide the necessary classroom and practical experiences that generally are not offered in Ph.D. programs and should prepare qualified individuals for careers outside academia. This program should also attract students to Texas State because of the lack of this sort of training both inside and outside Texas.

I wholeheartedly support your efforts in creating a program that will properly train Ph.D. students to meet the discipline’s needs. Unfortunately other Anthropology Departments in Texas have chosen to stick their heads into the sand and lead students to believe that academic jobs are available out there. This is not fair to the students who end up as over qualified waiters, high school teachers, etc. because their teachers led them to believe that it was beneath them to work in the public or private sector rather than in the rarified environment of a university. Our company looks for well-trained and highly experienced candidates who have a Ph.D. because we feel that such employees lend a certain level of expertise to our staff. If you are successful in your endeavor to develop such a program we will seriously consider your graduates for positions in our office.

Sincerely,

[Signature]

S. Alan Skinner, PhD, RPA
President

HISTORIC BUILDINGS   ARCHAEOLOGY   NATURAL SCIENCES
28 March 2014

Dr. Beth Erhart
Chair, Department of Anthropology
601 University Drive
San Marcos, TX  78666-4684

Dear Dr. Erhart,

On behalf of the Council of Texas Archeologists (CTA), I am writing to express our support of the proposed Ph.D. program in Applied Anthropology with a strong Cultural Resources Management (CRM) track. As a professional organization of Archaeologists who primarily practice in compliance-based CRM, we support and encourage the University with such an endeavor that would give its students a fair understanding of the opportunities outside of academia and a strong foothold in CRM practices.

This type of program in Universities is lacking and is extremely needed as most of us who work in CRM had to “learn it by doing it”, especially since most of us were also trained in a traditional Anthropology program. Being able to hire new graduates or students that have or are working in a program such as is being proposed eases the transition into CRM and is a huge benefit to CRM companies. The likelihood that most of the Applied Anthropology graduates of Texas State will go into academic work is low, and CRM gives those graduates an outlet to practice their discipline of with specifically geared compliance-based CRM skills that can be both rewarding as well as beneficial to the larger understanding of history and prehistory in Texas and elsewhere.

The CTA appreciates the opportunity to lend support for this program and the future graduates that it will produce.

Sincerely,

Melissa M. Green, President
Council of Texas Archeologists
March 25, 2014

Dr. Beth Erhart
Chair, Anthropology Department
Texas State University
601 University Dr.
San Marcos, TX 78666

Dear Dr. Erhart,

We understand that the Department of Anthropology at Texas State University is proposing to develop a Ph.D. program in Applied Anthropology. As a long-term practitioner of Cultural Resource Management (CRM) in Texas and surrounding states, we would like to offer support for this proposal. William Self Associates, Inc. (WSA), has six offices nationwide and employs approximately 50 full-time CRM professionals. The WSA satellite Austin/Round Rock office typically employs 2–5 full-time professionals yearly. While we are a small office, our workload is increasing, and we regularly staff contract projects at the M.A. and B.A. levels with recent Texas State graduates in Anthropology/Archaeology. We find these graduates to be well trained, knowledgeable in the field, and generally well prepared to join the CRM workforce.

With increasing project commitments in 2014 and beyond, we anticipate the future need to hire at the Ph.D. level for project supervisors. Ph.D. level CRM specialists will be needed as project directors, field supervisors, proposal and contract specialists, and as analysts and authors for client deliverables on complex projects. We therefore support and applaud the initiation of an Applied Anthropology Ph.D. program with a major focus on CRM.

Please accept this letter of support for the proposed program, which we believe will be a great benefit to the future of Texas archaeology. I can be easily reached at 512-394-7477 or jkarbula@williamself.com for questions or comments.

Sincerely,

James W. Karbula, Ph.D., RPA
WSA Regional Project Director
Dear Dr. Erhart:

Thank you for the information on the Anthropology Department’s proposed Ph.D. program with an emphasis on applied anthropology. Your program sounds refreshingly different and something that is sorely needed in cultural resource management (CRM). Many people who enter the discipline with Ph.D. degrees are vastly unprepared for careers outside of academia. The discipline needs people with advanced degrees that have an understanding of the Federal and State regulations pertaining to cultural resources, and have education, training and experience in field and laboratory methods, data analysis, report writing, CRM project design, proposal writing, staff and budget management, and business development. I am a resource manager with 50 years of archaeological experience who has worked in academic, contract and regulatory capacities. Currently I both conduct projects for this agency, and also review/contract cultural resource services for projects on Texas public lands. I can attest that many contract archaeologists with the basic M.A. degree provide low-level services that lack the sophistication of making contributions to the field of archaeology and anthropology as the public intended with the passage of federal and state laws. Archaeology urgently needs trained people with upper level thinking skills, training and knowledge, who have the insights to solve problems in the development and execution of research designs sensitive to project’s conditions and their client’s needs. A good contract archaeologist must be sufficiently versed in the latest scientific techniques and regional knowledge to extract pertinent information from various contract projects, and have a depth of perspective on human behavior to meaningfully interpret the context of the archaeological records and make it relevant to the public. As you described the program, I think the proposed curriculum will provide the necessary classroom and practical experiences that generally are not offered in Ph.D. programs and would prepare qualified individuals for careers outside academia.

I whole-heartedly support your efforts in creating a program that will properly train Ph.D. students to meet the discipline’s needs. It is clear that other Anthropology Departments in Texas are not meeting this need. Texas Parks and Wildlife Department looks for partnering opportunities with consulting companies with well-trained and highly experienced staff, usually who possess a Ph.D. because we feel that such contractors provide value added to the work they perform for us. If you are successful in your endeavors to develop such a program we would seriously consider your graduates for positions that may arise in our agency and with the companies that employ them.

Sincerely,

Christopher Lintz, Ph.D.

Cultural Resource Specialist V, Wildlife Division.
Dr. Beth Erhart  
Department of Anthropology  
Texas State University  
801 University Dr.  
San Marcos, Texas  78666  
March 17, 2014

Dear Dr. Erhart,

Thanks for the information on the Department of Anthropology’s proposed Ph.D. program at Texas State University. The emphasis on applied anthropology is certainly something that we need in the discipline. It is clear to me, having worked in cultural resource management (CRM) for over 35 years, that the majority of people who enter the discipline with Ph.D. degrees are simply not prepared for careers outside of the traditional academic path. At the Center for Archaeological Research, we need people with advanced degrees who have an understanding of the Federal and State regulations that govern cultural resources. We need people that have training and experience in CRM project design, proposal writing, budget development, business planning, and staff management. We need people that have an understanding of and experience in field and laboratory methods, data analysis, and report writing. We could hire several people with Ph.D. degrees immediately if we did not have to spend a year teaching those individuals things they should have learned in school. Unfortunately, doctoral programs in Anthropology simply do not prepare individuals for careers outside of traditional academic channels, even though most Anthropology graduates will not find work in that traditional setting. It is clear to me that your program, and the proposed curriculum, will provide that combination of classroom and practical experiences that are lacking in other Ph.D. programs.

I unequivocally support your efforts in creating a Ph.D. program in Anthropology that will train students to meet the discipline’s needs. I truly hope that you succeed in your efforts. We are constantly looking for well-trained and experienced candidates who have a Ph.D. We have had little success in finding them. I think that your program would produce the quality professionals we need in Cultural Resource Management, both in Texas, and throughout the United States. Your proposed program really will fill a need in CRM.

Please do not hesitate to contact me directly if I can be of any assistance. Good luck with your efforts!

Respectfully,

Raymond Mauldin, Ph.D.  
Assistant Director  
Raymond.mauldin@utsa.edu
November 24, 2014

Elizabeth Erhart, PhD
Chair, Anthropology Department
Texas State University
601 University Drive
San Marcos, Texas 78666
berhart@txstate.edu

Dear Dr. Erhart:

I was delighted to learn that Texas State University is exploring the possibility of developing a PhD program in Applied Anthropology. My understanding is this would be the first of its kind in Texas and one of the very few in the country.

As the office within the Federal Emergency Management Agency dedicated to individual and community preparedness, we are increasingly using social science research to explore the relationship between preparedness behavior and individual’s beliefs and experiences around disasters. This work includes examining the effect of community connections and networks on personal preparedness and understanding how socio-demographic traits relate to preparedness.

I am especially pleased to see the emphasis on applied research in your title. In my field, it is especially critical that research have a practical application and translate to more targeted and effective strategies for communicating with, educating, and engaging the public.

Graduates of your program will be very desirable to the emergency management field. Professionals who are well skilled in intercultural communication, research design and methods, and project management, and who are adept at unraveling and solving complex “people” problems would be highly coveted by emergency management leaders at all levels of government, government contractors, and large organizations in the private and non-profit sectors.

I have no doubt the graduates of the proposed doctoral program who enter the job market will find a variety of employers eager to hire them.

Best wishes on the development of the PhD program.

