

Department of Anthropology and Archaeology

Memorial University

Academic Program Review Self-Study

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with contributions by members of the Department

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Anthropology and Archaeology Academic Program Review

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I Introduction

1. Department of Anthropology and Archaeology

1.1 The Self-Study

This Self-Study of the Department of Anthropology and Archaeology was written in the winter and spring of 2007 for our Academic Program Review. It was meant to reflect and to reflect upon the Department; to see our situation in some historical context and, perhaps most important, to outline future directions for the study of Anthropology and Archaeology at Memorial University.

Writing of the Self-Study followed a meeting of the Department in late fall, 2006, at which Vice President Academic, Dr Eddy Campbell and Dean of Arts, Dr Reeta Tremblay, outlined their expectations for our Academic Program Review. Our faculty and staff members agreed that we would share the work of researching and preparing drafts of the various necessary sections of our Self-Study. Every full-time faculty and staff member made a contribution. Since our Department comprises two disciplines, Anthropology and Archaeology, with separate undergraduate and graduate programs, we thought it made best sense to describe each of these programs separately. Following this introductory Section I, the reader will therefore find Section II, which consists of several chapters reviewing faculty, research, graduate and undergraduate programs, academic service and community outreach of the Anthropology section of the Department. This is followed by Section III, which treats the same topics, in the same order, for the Archaeology Unit, the interdisciplinary academic unit in which our archaeologists and physical anthropologist work. These parallel studies are followed by Section IV, which addresses pan-departmental issues, in two chapters on administration and governance.

These questions of administration and governance are critical to this Academic Program Review. Self-studies do not always deal explicitly with these issues; but the Department, the Faculty and the University agreed that it was important that we take on this challenge. Dealing with such issues can be difficult, because of political tensions within the Department, particularly between the two disciplinary sections. Precisely because of these tensions, which to a significant degree concern access to resources, we can benefit by clarifying what the issues are or, perhaps more realistically, by clarifying how the issues can be seen, from different points of view.

The timely production of any complex document cannot depend on a committee as large as the whole Department of Anthropology and Archaeology. Section II on Anthropology was coordinated by anthropologist Rex Clark, a former Head, who met with the anthropologists to hammer out the achievements they wanted to highlight and the issues they wished to raise. Archaeologist Priscilla Renouf, another former Head, did the same thing with Section III, presenting her reworking of the original drafts to the Archaeology Unit for discussion and refinement. Head of Department, Peter Pope, took on the job of writing this introductory section, incorporating vision statements prepared by Clark and Renouf. The Head also wrote Section IV on administration and governance, working closely with Clark and Renouf, who gave him valuable advice. Pope then re-edited the whole study, not only for stylistic consistency but also to eliminate redundancies, to insert cross-references and sometimes to trim wordy drafts to make them more concise. The principle here was to retain the intention of the draft, even if it was emended to fashion a more compelling document. Another principle applied consistently throughout this Self-Study was to prune promotional content. This

document is not shy about explaining what our Department does in research, graduate and undergraduate instruction, in service and in outreach but we have tried to leave evaluation of our achievements to our reviewers. Our successes are important and they are recounted in what follows. We thought it was also important to define as clearly as possible the problems that we perceive within the Department, the Faculty and the University. This does not indicate pessimism about our situation but rather faith in collegiality, rational discussion and long-range planning.