Sincerely,

Karen Marsh
Deputy Director, Individual and Community Preparedness Division
Federal Emergency Management Agency

www.fema.gov
April 3, 2014

Dr. Beth Erhart
Chair, Department of Anthropology
601 University Drive
San Marcos, TX 78666-4684

RE: Proposed Applied Anthropology Ph.D. program

Dear Dr. Erhart:

I am writing to express my strong support for the development and implementation of an Applied Anthropology Ph.D. program at Texas State University. In my position at the Texas Historical Commission’s Archeology Division, I can say with confidence that such a program, with specialized training in the various aspects of Cultural Resource Management (CRM) is sorely needed. I and my staff find that among the “newer” CRM practitioners there is often a lack of knowledge about such practical matters as the preparation of research designs and proposals; federal and state preservation laws, regulations and rules; the proper application of National Register of Historic Places and State Antiquities Landmark significance criteria; statistical analysis tools; report writing; and curatorial requirements and responsibilities. We also encounter individuals possessing little to no knowledge of or experience with Texas prehistoric and historic archeology and geomorphology. Taking a broader perspective, there have even been discussions at the national level about the need for formal archeological business instruction to aid individuals who are establishing CRM contracting firms.

In short, the work of the Texas Historical Commission, as the State Historic Preservation Office, would greatly benefit from an Applied Anthropology Ph.D. program. Having a pool of CRM practitioners with appropriate training and experience would streamline our project review duties, an important benefit to project sponsors. Graduates from such a program would undoubtedly be better positioned to compete in the job market, whether for jobs in archeological consulting or the public sector.

Most sincerely,

Patricia A. Mercado-Allenger
Archeology Division Director & State Archeologist
October 22, 2014

Elizabeth Erhart, PhD  
Chair, Anthropology Department  
Texas State University  
601 University Dr.  
San Marcos, TX 78666  
berhart@txstate.edu

Dear Dr. Erhart:

I am pleased to learn about the prospect of Texas State University developing a PhD program in Applied Anthropology. I understand that this would be the first of its kind in Texas and one of the very few in the country. I strongly encourage you to move ahead as quickly as possible.

Our country is faced with many complex problems. Graduates of such a program would be very desirable to my organization and to others like it in the non-profit and philanthropic sector. Professionals who are well skilled in intercultural communication, research design and methods, and project management, and who are adept at unraveling and solving complex “people” problems would be highly coveted by leaders in our sector. In particular, such a professional could help with unravelling many challenges that we currently face, whether helping design policies to address financial literacy or developing communication strategies for dealing with complex health issues, such as Ebola or vaccines.

I have no doubt that graduates of the proposed doctoral program who enter the job market will be find a variety of employers eager to hire them. Good luck with the development of the PhD program.

Sincerely,

[Signature]

Paula J. Olsiewski
March 31, 2014

Dr. Beth Erhart
Chair, Department of Anthropology
601 University Drive
San Marcos, TX 78666-4684

Dear Dr. Erhart:

I am writing on behalf of the Texas Department of Transportation (TxDOT) to express my support for your proposed Applied Anthropology Ph.D. program, focusing on cultural resource management (CRM). TxDOT both hires and contracts with CRM professionals. TxDOT thus has an interest in the qualifications of these professionals.

Most archaeologists ultimately work in CRM. Many positions within CRM require a graduate degree as a minimum qualification. Very few graduate programs, however, explicitly prepare their graduates for a career as a CRM professional. Graduates from a CRM-focused program would certainly be better qualified as prospective job applicants, all things being equal, compared to graduates from a more conventional program.

A prospective job applicant with a Ph.D. from a program like your Department has proposed would meet the minimum education requirements for most jobs with the state. TxDOT’s archaeologist positions, for example, require a Master’s degree. Such applicants would also be credited for the additional experience gained during work toward the Ph.D. The proposed program’s emphasis on regulatory requirements, research design, and business management would give your graduates a head start on colleagues who have entered the job market without the benefit of such training.

I wish you luck on this proposal. Please feel free to contact me if you have questions.

Regards,

Scott Pietka, Supervisor
Archaeological Studies Program

OUR GOALS
MAINTAIN A SAFE SYSTEM • ADDRESS CONGESTION • CONNECT TEXAS COMMUNITIES • BEST IN CLASS STATE AGENCY
An Equal Opportunity Employer
October 16, 2014

Elizabeth Erhart, PhD
Chair, Anthropology Department
Texas State University
601 University Drive
San Marcos Texas

Dear Dr. Erhart:

I am excited about the prospect of Texas State University developing a PhD program in Applied Anthropology. I understand that this would be the first of its kind in Texas and one of the very few in the country.

Graduates of such a program would be very desirable to my organization and to others like it in the nonprofit sector. Professionals who are well skilled in intercultural communication, research design and methods, and project management, and who are adept at unraveling and solving complex "people" problems would be highly coveted by leaders in our field. In particular, such a professional could help with the multicultural issues that arise during disasters.

I have no doubt that graduates of the proposed doctoral program who enter the job market will find a variety of employers eager to hire them.

Best wishes on the development of the PhD program.

Sincerely,

Richard Reed
Senior Vice President
Disaster Cycle Services
May 21, 2014

Elizabeth Erhart, PhD
Chair – Department of Anthropology
Texas State University
601 University Drive
San Marcos, TX 78666

Dear Dr. Erhart,

I am writing to express my support for the Texas State University Anthropology Department Doctoral program. The Harris County Institute of Forensic Sciences (HCIFS) has employed doctoral level forensic anthropologists since 2006. The specialized skill set the anthropologists bring to the office has significantly augmented the services we provide to the community.

Initially, I recognized a need for anthropologists to perform in-house skeletal analyses; however, the anthropologists’ contributions to our daily operations far exceed my original expectations. For example, in addition to processing casework, the anthropologists serve as the Forensic Emergency Management Director, Agency Coordinator (liaison between the Institute and organ and tissue recovery agencies), Identification Unit Supervisor and Epidemiologist.

HCIFS’ mission is to provide the highest quality of services in the sub-disciplines of the office. To reach this goal, HCIFS employs board certified practitioners and pursues laboratory accreditations. Having doctoral level anthropologists certified by the American Board of Forensic Anthropology is an important component of this pursuit. In fact, the National Association of Medical Examiners highly recommends accredited medical examiner offices consult with board certified anthropologists.

Beyond the daily operations, HCIFS staff anthropologists greatly contribute to the academic environment of the office, encouraging research and training. The Forensic Anthropology Division has been awarded numerous research and training grants, and maintains a prolific publication record. The anthropologists’ affinity for academic pursuits has positively influenced the other divisions within HCIFS.

The Forensic Anthropology Division has been a true asset to the office, and the importance of the doctoral level education of the staff anthropologists cannot be over emphasized. As HCIFS continues to grow and the need for additional anthropologists is recognized, I will not hesitate to hire doctoral level anthropologists. Given your department’s reputation within the State of Texas, as well as in the field of anthropology, doctoral students from your program will certainly be strong candidates.

Sincerely,

[Signature]

Luis A. Sanchez, MD
Executive Director & Chief Medical Examiner
March 27, 2014

Dr. Beth Erhart, Chair
Department of Anthropology
Texas State University
601 University Dr.
San Marcos, Texas 78666

Dear Dr. Erhart:

I recently received information on the Department of Anthropology’s proposed Ph.D. program with an emphasis on applied anthropology and cultural resources management (CRM). The program sounds very exciting and something that is sorely needed in the field, especially in Texas. Many people who enter the discipline with Ph.D. degrees are vastly unprepared for careers outside of academia. The field needs practitioners who have the theoretical background and practical know-how to solve resources management issues.

The Texas Parks and Wildlife Department (TPWD) contracts with CRM firms for several thousand acres of survey work each year. Our results at times have been less than satisfactory and we believe it is because there is a dearth of highly trained CRM professionals in the state. I believe that the proposed program will fill a gap that CRM firms need, and agencies such as ours will highly value. The field needs people with advanced degrees beyond the Masters who have a firm grasp of preservation laws and understand how to apply the Federal and state standards to the resources they encounter. They also need the keen academic thinking required of a Ph.D. to see beyond their limited scope of work. At TPWD we find that practitioners with only an M.A. are not always able to think outside of their area of potential effect for a project and understand the bigger picture.

The courses outlined in the prospectus TPWD received will provide both classroom and practical experience that is not generally offered in Ph.D. programs. Texas State is one of the few universities in Texas today that has an active research unit with a primary focus on compliance-based CRM. This base of training along with the academic department is the perfect mix of theory applied to the real world. The discipline needs more practitioners who have a broad understanding of the role archeology plays in the mandated and statutorily guided world of cultural resources management.
Dr. Beth Erhart  
Page Two  
March 27, 2014

I sincerely support your efforts in creating a program that will properly train Ph.D.
students to meet the discipline’s needs and requirements. It is clear that other
anthropology departments in Texas are not meeting this need. Here at TPWD we
value CRM firms with individuals who have those degrees. The two cultural
resources director positions at TPWD in the State Parks, and Wildlife Divisions,
require people holding a Ph.D. who understand theory, but the reality of limited
time and funding typical of the CRM world. In addition, we appreciate well-trained
and highly experienced job candidates who have a Ph.D. because we feel that such
employees lend a level of expertise and credibility to our staff. If you are successful
in your endeavor to develop such a program we would seriously consider your
graduates for positions that may arise in our agency.

Sincerely,

Michael Strutt, Ph.D.
Director, Cultural Resources Program
Introduction

On September 15 and 16, 2016, an External Review Team (“the team”) of six doctoral-trained anthropologists conducted an on-site appraisal of a proposed new PhD program in Applied Anthropology at Texas State University (Texas State). Information was gathered from interviews with administrators, faculty, students, and staff, along with document reviews, observations of the facilities, analysis of faculty publishing and grant writing histories, and consideration of budgetary constraints. Prior to that, the team had reviewed the proposal that the Texas State Anthropology Department faculty had prepared for submission to the Texas Higher Education Coordinating Board (THECB), whose approval is a prerequisite to establishing new doctoral programs at public universities in Texas.

The team concurred that the proposal is sound, innovative, fills the demands in the Texas job market, and is closely aligned with the Texas State University Strategic Plan. The proposed curriculum and the faculty vitae demonstrate an excellent fit between faculty skills and courses to be taught, and that the timeline for PhD completion is realistic and can be achieved if the administration provides appropriate funding.

The team has a critical concern with the proposed student funding. Graduating doctoral students in the targeted 5 years will only be possible if they are provided the full funding of $32,000 annually for 5 years. Given Texas law disallowing tuition waivers, this amount of funding is necessary to attract the best students and allow them to matriculate and graduate within the targeted 5-year PhD program. In the 2011 publication, A Data-Based Assessment of Research-Doctorate Programs in the United States documented that fewer than 15% of doctoral students in anthropology programs completed their degrees in under 6 years. As a result, the vast majority of doctoral granting programs in anthropology are struggling to reduce the number of years their students take to graduate. Full funding for their students propels Texas State to the forefront of this important trend.

The team is concerned that without this level of full funding, it is highly probable that students will vacate the program prior to completion. Failure of the program, due to insufficient financial support for students, means that the university will have lost its opportunity to protect the growth potential related to the leveraged existing university investments in facilities and equipment upon which the program will capitalize. This investment of $160,000 per enrolled student, disbursed over 5 years, demonstrates due diligence to manage this risk.

Full funding will position Texas State to recruit highly competitive students and retain them until they complete their degrees and move into the Texas job market (see below for data on job market demand). Job market needs analysis demonstrates that the two focal areas of the proposed doctoral program, forensic anthropology and cultural resource management (CRM), reflect significant local, regional, and statewide employment openings. For example, there are 55 CRM firms and university-based firms

82 https://www.nap.edu/rdp/
in Texas, but currently no Texas university has doctoral-level training in CRM. Senior Texas CRM employees are trained out-of-state and lack coursework and research directly grounded in Texas cultural heritage and Texas history. Texas State would be able to remedy that deficit through this program.

The team views the proposed curriculum as appropriate given its current configuration, though we do have some minimal suggestions (outlined below) related to timing, evaluation and proposed course content. The current faculty, proposed hires and teaching load are adequate and appropriate. Indeed, recent hires have significantly strengthened an already outstanding faculty and increased external funding potential. Continued faculty hires are critical in order for the faculty to respond to the increased demands while continuing their commitment to both the undergraduate and excellent Masters programs.

By 2030, the state of Texas aims to have 60% of its 25-34 year olds hold a postsecondary credential, per a chief goal of the THECB’s 60x30TX plan. Given the increasing proportion of residents who are Latino, the team suggests that Texas State highlight its role as a Hispanic- serving institution of higher education through future faculty hires, as well as in student recruitment of under-represented minorities.

This rigorous but pragmatic degree proposal explicitly promotes the acquisition of applied, marketable skills, which in turn may help to enhance recruiting students from low-income communities unaccustomed to considering graduate school. The proposed course trajectory builds in carefully monitored milestones to ensure students’ timely completion of the degree, which will in turn diminish the potential for accumulating a student debt burden.

In this report the team highlights and augments, but does not duplicate, data already provided in the existing proposal. The report focuses on the following issues: job market need, curriculum and evaluation, proposal fit with 60x30TX plan, faculty productivity, facilities and equipment, and student financial assistance.

**Job Market Need**

*Cultural Resource Management (CRM)*

In the United States, approximately $1 billion is spent annually on CRM. Because CRM is driven by land disturbing activities, those states with higher economic development witness greater CRM activity. Given its land base, population size, and economic growth, Texas tends to spend more on CRM than most states. Although exact figures are not reported, we can provide an estimate of CRM activity in Texas by assuming that CRM is tied to population size (a common practice). Because Texas represents approximately 8% of the population of the United States, then a reasonable estimate of annual CRM spending in the state is $80 million (8% of $1 billion). It is little wonder that

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83 [http://www.thecb.state.tx.us/reports/PDF/6862.PDF](http://www.thecb.state.tx.us/reports/PDF/6862.PDF)
CRM private firms and public agencies are constantly seeking new employees. While obtaining field technicians and field supervisors meeting the Secretary of Interiors standards of a Master’s degree in anthropology with the requisite experience is feasible, finding PhD level anthropologists who can properly design and administer complicated CRM projects has become impossible from universities within Texas.

Currently, institutions that offer doctoral-level training in archeology, such as Texas A&M University and the University of Texas, do not have faculty that focus on Texas archeology and CRM training. This lack is shown in placement statistics. Texas A&M, for example, has awarded 34 PhDs in anthropology since 2005. Of these, 25 accepted academic positions, most outside the state of Texas. Nine PhD recipients accepted jobs outside the academy, of which three took positions in CRM. One was with the U.S. Navy in Washington, D.C., one accepted a position in a CRM consulting firm in Arizona and another with a firm in Louisiana. Since 2005, then, no newly acquired PhD in anthropology from Texas A&M accepted a job in CRM in Texas. Yet, there is no question they could have, if they had been qualified.

Fifty-five CRM firms and University-based programs are included on the Council of Texas Archeologists’ contractors list. These organizations carry out the vast majority of multi-million dollar CRM work in Texas each year. At least 17 of the organizations (ca. 30%) have one or more PhD-level anthropologists on staff, usually in leadership roles. In addition, state agencies with significant roles managing and preserving cultural resources—Texas Historical Commission, Texas Department of Transportation, and Texas Park and Wildlife—also employ anthropologists with PhD degrees. That being said, very few, if any, of these PhDs graduated from a program specializing in Applied Anthropology, which means they were unable to “hit the ground running.” They necessarily received considerable applied-oriented training in-house before they were prepared to do so. In-house training becomes even more costly when new-hires are graduates from out-of-state universities, as those individuals tend to be entirely unfamiliar with Texas’ laws, rules, and regulations concerning CRM and equally uninformed about the State’s ancient-to-modern histories and related heritage-preservation issues. Nonetheless, firms, universities, and agencies are compelled to hire in-state and out-of-state PhDs who lack the requisite training in applied approaches and/or lack adequate knowledge of regional archaeology, history, and the state’s diverse cultural heritage.

In one fashion or another all of the letters of support for the Applied Anthropology PhD program written by representatives of firms, Universities, agencies, and organizations note a preference for new hires with the kind of training that will be offered by the proposed program. Importantly, various metrics presented in the application attest to a favorable growth-based job market for anthropologists and archaeologists in Texas over the next decade. While these metrics are impressive, even they are likely to underestimate the employment prospective in Texas CRM for PhD anthropologists. Much is heard these days about the need as a nation for the United States to address its

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84 http://anthropology.tamu.edu/graduate-overview/graduate-placement/
85 http://counciloftexasarcheologists.org/?page_id=5
crumbling infrastructure in terms of rebuilding roads, interstate highways, railways, reservoirs, transmission lines, and so forth. Infrastructure projects require large-scale CRM investigations, and as such they generally require that the supervisors of such projects hold PhD degrees with ample experience in the region. Given that a significant number of the PhD anthropologists employed in CRM in Texas are at or near retirement age and the current in-state PhD anthropology programs focus on academic employment, these jobs will necessarily fall to those from out-of-state unless Texas State steps in and fills the gap. Accordingly, the employment picture in Texas is demonstrably positive for all of Texas State’s anticipated PhD graduates in Applied Anthropology.

Forensic Anthropology
The State of Texas outlines qualifications and duties for a forensic anthropologist within the medical-legal statutes, as contained in the Health and Safety Code. The Texas Code of Criminal Procedure specifies “the medical examiner may request the aid of a forensic anthropologist in the examination of the body or body part. The forensic anthropologist must hold a doctoral degree in anthropology with an emphasis in biological anthropology. The forensic anthropologist shall attempt to establish whether the body or body part is of a human or animal, whether evidence of childbirth, injury, or disease exists, and the sex, race, age, stature, and physical anomalies of the body or body part. The forensic anthropologist may also attempt to establish the cause, manner, and time of death.” Currently, there are no PhD programs within the State of Texas that have a forensic anthropologist with an active caseload on the faculty. Within the state, qualified forensic anthropologists holding PhDs and Board Certification by the American Board of Forensic Anthropology are employed by medical examiner offices in Harris and Tarrant Counties and in academic faculty positions at the University of North Texas, MS program in the Department of Biological Sciences, Sam Houston State University in the Department of Forensic Science, and Texas State University in the MA program in Anthropology. The University of North Texas and Sam Houston State University do not offer the PhD degree in Anthropology and their qualified faculty are not in an anthropology department.

Texas State is thus uniquely positioned to offer PhD graduates in Anthropology that fulfill the qualifications and duties required by the State of Texas Code of Criminal Procedures for a forensic anthropologist, as well as those related to federal standards. The medical examiner offices that have PhD forensic anthropologists on staff are likely to expand the number of anthropologists needed as the population of Texas continues to grow. Additionally, medical examiner facilities with crime laboratories have the ability to add PhD level anthropologists to the staff when funding allows.