The whole revised draft was then circulated, in two re-iterations, across the Department and to Memorial's Centre for Institutional and Administrative Planning. Several faculty and staff made substantial comments, including notably former Heads Michael Deal and Wayne Fife, faculty members Lisa Rankin, Sharon Roseman, Mark Tate, and Robin Whitaker, our Administrative Secretary Marilyn Marshall and Robyn Saunders of CIAP. The current Head, Peter Pope, then made a final revision, responding to the suggestions he had received. The Head did his best to prepare a Self-Study that represented the concerns of various sections of the Department but, where necessary, he chose to prepare a multi-vocal document, rather than one which remained silent on issues raised. It should be understood that there are parts of this Self-Study, particularly Chapter 13 on access to resources, with which some members of department do not agree. Where some raised substantive disagreements with the analysis, the discussion has been revised but not entirely deleted and the disagreement has been noted. When members of the Anthropology section of the Department asked that additional material be included in Chapter 13, in the section on Options, their arguments were inserted as requested, and are so identified together with an indication where these perceptions are not shared by members of the Archaeology Unit. Still, as far as possible and for the most part, this Self-Study represents our consensus view of ourselves, warts and all. There is certainly a consensus on two key issues: Expansion, including especially the growth of our graduate programs, is creating a space crisis. Second, we need to address questions of governance.

The Department of Anthropology and Archaeology is a large department, more complex administratively than many. We therefore begin this Self-Study with an index of some basic facts.

For abbreviations and technical terms used in this document, please see Appendix 1.1

1.2 Some Basic Figures

Faculty and Staff

Faculty, Tenure-track	16
Emeritus, Honorary Research & Adjunct Professors	11
8-month contract appointment 2006-2007	1
Per course Instructors 2006-2007	8
Administrative Staff	3
Professional Staff (Archaeology Unit)	2

Undergraduate Students

Course seats on campus Winter 2007 + Distance Education	1418 + 148
Sections on campus Winter 2007 + Distance Education	36 + 2
Courses on campus Winter 2007 + Distance Education	28 + 2
Majors enrolled Winter 2007	176
Minors enrolled Winter 2007	96

Graduate Students

MA candidates enrolled	48	“in Program” (first 2 years)	25
PhD candidates enrolled	15	“in Program” (first 4 years)	11

Queen’s College

Floors occupied	3 (1st, 2nd & 4th)
Administrative Offices	4
Faculty Offices	18
Graduate Offices	5
Classrooms	3 (seating 20, 35 and 49)
Library (Anthropology)	1
Labs (Archaeology)	6 (teaching and research)
Exhibition Hall (Archaeology)	1

Department Operating Budget 2006-2007 \$73,838

1.3 History of the Department

Memorial's Department of Social Studies was founded in the 1950s. With the appointment of Professor Robert Paine in 1965 as Head of what was by then the Department of Sociology, the Department grew steadily, expanded the hiring of anthropologists and changed its name to Department of Sociology and Anthropology. In 1973, Anthropology and Sociology then became separate departments. By this time, the new Department of Anthropology consisted of 4 archaeologists, including a physical anthropologist, and 11 anthropologists. Rapid growth in the 1960s and 70s, when many anthropologists joined the Department, implied a wave of retirements around the year 2000. The Department has been very fortunate in retaining active participation of a number of distinguished retired anthropologists, including Raoul Andersen, Jean Briggs, Louis Chiamonte, Elliott Leyton, Tom Nemeč, Robert Paine and Adrian Tanner. At the same time, appointments in Anthropology have not kept pace with retirements and in 2007 the Department counted 8 anthropologists among 16 tenured or tenure-track faculty.

The Archaeology Unit was established in 1978 as a formal unit of the Faculty of Arts, within the Department of Anthropology, in order to provide an administrative structure in which teaching and research programs in archaeology could be strengthened by the formal participation of scholars in cognate departments. The initial members of the Unit included the late Ralph Pastore of the Department of History and Gerald Pocius of the Department of Folklore, who remains an active member of the Unit. James A. Tuck was founder chair of the Archaeology Unit until his retirement and appointment as Professor Emeritus in 2006, when Unit members elected Michael Deal as Chair. In the fall of 2006 members of the Department agreed unanimously to request a change of name to "Department of Anthropology and Archaeology", in order to better reflect our make-up and what we actually teach and research. On March 22, 2007, Memorial's Board of Regents officially approved the change of name.

Since the 1960s, and in conjunction with the Institute for Social and Economic Research (ISER)*, the Department has been an international centre of research and publication, especially so with regard to Newfoundland, the Arctic, the Eastern Sub-Arctic, and Europe. For much of this period, we ran the largest graduate program within the Faculty of Arts. The MA program dates back to the 1960s. The Archaeology MA program grew out of the Anthropology MA program, and since the early 1990s has been completely separate. Both MA programs have grown significantly in the last few years, so that annual intake is now 10, 12 or even more MA students to each program. In 2001, the Department introduced Ph.D programs in both Anthropology and Archaeology. The Ph.D programs are growing less rapidly but intake is normally two or three to each program annually.

* ISER is a granting and publishing division of the Faculty of Arts at Memorial University. Although it has a long and close association with our Department, ISER has no formal linkage with us.

1.4 Vision and Strategic Plans

Memorial's Strategic Plan places strong emphasis on building graduate programs and increasing graduate numbers, both overall and as a proportion of the student body. Both our Anthropology and our Archaeology programs have already contributed to this goal, in a number of ways. In the last decade we have established PhD programs both in Anthropology and in Archaeology, as well as one-year coursework-based MA in Anthropology, alongside our long-standing, two-year, thesis-based MA programs in each discipline. We have had excellent success in attracting a wide pool of applicants – provincial, national and international. Furthermore, our graduate students have an enviable success rate in competitions for internal and external fellowships. A key priority for the Department is to maintain and build on our record of attracting a diverse pool of excellent students. To do this, we will need to raise the level of typical fellowship support. We want to increase the size of both of our graduate programs, in line with the goals laid out in the University's Strategic Plan.

Outreach will continue to be a major priority for the Department. Building on our long history of successful outreach activities, we will continue to link university and community resources, will provide programs and services that are learning-centered and relevant to community interests, and will continue to engage the Department, the University, and the community in mutually beneficial relationships. Our success will be measured by the number and nature of outreach activities that focus on public issues as well as the degree to which the Department's faculty members engage the public in their research programs. Archaeology Unit research continues to illuminate the region's historic and pre-contact past, providing the information infrastructure necessary for successful heritage projects, in particular within the province. In such ways, the Department's activities are consistent with Memorial University's mission to stress excellence in teaching and research, public engagement and our special obligation to the people of Newfoundland and Labrador. Anthropologists are maintaining their history of outreach within the province but are now also expanding their equally important outreach work in international locations.

The success of the Archaeology Unit's research is rooted in its primary geographic focus on Newfoundland and Labrador and the Maritime Provinces in the context of the North Atlantic and Arctic. The Unit will continue its geographic focus while at the same time broadening it through the inclusion of faculty and graduate students who work in related or comparative areas, such as the European North Atlantic and European Arctic. The Archaeology Unit will strengthen its biological anthropology research and teaching program at both the osteological and the molecular level; it will develop a graduate-level interdisciplinary Museum Studies Program; and it will continue to develop and enhance its interdisciplinary research collaborations. Archaeology Unit members will partner with the University to fund the necessary expansion of infrastructure. These goals will best be accomplished through the creation of an Institute of Archaeology.

Anthropology and anthropologists at Memorial University have been a significant part of the public debate about our region's endless quest for economic development. Over the past decade, research interests in Anthropology have become more clearly focused on issues of social inequality, political conflict and power. Over the next five years, Anthropology will maintain and develop further its research focus on the Atlantic region, Europe and the Aboriginal North, while continuing to add other international areas such as Latin America. We will continue and strengthen our involvement in community outreach activities and our engagement with practical issues in the locations in which we work. We will extend our participation in research networks with colleagues in other

departments at Memorial, across Canada and internationally. Activities such as seminars, workshops, conferences, public exhibits and community outreach will provide a forum for Memorial faculty (including retired scholars) to exchange ideas and research with each other, with visiting scholars and with graduate students. Finally, we look forward to further developing our already vibrant graduate and research programs, and particularly to hosting postdoctoral fellows.

II Anthropology

2 Faculty, Research and Scholarship

2.1 Anthropology Faculty Background

Gender

Current	Full-time Faculty	Emeritus, Honorary, Adjunct, Distance
Male	5	8
Female	3	1

(Includes only retired faculty who maintain an active role in the Department.)