Curriculum

The curriculum is both solid and innovative, covering the fundamental elements of theory and methods, but also adding in courses significant to preparing their students for employment, such as Geographic Information Systems (GIS) (ANTH 7351), Marketing

Management (MGT 7321), Collaborative Research (ANTH 7398), and Professional Ethics in Anthropology (ANTH 7341). For the most part, the team agrees with the suggested courses and sequencing as in the proposal, however, recommends the following modifications:

- Move the Proposal Writing (3-0) course (ANTH 7344) from Year One to the end of Year Two. The team recognizes that the department is trying to move the students through the courses rapidly. It is not realistic, however, that students will be able to start the program with a topic that is developed enough to ensure meaningful participation in a Year One proposal writing class.

- The team applauds the inclusion of the Professional Ethics in Anthropology (ANTH 7341) course, and encourages faculty to think about the inclusion of a section on legal issues that anthropologists face in the CRM and forensic workplaces. Perhaps the course could be team-taught with one or more professors of practice from the community who can incorporate legal issues pertinent to forensics and CRM taught from an ethical perspective.

- Another concern is the lack of integration of stakeholders in applied science. To comply with federal laws, for instance, CRM archaeologists must consult with federal-recognized Native American tribes and communities and help minimize the adverse effect of development projects not only on the scientific value of archaeological sites, but their cultural values as well. Sensitizing students to the disparate views of interested parties in shaping and presenting scientific evidence is an important element in their training. Stakeholder consultation, participation, and review of the wide range of applied work in which PhDs in anthropology are engaged needs to figure prominently in the ethics course, as well as be embedded in other aspects of student training.

- The evaluation of student products and their annual progress should be tied to measurement rubrics to enhance standardization across evaluators. At many universities, including Texas A&M, a teaching and assessment institute controls the process of evaluating students and programs, including conducting exit interviews with graduates. These rubrics and associated evaluation tools and metrics are developed as part of the university accreditation process under the Southern Association of Colleges and Schools (SACS). The department at Texas State should draw on its own similar resources. To evaluate student performance, the proposed PhD program faculty as a collective should review, possibly tailor, and implement such tools and metrics that offer objective data regarding student performance on annual evaluations, qualifying exams and defense of dissertations or other products associated with program culmination. Such rubrics can offer standardized data regarding assessment of critical thinking, analytic abilities and demonstrated capacity for self-directed learning characteristic of a rigorous doctoral program.
How the Proposal Addresses THECB’s 60x30TX Plan’s Goals

Completion
Per the THECB’s 60x30TX report, 65% of the growth in the Texas population as reflected in 2010 Census data is Hispanic (p. 3). Given that this population has a lower proportion of individuals who have pursued higher education historically, it is likely that the current population of potential students will face greater challenges to timely completion of their degrees. Again, this underscores the need to fund students who enroll with a full 5 years of support in order to target students from communities most in need of support if they are to enroll in higher education.

Marketable skills
The curriculum as proposed emphasizes marketable skills. The labor market demands as related to CRM and forensics has been outlined above. In addition, coursework is explicitly designed to equip students with a sophisticated understanding of cultural issues that aligns with the needs of an increasingly global Texan economy. The emphasis on internships mandates that students acquire marketable skills, and learn to explain how their training is relevant to employers’ needs. Active pursuit and engagement in internships affords student opportunities to build relationships with individuals likely to hire them, catalyzing the likelihood that graduates stay in Texas.

Student debt
While the THECB’s report’s goal focuses particular attention on undergraduate debt, this goal is clearly pertinent to graduate students too. The provisions in the proposed program that offer 5 years of funding (contingent upon timely progress in the program) inhibit student debt and promote retention, so that students do not end up with a debt load but no degree in hand.

Faculty Availability Teaching Load and Core Faculty Productivity

The team unanimously agreed, based on their review of faculty CVs and meetings with faculty members, that current faculty availability, teaching loads, and overall research productivity clearly illustrate the Department is well positioned to launch and maintain the proposed PhD program in Applied Anthropology. The team also recognizes the integral importance of statistics in Applied Anthropology disciplines and, accordingly, we recommend that one of the first new hires include an anthropologist with expertise in best-practice statistics.

Facilities and Equipment

Cultural Resource Management (CRM)
Texas State has developed a number of archaeological research facilities and projects that will be critical to training applied anthropologists. Some, such as Ancient Southwest Texas, the Center for the Study of Arts and Symbolism in Ancient America, the Prehistory Research Project, the Center for Middle American Research, and the Shumla Archaeological Research and Education Center, provide opportunities for students to
gain the needed background in archaeology from which an applied CRM focus can then be grounded.

In addition to these research opportunities, Texas State has established a critical, and unique in Texas, CRM-training facility, the Center for Archaeological Studies (CAS). CAS is the CRM contracting vehicle for Texas State, and through such contracts students will be provided training opportunities in all aspects of CRM—field, laboratory, stakeholder consultation, and collections management. CAS maintains a library of unpublished CRM reports, termed the 'gray literature,' which are critical to the conduct of CRM in Texas. The Curatorial Facility Certification Program at the Texas Historical Commission has also certified CAS, which means that the facility can hold collections owned by the State of Texas. Importantly, the curation facility at CAS was designed to meet the rigorous requirements of 36CFR79 and as such can hold federal collections. This achievement, acquired only by Texas State investing significantly into the curatorial facility, provides students with opportunities to learn collection management and curation procedures. Jobs as curators of major Texas museums will open up as a consequence, and Texas State PhD graduates will have the opportunity to help lead the state and the country in solving the “curation crisis.”

Forensic Anthropology
Texas State University has committed the resources to develop comprehensive research facilities that are needed for a premier education in applied forensic anthropology. These facilities and the research opportunities that they provide will attract the best PhD students in Texas and the nation. The Grady Early Forensic Anthropology Research Laboratory (GEFARL), currently a 2,325 square foot facility, is slated to move into a larger, newly renovated facility in 2017 that will contain 12,000 square feet. The instrumentation available in the GEFARL includes 3D digitizers, a portable x-ray system, osteometric measuring tools, bone saws, and microscopes necessary for skeletal analysis; a laser total station for mapping crime scenes involving skeletal remains, a 3D scanner and printer, x-ray fluorescence spectrometer, and a Micro-CT scanner for conducting research on skeletal tissue. The Osteological Research and Processing Laboratory has facilities for classroom instruction as well as room for processing skeletal remains. This process includes the cleaning of the skeletons and is accomplished with two steam kettles, dissection tables and instrumentation, and drying areas. The Osteological Research and Processing Laboratory contains space for skeletal analysis that includes developing a biological profile on unidentified human remains and space for labeling, packaging, and storage of human skeletal remains.

The Forensic Anthropology Research Facility (FARF) contains 26 acres of outdoor space to conduct research on human decomposition and taphonomic effects of a multitude of variables on decomposition, body positioning, scavenging by animals and insects in the environment, among others. This type of research facility is rare within the academic community and is vital to understand the factors contributing to decomposition in an arid environment that can be applied to actual forensic cases found in similar microenvironments.
The facilities available to graduate students at Texas State are exemplary and reflect the forethought and University support to accomplished faculty who have been able to write and win grants that have paid for the equipment needed for current research topics. The current facilities provide a superb range of research options for PhD students.

**Five-Year Costs and Funding Sources**

The current document proposes up to 3 years of funding for each PhD student with a break in Year Three. The team feels that this model is will not succeed in attracting, retaining and graduating PhD students in anthropology in the expected 5 year timeframe.

The team underscores here its recommendation that the administration provide 5 years of at least $32,000 funding annually to each incoming PhD student. While some anthropology programs guarantee 4 or 5 years of funding to incoming PhD students (e.g., Pennsylvania State University), the more common model is to make funding available for up to 5 years if students have achieved satisfactory annual evaluations of progress in the program, as suggested in the discussion of using standard metrics such as rubrics, above. Moreover, student support can be transferred to grant funding when available.

Given that students must pay tuition, which is currently approximately $9,000, the 5 year, $32,000 funding model is more beneficial to the proposed PhD program for a number of reasons:

- student recruitment - as it provides students, including minority students, with greater financial certainty while in the program and is a model more competitive with peer programs;

- student retention - as students will be less likely to leave the program to find jobs to support themselves;

- efficacy in completing the program in 5 years - because students will be less likely to seek outside, unaffiliated paid work opportunities; and

- removal of the onus of faculty funding for students in the last, most crucial years of the program.

Federal funding resources for the target areas of CRM and forensic anthropology are highly competitive and limited. Not all faculty work on projects that federal funding agencies target, which means incoming students would likely avoid working with very capable faculty if their funding is dependent upon the faculty.

The stated purpose of the third year break is to accommodate students who are in the field and would not be able to satisfy their graduate teaching assistant (GTA) duties on campus. Since many of the students will likely be conducting their dissertation work at
the FACTS or on CRM projects in and around Texas State’s San Marcos campus, most
students will be in-house for all or most of their 5 years and a mandated break in funding
would likely be economically and professionally disruptive.

Conclusion

This report underscores what the team considers issues crucial for the THECB
deliberations as related to determining whether to establish an Applied Anthropology
doctoral program at Texas State: job market need, curriculum and evaluation, proposal
fit with the 60x30TX plan, faculty productivity, facilities and equipment, and student
financial assistance. Before concluding, the team would also like to point out this
program holds potential for additional benefits to the Texas economy.