Age

Current	Full-time Faculty	Emeritus, Honorary, Adjunct, Distance
35-40	2	Under 65 1
41-45	1	Over 65 8
46-50	1	
51-55	2	
56-60	2	
61-65	0	

(Includes retired faculty who maintain an active role in the Department.)

2.2 Individual Research Interests

Full-time Faculty

August Carbonella: Historical Anthropology, Working Class Studies in North America, War and Social Memories, Antiwar Movements, Labour History, Ethnicity and Social Conflict, Social Movements, Viet Nam War, Nationalism and Imperialism, Social Inequality

Rex Clark: Class and Culture, Social Inequality, Myth, Merchant Capitalism, Relations of Appropriation

Reade Davis: Public Participation in Environmental Management, Ocean Policy, Social, Economic and Environmental Change in Coastal Areas of Newfoundland and Labrador. He will take up a tenure-track appointment in July 2007

Wayne Fife: Tourism and Travel, Education in Developing Countries, Theory and Research Method, Gambling, Inland Waters, World War I Pilots, Historical Ethnography, Missionaries and Religion, Colonialism and Post-colonialism, Modernism and Postmodernism, Rural Landscapes

Kathleen Gordon: Development, Economic Anthropology, Labour and Work, Household Production and Politics, Markets

David Natcher: Human and Political Ecology, Applied Anthropology, Environmental Anthropology, Indigenous Resource Management, Fire Ecology, Mixed Economies and Community Sustainability. (Dr Natcher has resigned from Memorial, effective August 2007).

Sharon Roseman: Labour and Consumption, Visual Anthropology, Gender, Historical Ethnography, Tourism and Travel, Migration, Popular Religion, Language and Nationalist Politics, Politics of Memory, Historical Consciousness, Political Transition

Mark Tate: Symbolic Anthropology, Ritual, Religion and Power, Catholicism, Parody and Humour, Gambling and Consumption, Secularization, Politics of Change

Robin Whitaker: Public and Political Anthropology, Democracy, Citizenship and Human Rights, Gender, Feminist Anthropology, Labour Migration

Emeritus Professors, Honorary Research Professors, Adjunct Professor, Distance Education Instructor (Information is Partial Only)

Raoul Andersen: Fisheries and Coastal Peoples, Environmentalism, Industrial Ethnography, Political Extremism, Medical Anthropology and Community Health

Jean Briggs: Eskimoic Cultures, Interpersonal (Social and Emotional) Relationships, Inuit Language, Psychoanalytic Anthropology, Play

Louis Chiaramonte: Fishing Communities, Visual Anthropology, Social Conflict, Kinship Relations, Religion

Elliott Leyton: Social Problems in Complex Societies, Multiple Murderers, Children Who Murder, Mining and Death, Juvenile Delinquents, Doctors Without Borders, Kinship and Social Class

Thomas Nemec: Ethnohistory, History of Anthropology, Ecology, Political Anthropology

Robert Paine: Interpersonal Relations, Ideologies and Risk, Aboriginality and Authenticity, Political Rhetoric, Zionism, Herding

Gerald Sider: Historical Analysis, Youth Substance Abuse and Suicide, The Production of Races, Racism, Social Class, Aboriginal Peoples, Famine

Adrian Tanner: Symbolic and Social Anthropology, Aboriginal Peoples, Religion/Ritual/Symbolism, Colonialism, Aboriginal Rights, Non-Western Land Tenure, Subsistence Economics, Indigenous Knowledge

Vince Walsh: Visual Anthropology, Urbanization, Inner City and Underclass Life, Urban Grassroots Political Movements, Globalization, Social inequality, Third World Development, Threatened Peoples, Conflict and Aggression, Maritime Cultures

2.3 Anthropology Faculty Research since 1996 (Publications, Grants, Project Sites and Languages)

Faculty Publications and Presentations	Current Faculty	Retired & Adjunct
Books or Special Volumes (Author or Editor)	7	10
Peer-Reviewed Journal Articles and Book Chapters	51	34
Non-Peer-Reviewed Publications	49	51
Invited Talks	45	31
Conference Papers	78	32

(Includes both current faculty and retired/adjunct faculty who were active in the Department in the last ten years and remain so today.)

Summary

In the last ten years (since 1996) the Anthropology faculty (current, retired, and adjunct) have published 17 books or special volumes, 85 peer-reviewed journal articles or book chapters, and 100 other publications (non-peer reviewed book or proceedings chapters, published reports, ethnographic videos and photography, book reviews, commentaries, and so forth), for a total of 202 publications. This is a conservative count, as it leaves out some retired members of the faculty such as John Kennedy, who retired a few years ago but who is no longer active on a normal basis in the unit, nor does it count long-term sessional members of the unit. Many of the publications by professors who are now retired appeared earlier in the last decade, before their retirements. In the same period, the Anthropology faculty (current and those who are now retired) have given over 76 invited talks and 110 conference papers for a total of 186 scholarly presentations. (The numbers offered above seriously under-report invited talks and conference papers, as Paine, Andersen, Chiamonte, and Leyton do not include either in their CVs. Leyton and Paine, in particular, are internationally known scholars and have been invited to give dozens of talks each in the last decade that have not been recorded in the numbers above.

Table 2.1: Research Funding figures since the 1999-2000 Academic year.

Current Faculty:	External Funding (since 1999-2000)
Fife	39,000
Natcher	1,369,795
Roseman	314,676
Whitaker	26,135
Current Faculty:	Internal Funding (since 1999-2000)
Carbonella	7,500
Gordon	11,500
Whitaker	5,800
Retired/Emeritus Faculty:	External Funding (since 1999-2000)
Briggs	226,752
Andersen	4,440
Chiaramonte	25,000
Leyton	9,996
Tanner	176,598
Totals:	2,217,192

Source of Table: Office of Research and Department of Anthropology and Archaeology

Grants for current faculty include only peer-reviewed external grants for sole investigators, principal investigators, or co-principal investigators. Grants for Emeritus Professors, Honorary Research Professors, Adjunct Professor, and Distance Education Faculty include peer-reviewed grants on which a person was the sole investigator, the principal investigator, or the co-principal investigator. These figures do not include internal grants (e.g. Smallwood or ISER, Internal SSHRC awards) during this time period, nor do they include grants received by faculty while they were still graduate students, each of which represent considerable amounts.

The group of Anthropology faculty members is experiencing a major transition, due to the retirement of a large number in the 1990s and since. The consequences of this change have included both a reduction in the overall number of faculty and a relatively large proportion of the current faculty now being at the beginning of their careers.

Out of eight regular faculty, in 2007/2008 there will be three who are pre-tenure and one who was just tenured recently. As with other elements of our activities, such a change has had an impact on the granting profile of Anthropology. For example, in the 1990s, a significant proportion of full-time permanent Anthropology faculty held SSHRC or other external grants as either principal or co-investigators (for example, Briggs, Kennedy, Leyton, Roseman, Tanner). We are lucky that so many of our now retired colleagues have retained affiliation with the department as professors emeriti or honorary research professors. However, our ability to generate grants will be impacted by the loss of David Natcher whose appointment as a research chair rather than as a faculty member with regular teaching duties meant that he dedicated much of his time to securing research grants and participating in various projects. A significant proportion of the total amount of grant funding reported above is due to the efforts of David