A first potential benefit is that the program can be developed further to train graduates
who could work in high demand sectors in Texas industry, including health care and
technology, particularly if it engages resources in other departments on the main
university campus such as business. Anthropology’s four fields (biological,
archeological, cultural and linguistics), which are intertwined at the doctoral level, are
uniquely suited to meeting emerging occupational needs in these and other economic
sectors. The campus’s location in between the Austin and San Antonio metro areas
provides a unique opportunity to engage students with local corporations (such as the
bubging user experience field in Austin), government organizations (including the
Texas Department of Health and Human Services), and non-profits (like the Girl Scouts
of Central Texas). As the population of Texas grows and becomes demographically
more diverse, job opportunities for anthropologists in these fields are only likely to
expand.

Secondly, the resources already developed at Texas State are relatively unique in the
nation. If the program is established, it will be positioned to win large federal grants and
not only meet labor market demand but also contribute to local job creation. Doing so
will contribute to developing the university’s reputation and image and hold the
possibility of contributing more broadly to the reputation and strength of the university
overall. This boost in local visibility will in turn support student recruitment for Texas
State as a whole and so contribute to the overarching 60x30TX plan goal.
Appendix K. Employment of new Ph.D. recipients by specialty
According to a survey by Burning Glass Labor/Insight™ anthropology students and professors increasingly favor the applied approach to anthropology. The top skills listed by employers indicates a preference for analytical technique, and a strong demand for interdisciplinary work. Further, national demand for applied anthropology doctoral graduates appears to have grown steadily for the past several years. (Data from January 2011-December 2014.*)

Burning Glass Labor/Insight™ reports that students successfully pursue a mix of academic and non-academic positions upon graduation, and students typically obtain positions in a variety of fields including government work, teaching, business, and interdisciplinary research. Analysis of the top employers of applied anthropology graduates shows that most forensic anthropology and CRM archaeology postings come from public sector entities (e.g., National Park Service, Army Corp of Engineers, Forest Service, Bureau of Land Management, Department of Defense, and Fish and Wildlife Service). Many U.S. government agencies need employees with advanced data collection and management skills, along with an understanding of large populations and resource management. Such demand makes anthropologists almost uniquely qualified.
In terms of job postings, Texas rank fourth out of the 15 top locations for applied anthropology doctoral graduates.

<table>
<thead>
<tr>
<th>State</th>
<th>Number of Job Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>476</td>
</tr>
<tr>
<td>New York</td>
<td>160</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>134</td>
</tr>
<tr>
<td>Texas</td>
<td>130</td>
</tr>
<tr>
<td>Illinois</td>
<td>108</td>
</tr>
<tr>
<td>Washington</td>
<td>100</td>
</tr>
<tr>
<td>Colorado</td>
<td>99</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>86</td>
</tr>
<tr>
<td>Alaska</td>
<td>73</td>
</tr>
<tr>
<td>Florida</td>
<td>73</td>
</tr>
<tr>
<td>Virginia</td>
<td>72</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>69</td>
</tr>
<tr>
<td>Ohio</td>
<td>69</td>
</tr>
<tr>
<td>Maryland</td>
<td>64</td>
</tr>
<tr>
<td>Tennessee</td>
<td>54</td>
</tr>
</tbody>
</table>

n= 2,600 total job postings, 0 unspecified
Source: Burning Glass Labor/Insight™
Appendix L. Survey Questions
Q1 Are you currently enrolled in a university/college?

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I am enrolled in a university/college within the state of Texas</td>
<td>35.2%</td>
<td>95</td>
</tr>
<tr>
<td>Yes, I am enrolled in a university/college in a state other than Texas</td>
<td>5.5%</td>
<td>15</td>
</tr>
<tr>
<td>No, I am not currently enrolled in a university/college</td>
<td>56.3%</td>
<td>152</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>3.0%</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>271</td>
</tr>
</tbody>
</table>
Q2 Which of the following currently describes your highest degree level?

![Bar chart showing distribution of highest degree levels.]

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate anthropology major</td>
<td>30.7%</td>
<td>83</td>
</tr>
<tr>
<td>Graduate with a Bachelor’s degree in Anthropology</td>
<td>33.3%</td>
<td>90</td>
</tr>
<tr>
<td>Anthropology Master’s student</td>
<td>10.4%</td>
<td>28</td>
</tr>
<tr>
<td>Graduate with a Master’s degree in Anthropology</td>
<td>14.1%</td>
<td>38</td>
</tr>
<tr>
<td>Anthropology doctoral student</td>
<td>3.0%</td>
<td>8</td>
</tr>
<tr>
<td>Graduate with a PhD in Anthropology</td>
<td>1.1%</td>
<td>3</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>7.4%</td>
<td>21</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>271</td>
</tr>
</tbody>
</table>
Q3 What is/was your interest level in Applied Anthropology at the PhD level?
(Answered: 270, Skipped 1)

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very interested</td>
<td>41.1%</td>
<td>111</td>
</tr>
<tr>
<td>Interested</td>
<td>31.5%</td>
<td>85</td>
</tr>
<tr>
<td>Slightly interested</td>
<td>15.2%</td>
<td>41</td>
</tr>
<tr>
<td>Not interested</td>
<td>8.1%</td>
<td>22</td>
</tr>
<tr>
<td>Not sure</td>
<td>4.1%</td>
<td>12</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>271</td>
</tr>
</tbody>
</table>
Q4 In selecting a PhD program, I would be most influenced by (please select top three)

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>First choice</th>
<th>Second choice</th>
<th>Third choice</th>
<th>Total</th>
<th>Weighted Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>University reputation</td>
<td>34.6% (N=45)</td>
<td>40.0% (N=52)</td>
<td>25.4% (N=33)</td>
<td>130</td>
<td>1.91</td>
</tr>
<tr>
<td>Faculty reputation</td>
<td>61.8% (N=134)</td>
<td>25.8% (N=56)</td>
<td>12.4% (N=27)</td>
<td>217</td>
<td>1.51</td>
</tr>
<tr>
<td>Curriculum</td>
<td>54.3% (N=108)</td>
<td>25.1% (N=50)</td>
<td>20.6% (N=41)</td>
<td>199</td>
<td>1.66</td>
</tr>
<tr>
<td>Location of the university</td>
<td>24.1% (N=33)</td>
<td>36.5% (N=50)</td>
<td>39.4% (N=54)</td>
<td>137</td>
<td>2.15</td>
</tr>
<tr>
<td>Availability of financial aid, assistantships</td>
<td>48.8% (N=98)</td>
<td>34.8% (N=70)</td>
<td>16.4% (N=33)</td>
<td>201</td>
<td>1.68</td>
</tr>
<tr>
<td>Availability of facilities, technology and collections</td>
<td>43.8% (N=78)</td>
<td>35.4% (N=63)</td>
<td>20.8% (N=37)</td>
<td>178</td>
<td>1.77</td>
</tr>
<tr>
<td>Living costs</td>
<td>23.3% (N=24)</td>
<td>48.4% (N=50)</td>
<td>28.2% (N=29)</td>
<td>103</td>
<td>2.05</td>
</tr>
</tbody>
</table>
Q5 If Texas State University were to offer a PhD program in Applied Anthropology, how likely is it that you would consider (or would have considered) enrolling?

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very likely</td>
<td>36.7%</td>
<td>99</td>
</tr>
<tr>
<td>Likely</td>
<td>25.9%</td>
<td>70</td>
</tr>
<tr>
<td>Slightly likely</td>
<td>20.0%</td>
<td>54</td>
</tr>
<tr>
<td>Not likely</td>
<td>13.0%</td>
<td>35</td>
</tr>
<tr>
<td>Not sure</td>
<td>4.4%</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>271</td>
</tr>
</tbody>
</table>
Q6 Thank you for participating in this survey! Your feedback is invaluable in helping us develop a sensible and successful Ph.D. proposal. Please provide any additional comments you may have.

Answered: 43    Skipped: 228

Response 1: I'm working now so that colors the interest level. If I was a more recent student, I'd definitely try to apply to such a program had it existed.

Response 2: Please continue to send me information on the PhD program.

Response 3: I think adding onto the current anthropology staff and having the program create a strong career services department would help shape this program in the right direction. I personally would be hesitant to join the Ph.D. program at Texas State if there were no resources for me to build networks, and practice applied anthropology.

Response 4: I love the idea of Texas State offering a PhD program in Anthropology (in general), not only applied Anthropology. Hopefully this will open up to one in the future.

Response 5: When I was a student, I remember the Anthropology department having staff with considerably varied focuses who were always dedicated to their students and would even dabble outside their field to assist them. While I'm not interested in a doctorate, I think TSU could have a truly stellar program that would benefit students of many concentrations.

Response 6: While I may not necessarily return to pursue it, a Ph.D. program would be well worthwhile for many Anthro students.

Response 7: This is great!

Response 8: In today's America, a sound liberal arts degree is not enough to assure employability. This degree is interesting, but I would advise all students that pursue it to obtain a second degree as well - biochemistry, biology, business etc.

Response 9: I would like to see a 1st semester Master's/Ph.D. class in seeking grants and writing grant proposals taught by someone with a good deal of success snagging grants.

Response 10: E-mail me when the application period begins.

Response 11: So proud of Texas State Anthropology! An excellent example of a vibrant and growing program in a GREAT university doing the same!!

Response 12: Having a Ph.D. program for Anthropology at Texas State would be convenient. As I live locally while trying to save up money, it would impossible for me to move to a city where an Anthropology Ph.D. is offered. The only other option I have is to
make a daily 45-minute commute to that particular university. If Texas State were to be successful in gaining the program, it would offer convenience for not only myself, but for other students as well. The current lack of an Anthropology program is generally uninviting to students as most of us wish to go further with our studies. The fact that Texas State is home to so much Anthropology-related research makes it baffling as to why there is not a Ph.D. program already. Although my final decision as to whether I would get a Ph.D. is currently undecided, the addition of such a program at Texas State would definitely a determining factor.

Response 13: Great opportunity! My only hope it that it will not take away the amazing opportunities provided to master level students.

Response 14: Please add a classical program, University of Texas in Austin has one, why can't Texas State offer the same program. Not everyone is interested in Texas Archaeology, or Mesoamerican archaeology. Can we have a wider range of different Archaeology programs?

Response 15: Job placement assistance would be my first priority.

Response 16: A PhD program in Anthropology at TXST would be the most beneficial thing to TXST. Anthro undergrads and graduates a like would benefit from the knowledge of PhD candidates.

Response 17: Texas State's current biological anthropology master's program is very strong. I have no doubt their PhD anthropology program would be anything less than fantastic!

Response 18: I have gone to the applied anthropologist conference in Albuquerque in 2014. Fun people, great ideas.

Response 19: My professors at Texas State were amazing. Dr. Reilly was the reason I majored in Anthropology and subsequently graduated from college at all. Thank you!!

Response 20: Applied technology along with theory has become increasingly important.

Response 21: I am VERY excited about a proposed applied anthropology Ph.D. program for Texas State University.

Response 22: I am an Anthropology alumnus of Texas State University and would definitely have stayed on a graduate track for a PhD if it had been available at the time. I am very glad this is now a consideration and look forward to learning more!

Response 23: Please make it a requirement for all Ph.D. students to have at least 2-3 years field experience, especially for archaeology students. It is a major problem when they graduate and don’t know how to land navigate or know which end of a shovel is used to dig.
Response 24: I would support a sensible & successful PhD proposal in Applied Anthropology at TXSU. Thank You.

Response 25: I feel strongly that Texas State is well situated--and the Anthropology Department is strong enough--to offer a very good Ph.D. program and I am very glad that you’re working toward that end. However, I would need to have a better idea of various aspects of the program (coursework requirements & courses offered, general structure, quals, advising structure, scheduling, fieldwork opportunities & dissertation project expectations, funding opportunities, etc.) before I could really describe my interest in actually applying.

Response 26: I think that Texas State University's Anthropology Department would be a fantastic place to have an Applied Anthropology PhD program. The faculty and facilities would provide students with not only unique opportunities, but also with a solid education and learning environment.

Response 27: In selecting a PhD program, I am most highly influenced by potential job placement and likely salary growth once the degree has been attained.

Response 28: I hope that with the start of a PhD program, the university would support the growth of the library collections relating to anthropology and the specific interests of the department!

Response 29: Ph.D. programs are definitely needed. More choices in masters programs would also be a great option.

Response 30: I would not likely consider enrolling because of my age; if I was younger, I would!

Response 31: There should definitely be an anthropology Ph.D. program here at Texas State.

Response 32: I adore this department and can only imagine it would get even better with a program such as this. The only reason I would be unlikely to enroll is due to timing. I fully support the expansion of this department!

Response 33: I think it's a great program to start and hope it goes well, I am just not furthering my education in anthropology.

Response 34: Texas State would be a perfect place for a PhD program in Anthropology since they are already on the forefront of the research. This is honestly something I have been waiting for and would love the chance to be a part of.

Response 35: I believe it would be a great program.
Response 36: This would be so awesome! I would love to get an applied degree through Dr. Brunson at Texas State University!

Response 37: I teach 7th Grade Science now; we always need more education.

Response 38: It is not likely I would be interested because I have completed both my bachelors and masters at Texas State, time to diversify.

Response 39: I would enroll if I'm still in the area. After I graduate with my Masters I'm going into the applied sector and am not sure where I'll end up living. Too bad the program couldn't start sooner.

Response 40: Although I personally would not be interested in participating in getting an advanced degree in applied anthropology, I think that this degree would offer greater variety to our current degree offerings and help grow the anthropology department greatly. I am in support of adding this degree to our curriculum.

Response 41: If I weren't already in a Ph.D. program, I would very much consider enrolling in a Ph.D. program at Texas State. The faculty and facilities there are top of the line and I think they would make for a great Ph.D. education and experience.

Response 42: Depending on the coursework required for students, maybe consider a few options to allow students to work on campus or provide a way for them to take some classes not on campus.

Response 43: As an Anthropology Major currently in the business industry, I have run into many Anthro majors who have utilized those skills to succeed in this realm. Considering how my career has turned a possible PhD program that provides Business Anthropology as an option gives me drive to continue my education because I know that degree will be used and would give me a boost in this industry.
Appendix M. Data Collection
We relied on a survey by Burning Glass Labor/Insight™ for a nationwide survey of positions for PhD anthropologists to ascertain the market demand for a doctoral degree in applied anthropology. Burning Glass Technologies is a leading provider of labor market analytic and career exploration solutions. Burning Glass has applied advanced technologies for collecting and reading free text information from online job ads to create a web-based reporting tool, Labor/Insight. Labor/Insight allows the user to query its comprehensive database of job posting information extracted from over 17,000 online job boards, newspapers, and employer sites on a daily basis. Users can use Labor/Insight to analyze changing employer demand for occupations, skills, education, and certification requirements. Labor/Insight can also be used to identify new and emerging jobs and industries, and changes in individual employer hiring demand within and across sectors Labor/Insight differentiates itself from products which utilize key-word text searches by their patented “web spidering technology” that mines job posting texts to create an expanded data record that includes skills, education, certification, and salary information in addition to traditionally captured information on occupation, employer, industry, and location. Results of the survey are found throughout the proposal’s text and in Appendix K. For more information on Labor/Insight, see http://burning-glass.com/.

The department also gathered data from the following sources: USA Jobs, American Association of Anthropology, American Association of Physical Anthropologists, American Academy of Forensic Sciences, Society for American Archaeology, Society for Historical Archaeology, and web searches using key words “archaeologist, cultural resources management, curator, biological anthropologist, forensic anthropologist, forensic odontologist, and forensic archaeologist.” These data are listed in Appendix O.
Appendix N. Five-Year Projection of Course Offerings
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall</strong></td>
<td>Common Course: ANTH 7341 (Erhart) Statistics Course&lt;sup&gt;a&lt;/sup&gt;&lt;sup&gt;b&lt;/sup&gt; Theory Course: ANTH 7310 (Conlee) Techniques Courses: ANTH 7308 (Kilby) ANTH 7315 (Reilly) ANTH 7374 (Hamilton) Prescribed Electives: ANTH 7300 (Taylor) ANTH 7301 (Conlee) ANTH 7301 (Spradley)</td>
<td>Common Courses: ANTH 7341 (Brunson) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Theory Course: ANTH 7310 (Spradley) Techniques Courses: ANTH 7308 (Kilby) ANTH 7315 (Kilby) ANTH 7374 (Herrmann) ANTH 7352 (Taylor) Prescribed Electives: ANTH 7300 (Hamilton) ANTH 7301 (Bousman) Elective (if needed)</td>
<td>Common Courses: ANTH 7341 (Erhart) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Statistics Course&lt;sup&gt;c&lt;/sup&gt; Theory Course: ANTH 7310 (Warms) Techniques Courses: ANTH 7308 (Kilby) ANTH 7315 (Kilby) ANTH 7326 (Spradley) Prescribed Electives: ANTH 7300 (Hamilton) ANTH 7301 (Reilly) ANTH 7301 (Taylor) Dissertation</td>
<td>Common Courses: ANTH 7341 (Brunson) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Statistics Course&lt;sup&gt;c&lt;/sup&gt; Theory Course: ANTH 7310 (Conlee) Techniques Courses: ANTH 7308 (Kilby) ANTH 7315 (Kilby) ANTH 7374 (Herrmann) ANTH 7352 (Taylor) Prescribed Electives: ANTH 7300 (Hamilton) ANTH 7301 (Bousman) Elective (if needed) Dissertation</td>
<td>Common Courses: ANTH 7341 (Erhart) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Statistics Course&lt;sup&gt;c&lt;/sup&gt; Theory Course: ANTH 7310 (Spradley) Techniques Courses: ANTH 7308 (Kilby) ANTH 7315 (Reilly) ANTH 7300 (Hamilton) Prescribed Electives: ANTH 7300 (Wescott) ANTH 7301 (Kilby) Dissertation</td>
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<td><strong>Spring</strong></td>
<td>Common Course: ANTH 7344 (Wescott) Techniques Courses: ANTH 7351 (Herrmann) Prescribed Electives: ANTH 7300 (Bousman) ANTH 7300 (Taylor) ANTH 7301 (Brunson) ANTH 7301 (Kilby)</td>
<td>Common Courses: ANTH 7344 (Conlee) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Techniques Courses: ANTH 7336 (Taylor) ANTH 7376 (Spradley) Prescribed Electives: ANTH 7300 (Bousman) ANTH 7300 (Hamilton) ANTH 7301 (Wescott)</td>
<td>Common Courses: ANTH 7344 (Wescott) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Techniques Course: ANTH 7351 (Herrmann) Prescribed Electives: ANTH 7300 (Bousman) ANTH 7300 (Taylor) ANTH 7301 (Brunson) ANTH 7301 (Kilby) Dissertation</td>
<td>Common Courses: ANTH 7344 (Conlee) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Techniques Course: ANTH 7336 (Taylor) ANTH 7376 (Spradley) Prescribed Electives: ANTH 7300 (Bousman) ANTH 7300 (Taylor) ANTH 7301 (Brunson) ANTH 7301 (Wescott) Dissertation</td>
<td>Common Courses: ANTH 7344 (Wescott) ANTH 7397&lt;sup&gt;d&lt;/sup&gt; (or Pres Elect) Techniques Course: ANTH 7351 (Herrmann) Prescribed Electives: ANTH 7300 (Bousman) ANTH 7300 (Taylor) ANTH 7301 (Kilby) Dissertation</td>
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<tr>
<td><strong>Summer</strong></td>
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<td>No courses required</td>
<td>Dissertation</td>
<td>Dissertation</td>
<td>Dissertation</td>
</tr>
</tbody>
</table>
a Students must take a minimum of two courses from other disciplines, which can come from the statistics requirement (BIO 7406, CJ 7350E, ED 7353, ED 7359, GEO 7301, SOCI 7318), or from the prescribed elective requirement (BIO 7433, CIS 7355, ENG 7314, GEO 7361, HA 7356, HIST 7372, HIST 7373, MGT 7314, MKT 7321, PHIL 7355).
b Students take electives as needed (0-6 hours)
c All students are required to take a statistics course sometime during year 1 or year 2 of the program. They may choose one of these courses: BIO 7406, CJ 7350E, ED 7353, ED 7359, GEO 7301, SOCI 7318
d Students must take their Comprehensive Exam by the end of the semester in which they registered for ANTH 7397