Natcher, with examples such as two grants awarded in 2006 (a grant from the Nunatsiavut Government for \$200,000 and a grant from the Social Economy Research Network for Northern Canada of \$46,000) and his role as principal investigator for a Network Centre of Excellence on Sustainable Forest Management for \$462,500 from 2005-2008. Other examples of external grants included in the figure above include a Standard Research Grant from SSHRC for \$39,000 awarded to Wayne Fife in 2000; the Ogilvy Renault Scholarship of \$7,000(Ireland Canada University Foundation) awarded to Robin Whitaker in 2004; and the grant of \$259,000 from CFI, ACOA, and other funders awarded in 2000 for which Sharon Roseman was project leader. As this is a report on the department rather than on individual faculty members, further details on additional grants and other aspects of individual faculty trajectories can be found in the curricula vitae appended here. However, in consideration of the department profile overall, it is true that with the departure of David Natcher and the relatively large number of junior faculty in our group, we anticipate a future reduction in the overall financial value and number of grants the regular Anthropology faculty will be able to secure over the short term.

Summary

In the last ten years, Anthropology faculty (both current and those now retired) have received a total of \$6,211,250 in external research and infrastructure grants -- not including external grants received by an adjunct professor, internal grants, grants received while still a graduate student, or grants applied for in relation to 2007/2008.

Field and Archival Research Sites

Current Faculty

Alaska (Natcher)
 Bolivia (Gordon)
 England (Carbonella, Fife)
 Newfoundland (Clark, Fife, Whitaker)
 Labrador (Natcher)
 Northern Canada (Natcher)
 Ireland (Republic & Northern) (Whitaker)
 Papua New Guinea (Fife)
 Shetland Islands (Clark)
 Spain (Fife, Roseman, Tate)
 USA (Carbonella)

Retired, Adjunct, Distance

Alaska (Briggs)
 British Columbia (Leyton)
 England (Leyton, Walsh)
 Fiji (Tanner)
 Ireland (Nemec)
 Israel (Briggs, Paine)
 Kenya (Leyton)
 Newfoundland
 (Andersen, Chiaramonte Nemec, Paine, Sider, Walsh)
 Northern Canada (Briggs, Paine, Tanner)
 Northern Ireland (Leyton)
 Norway (Andersen, Briggs, Chiaramonte, Paine)
 Rwanda (Leyton)
 Siberia (Briggs)
 Sweden (Paine)
 USA (Andersen, Sider)

Total: 11 sites

Total: 16 sites

for 19 different sites

Summary

Research has been in the past and remains to a considerable extent concentrated within two main geographical sectors: the Atlantic region (including Northern and Western Europe, Newfoundland and Labrador and parts of the United States) and the Aboriginal North (including both the sub-arctic and the arctic). Individual researchers also work or have worked in a variety of other international areas, such as the Pacific Islands, Africa, and Latin America.

Research Languages

Current Faculty

Aymara (Gordon)
French (Clark, Roseman, Whitaker)
Galician (Roseman)
Portuguese (Roseman)
Shetland Norn (Clark)
Spanish (Roseman, Tate, Gordon)
Tok Pisin (Fife).

Non-English Languages: 7

Retired & Adjunct

Cree (Tanner)
Fijian (Tanner)
French (Tanner)
Inuktitut (Briggs)
Norwegian (Paine, Chiaramonte, Andersen)
Russian (Briggs)
Saami (Paine)

Non-English Languages: 7

Total of All Non-English Research Languages: 13

2.4 Interdisciplinary Connections

The main interdisciplinary research connections maintained by our Anthropologists are with history, gender studies, film making, geography, linguistics, political science, economics, forestry, law, biology, environmental studies, earth sciences, atmospheric sciences, psychiatry, religious studies, sociology, and videography. Faculty are also involved in Newfoundland studies, Labrador studies, Northern studies, and European studies (including sub-specializations such as Irish studies and Iberian studies). Aboriginal studies have also fostered strong interdisciplinary connections with researchers from allied fields. (See section 2.6 below and Appendix 2.1)

2.5 Collaboration: Memorial, Canada, International

Anthropologists have been involved in numerous collaborations, as co-investigators on grants and specific projects, co-authors, co-organizers of academic events, contributors to collaborative publications, co-editors of book series and journals, and so forth. Given the large number of collaborations, it is difficult to collect precise data on this topic but the following gives an idea of the scope and extent of these relationships.