Please note: Some of the core faculty also have administrative loads; therefore, their teaching loads are further reduced from the normal two doctoral courses per year. This schedule does not take into account faculty buying out courses or going on developmental leave; however, both situations are likely to occur. Therefore, all anthropology doctoral courses were designed so that more than one faculty member can teach them.
Appendix O. Samples of Relevant Job Openings and Job Descriptions (April 2014-April 2016)
<table>
<thead>
<tr>
<th>State</th>
<th>Target Employee</th>
<th>Company</th>
<th>Job Title</th>
<th>PhD</th>
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<td>District Columbia</td>
<td>Forensic Anthropologist</td>
<td>Office of the Medical Examiner</td>
<td>Forensic Anthropologist</td>
<td>Preferred</td>
</tr>
<tr>
<td>Iowa</td>
<td>Forensic Anthropologist</td>
<td>Office of the State Archaeologist</td>
<td>Burials Program Director</td>
<td>Preferred</td>
</tr>
<tr>
<td>New York</td>
<td>Forensic Anthropologist</td>
<td>Office of the Medical Examiner</td>
<td>Forensic Anthropologist</td>
<td>Preferred</td>
</tr>
<tr>
<td>California</td>
<td>Forensic Anthropologist</td>
<td>Federal Bureau of Investigation</td>
<td>Forensic Examiner</td>
<td>Required</td>
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<tr>
<td>Delaware</td>
<td>Forensic Anthropologist</td>
<td>General Dynamics Information Technology</td>
<td>Forensic Scientist</td>
<td>Required</td>
</tr>
<tr>
<td>District Columbia</td>
<td>Forensic Anthropologist</td>
<td>Department of Justice</td>
<td>Physical Scientist</td>
<td>Required</td>
</tr>
<tr>
<td>District Columbia</td>
<td>Forensic Anthropologist</td>
<td>American Museum of Natural History</td>
<td>Curator</td>
<td>Required</td>
</tr>
<tr>
<td>District Columbia</td>
<td>Forensic Anthropologist</td>
<td>Smithsonian Institution</td>
<td>Researcher</td>
<td>Required</td>
</tr>
<tr>
<td>District Columbia</td>
<td>Forensic Anthropologist</td>
<td>LGC Group</td>
<td>Field Applications Scientist</td>
<td>Required</td>
</tr>
<tr>
<td>District Columbia</td>
<td>Forensic Anthropologist</td>
<td>American Assoc for Advancement of Science</td>
<td>Policy Fellowships</td>
<td>Required</td>
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<td>Maryland</td>
<td>Forensic Anthropologist</td>
<td>Defense Health Agency</td>
<td>Anatomical Specialist</td>
<td>Required</td>
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<td>Nebraska</td>
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<td>Office of the Chief of Naval Operations</td>
<td>Forensic Anthropologist</td>
<td>Required</td>
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<td>Defense POW/MIA Accounting Agency</td>
<td>Forensic Anthropologist</td>
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<td>Defense POW/MIA Accounting Agency</td>
<td>Forensic Anthropologist</td>
<td>Required</td>
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<td>Forensic Anthropologist</td>
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<td>Forensic Anthropologist</td>
<td>Required</td>
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<td>Assistant Professor</td>
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<td>Biological Anthropologist</td>
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<td>Colorado</td>
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<td>Assistant Professor</td>
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<td>State</td>
<td>Title</td>
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<td>Biological Anthropologist</td>
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<td>Assistant or Associate Professor</td>
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<td>Biological Anthropologist</td>
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<td>Assistant or Associate Professor</td>
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<td>Biological Anthropologist</td>
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<td>Assistant Professor</td>
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<td>Indiana</td>
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<td>Anthropology-Indiana University</td>
<td>Visiting Assistant Professor</td>
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<td>Assistant Professor</td>
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<td>Assistant Professor</td>
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<td>Assistant Professor</td>
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<td>Assistant Professor</td>
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<td>Biological Anthropologist</td>
<td>Exercise Science-High Point University</td>
<td>Assistant Professor</td>
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<td>Forensic Anthropology Director</td>
<td>Required</td>
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<tr>
<td>State</td>
<td>Position</td>
<td>Institution</td>
<td>Rank</td>
<td>Required</td>
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<td>Biological Anthropologist</td>
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<td>Visiting Assistant Professor</td>
<td>Required</td>
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<td>Tennessee</td>
<td>Biological Anthropologist</td>
<td>Osteopathic Medicine-Lincoln Memorial Univ</td>
<td>Instructional Faculty</td>
<td>Required</td>
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<td>Biological Anthropologist</td>
<td>Sociology &amp; Anthropology-Texas Tech</td>
<td>Assistant Professor</td>
<td>Required</td>
</tr>
<tr>
<td>Utah</td>
<td>Biological Anthropologist</td>
<td>Anthropology-Southern Utah University</td>
<td>Assistant Professor</td>
<td>Required</td>
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<tr>
<td>Washington</td>
<td>Biological Anthropologist</td>
<td>Anthropology-University of Washington</td>
<td>Lecturer</td>
<td>Required</td>
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<tr>
<td>Washington</td>
<td>Biological Anthropologist</td>
<td>Anthropology-Central Washington University</td>
<td>Assistant Professor</td>
<td>Required</td>
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<tr>
<td>Washington</td>
<td>Biological Anthropologist</td>
<td>Anthropology-Western Washington University</td>
<td>Non-Tenure Track Faculty</td>
<td>Required</td>
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<tr>
<td>Wisconsin</td>
<td>Biological Anthropologist</td>
<td>Anthropology-Beloit College</td>
<td>Assistant Professor</td>
<td>Required</td>
</tr>
<tr>
<td>Arizona</td>
<td>CRM Specialist</td>
<td>SWCA Environmental Consultants, Inc.</td>
<td>Cultural Resources Investigator</td>
<td>Preferred</td>
</tr>
<tr>
<td>California</td>
<td>CRM Specialist</td>
<td>Tetra Tech</td>
<td>Cultural Resource Field Director</td>
<td>Preferred</td>
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<tr>
<td>California</td>
<td>CRM Specialist</td>
<td>Applied EarthWorks, Inc.</td>
<td>Project Manager</td>
<td>Preferred</td>
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<tr>
<td>California</td>
<td>CRM Specialist</td>
<td>Applied EarthWorks, Inc.</td>
<td>Associate Historical Archaeologist</td>
<td>Preferred</td>
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<tr>
<td>California</td>
<td>CRM Specialist</td>
<td>Applied EarthWorks, Inc.</td>
<td>Senior Historical Archaeologist</td>
<td>Preferred</td>
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<td>California</td>
<td>CRM Specialist</td>
<td>Applied EarthWorks, Inc.</td>
<td>Associate Archaeologist</td>
<td>Preferred</td>
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<td>California</td>
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<td>CRM Specialist</td>
<td>Applied Earthworks</td>
<td>Supervisory Archaeologist</td>
<td>Preferred</td>
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<td>Associate Historical Archaeologist</td>
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<td>CRM Specialist</td>
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<td>Principal Investigator</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
<td>SWCA Environmental Consultants</td>
<td>Principal Investigator</td>
<td>Preferred</td>
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<tr>
<td>California</td>
<td>CRM Specialist</td>
<td>U.S. Marine Corps and Navy</td>
<td>Archaeologist</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
<td>Pacific Legacy, Inc.</td>
<td>Supervisory Archaeologist</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
<td>Yale Center for Study of Ancient Pyro-</td>
<td>Director</td>
<td>Preferred</td>
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<td>Florida</td>
<td>CRM Specialist</td>
<td>U.S. Army Corps of Engineers</td>
<td>Archaeologist</td>
<td>Preferred</td>
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<tr>
<td>Hawaii</td>
<td>CRM Specialist</td>
<td>National Park Service</td>
<td>Archaeologist</td>
<td>Preferred</td>
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<td>Hawaii</td>
<td>CRM Specialist</td>
<td>Army Installation Management Agency</td>
<td>Project Manager</td>
<td>Preferred</td>
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<tr>
<td>Iowa</td>
<td>CRM Specialist</td>
<td>Wapsi Valley Archaeology, Inc.</td>
<td>Historical Archaeologist</td>
<td>Preferred</td>
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<tr>
<td>Maryland</td>
<td>CRM Specialist</td>
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<td>Project Manager</td>
<td>Preferred</td>
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<td>Michigan</td>
<td>CRM Specialist</td>
<td>Commonwealth Cultural Resources Group,</td>
<td>Principal Investigator</td>
<td>Preferred</td>
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<tr>
<td>State</td>
<td>Position</td>
<td>Company/Institution</td>
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<td>Preferred</td>
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<td>Mississippi</td>
<td>CRM Specialist</td>
<td>Coastal Carolina Research, Inc.</td>
<td>Senior Archaeologist</td>
<td>Preferred</td>
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<tr>
<td>Missouri</td>
<td>CRM Specialist</td>
<td>Louis Berger</td>
<td>Archaeologist III</td>
<td>Preferred</td>
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<tr>
<td>Nevada</td>
<td>CRM Specialist</td>
<td>Bureau of Land Management</td>
<td>Archaeologist</td>
<td>Preferred</td>
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<td>Nevada</td>
<td>CRM Specialist</td>
<td>Western Cultural Resource Management, Inc.</td>
<td>Field Supervisor</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
<td>Western Cultural Resource Management, Inc.</td>
<td>Field Supervisor</td>
<td>Preferred</td>
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<td>TetraTech</td>
<td>Cultural Resource Specialist IV</td>
<td>Preferred</td>
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<td>New York</td>
<td>CRM Specialist</td>
<td>TetraTech</td>
<td>Project Archaeologist</td>
<td>Preferred</td>
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<td>New York</td>
<td>CRM Specialist</td>
<td>New York State Education Department</td>
<td>State Museum Curator</td>
<td>Preferred</td>
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<td>North Carolina</td>
<td>CRM Specialist</td>
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<td>Senior Archaeologist</td>
<td>Preferred</td>
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<td>Commonwealth Cultural Resources Group, Inc.</td>
<td>Project Archaeologist</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
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<td>Project Archaeologist</td>
<td>Preferred</td>
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<tr>
<td>North Dakota</td>
<td>CRM Specialist</td>
<td>Interior, U.S. Fish and Wildlife Service</td>
<td>Archaeologist</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
<td>Kadrmas, Lee &amp; Jackson, Inc.</td>
<td>Archaeologist III</td>
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<td>CRM Specialist</td>
<td>S&amp;ME, Inc.</td>
<td>Field Director</td>
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<td>Field Director</td>
<td>Preferred</td>
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<td>S&amp;ME, Inc.</td>
<td>Field Director</td>
<td>Preferred</td>
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<td>CRM Specialist</td>
<td>Stella Environmental</td>
<td>Principal Investigator</td>
<td>Preferred</td>
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<td>Texas</td>
<td>CRM Specialist</td>
<td>William Self Associates</td>
<td>Principal Investigator</td>
<td>Preferred</td>
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<td>SWCA Environmental Consultants</td>
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<td>Preferred</td>
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<td>SWCA Environmental Consultants</td>
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<td>Preferred</td>
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<td>Preferred</td>
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<td>Utah</td>
<td>CRM Specialist</td>
<td>Montgomery Archaeological Consultants</td>
<td>Regional Project Director</td>
<td>Preferred</td>
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<td>Lake Champlain Maritime Research Institute</td>
<td>Archaeological Director</td>
<td>Preferred</td>
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<tr>
<td>Wisconsin</td>
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<td>TRC</td>
<td>Project Manager</td>
<td>Preferred</td>
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<tr>
<td>Alabama</td>
<td>CRM Specialist</td>
<td>University of Alabama Museums</td>
<td>Executive Director</td>
<td>Required</td>
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<tr>
<td>Arizona</td>
<td>CRM Specialist</td>
<td>Amerind Foundation</td>
<td>Chief Operating Officer</td>
<td>Required</td>
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<tr>
<td>Arkansas</td>
<td>CRM Specialist</td>
<td>Arkansas Archaeological Survey</td>
<td>Station Archaeologist</td>
<td>Required</td>
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<td>Arkansas</td>
<td>CRM Specialist</td>
<td>Center for Advanced Spatial Technologies</td>
<td>Executive Director</td>
<td>Required</td>
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<tr>
<td>California</td>
<td>CRM Specialist</td>
<td>WSA, Inc.</td>
<td>Project Director</td>
<td>Required</td>
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<tr>
<td>Connecticut</td>
<td>CRM Specialist</td>
<td>University of Connecticut</td>
<td>State Archaeologist</td>
<td>Required</td>
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<tr>
<td>District Columbia</td>
<td>CRM Specialist</td>
<td>Corporation for National and Community</td>
<td>Program Officer (Indian Tribes)</td>
<td>Required</td>
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<tr>
<td>Oklahoma</td>
<td>CRM Specialist</td>
<td>State of Oklahoma</td>
<td>Assistant State Archaeologist</td>
<td>Required</td>
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<tr>
<td>New Jersey</td>
<td>CRM Specialist</td>
<td>The American School of Classical Studies</td>
<td>Laboratory Director</td>
<td>Required</td>
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<tr>
<td>New York</td>
<td>CRM Specialist</td>
<td>The American Numismatic Society</td>
<td>Assistant Curator</td>
<td>Required</td>
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<tr>
<td>North Dakota</td>
<td>CRM Specialist</td>
<td>Department of the Interior</td>
<td>Archaeologist (GS-11)</td>
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<td>Texas</td>
<td>CRM Specialist</td>
<td>Terracon</td>
<td>Senior Scientist</td>
<td>Required</td>
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<tr>
<td>Wyoming</td>
<td>CRM Specialist</td>
<td>Department of State Parks and Cultural</td>
<td>Wyoming State Archaeologist</td>
<td>Required</td>
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<tr>
<td>Alabama</td>
<td>Archaeologist</td>
<td>Anthropology-University of Alabama</td>
<td>Assistant Professor</td>
<td>Required</td>
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<tr>
<td>Arizona</td>
<td>Archaeologist</td>
<td>Anthropology-University of Arizona</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Archaeologist</td>
<td>Anthropology-California State University-Chico</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>California</td>
<td>Archaeologist</td>
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<td>Assistant Professor</td>
<td>Required</td>
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<td>Colorado</td>
<td>Archaeologist</td>
<td>Anthropology-University of Colorado</td>
<td>Assistant Professor</td>
<td>Required</td>
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<tr>
<td>District Columbia</td>
<td>Archaeologist</td>
<td>Sociology &amp; Anthropology-George Mason</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Florida</td>
<td>Archaeologist</td>
<td>Museum of Natural History-University of Central Florida</td>
<td>Curator/Professor</td>
<td>Required</td>
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<td>Florida</td>
<td>Archaeologist</td>
<td>Anthropology-University of Central Florida</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Georgia</td>
<td>Archaeologist</td>
<td>Anthropology-University of Georgia</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Georgia</td>
<td>Archaeologist</td>
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<td>Assistant Professor</td>
<td>Required</td>
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<td>Idaho</td>
<td>Archaeologist</td>
<td>Anthropology-Boise State University</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Archaeologist</td>
<td>Sociology/Anthropology-Lake Forest College</td>
<td>Assistant Professor</td>
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<td>Assistant Professor</td>
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<td>Archaeologist</td>
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<td>Assistant Professor</td>
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<td>Missouri</td>
<td>Archaeologist</td>
<td>Anthropology-University of Missouri</td>
<td>Associate or Full Professor</td>
<td>Required</td>
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<td>Missouri</td>
<td>Archaeologist</td>
<td>Archaeometry Laboratory-University of Missouri</td>
<td>Post-Doctoral Fellow</td>
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<td>New Mexico</td>
<td>Archaeologist</td>
<td>Anthropology-Eastern New Mexico University</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>New York</td>
<td>Archaeologist</td>
<td>Art History and Archaeology-Columbia</td>
<td>Associate or Full Professor</td>
<td>Required</td>
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<td>New York</td>
<td>Archaeologist</td>
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<td>Adjunct Professor</td>
<td>Required</td>
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<td>North Carolina</td>
<td>Archaeologist</td>
<td>Anthropology-Appalachian State</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Archaeologist</td>
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<td>Assistant Professor</td>
<td>Required</td>
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<td>Assistant or Associate Professor</td>
<td>Required</td>
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<td>Oklahoma</td>
<td>Archaeologist</td>
<td>Anthropology-University of Oklahoma</td>
<td>Assistant Professor</td>
<td>Required</td>
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<td>Pennsylvania</td>
<td>Archaeologist</td>
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<td>Required</td>
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<td>Required</td>
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<td>Center Director</td>
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<td>Archaeologist</td>
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<td>Assistant or Associate Professor</td>
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<td>Archaeologist</td>
<td>Anthropology-Texas State University</td>
<td>Assistant, Associate, or Full</td>
<td>Required</td>
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<td>Anthropology-University of Utah</td>
<td>Assistant Professor</td>
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<td>Archaeologist</td>
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<td>Assistant Professor</td>
<td>Required</td>
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<td>Anthropology-Weber State University</td>
<td>Assistant Professor</td>
<td>Required</td>
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