Within Memorial, collaboration with faculty members in Archaeology, English Language and Literature, Folklore, Geography, Linguistics, Religious Studies and Sociology.

Within Canada, on-going or recent collaborations with colleagues from:

McGill University	University of Northern British Columbia,
McMaster University	University of Toronto
Nunavut Research Institute	University of Victoria
University of Alberta	University of Winnipeg
University of British Columbia	University of Saskatchewan
University of Calgary	Yukon College.
University of New Brunswick	

Internationally, on-going or recent collaborations with:

Europe

England	University of Plymouth	
Hungary	Central European University, Budapest	
N. Ireland	Queen's University, Belfast	University of Ulster, Derry
Portugal	Instituto Superior de Ciências do Trabalho e da Empresa	
	University of Lisboa	University Nova
	University of Trás-os-Montes e Alto Douro	
Spain	University Complutense, Madrid	University of A Coruña
	University of Santiago de Compostela	

USA

City University of New York	University of Arizona,
Hofstra University, New York	University of Chicago
Stanford University	University of Louisville, Kentucky
State University of New York, Albany	University of Massachusetts, Amherst
University of Alaska, Fairbanks	

Other

Australia	Griffith University, Brisbane	
Papua New Guinea	University of Goroka	University of Papua New Guinea

As is described in the section on Community Outreach, anthropologists also have collaborative research relationships with people in a number of field sites.

2.6 Future Directions

Memorial's anthropologists will maintain and further develop a strong research focus on social inequality and power. We will maintain and further develop a strong research focus on the Atlantic Region, including Europe, while continuing to add other international areas such as Latin America. The departure of David Natcher, the CRC Chair in Aboriginal Studies, raises the question of how we will redevelop a research focus on the Aboriginal North. We will continue and strengthen our engagement with practical issues, in the locations in which we work.

The Anthropology section of the Department will be developing QC-4002 for research assistants working on our projects, adjunct professors, and visiting scholars collaborating with us. Two scholars will use this office in the spring/summer of 2007: Dr. Elena Freire Paz (from the Universidade de Santiago de Compostela) in June/July and Dr. Gerald Sider (Adjunct Professor) in July, 2007. Anthropologists in the Department who are developing grant proposals for research assistants will be able to refer this space in their proposals and make good use of it into the future.

Some anthropologists are interested in organizing public exhibits of various anthropological collections and hope to organize exhibits in Queen's College Great Hall or in other cultural spaces in St. John's.

3 Anthropology Graduate Program Since 2000

Graduate studies in Anthropology at Memorial are designed and admissions are decided by the Anthropology section of the department, sitting as a committee of the whole. Our Graduate Coordinator, August Carbonella, administers our programs.

Students	MA by Thesis	MA by Course	Ph.D
35	16	9	10

We offer two MA programs and a Ph.D program in Anthropology. Students can earn an MA in either our one-year program or our two-year program. Students in the one-year program take 5 graduate courses during the Fall and Winter semesters, and write a major, archival research paper over the spring and summer semesters. Those students enrolled in our two-year program take 4 graduate courses during their first year of graduate study. As well, we strongly encourage students in the two-year program to defend their research proposals by the end of the first winter semester, as their course work is followed by a period of 3 or 4 months conducting fieldwork. The second year of the program is devoted to thesis writing.

Our Ph.D. program in Anthropology emphasizes field research. As such, the course work requirements are minimal, but rigorous. Much of the students' preparation for their degrees revolves around their proposal writing, sitting for comprehensive exams, and conducting ethnographic or ethno-historical research, and, ultimately, thesis writing.

3.1 MA Program

MA Students in Anthropology

Admitted since 2000	34
Enrolled in thesis program	25
Enrolled in non-thesis program	9
Withdrew	5
Completed MA degree (thesis)	5
Completed MA degree (non-thesis)	6
Went on to Ph.D programs	8

Time to completion for our MA students averages almost exactly 36 months, which appears to be just about exactly the average at other Canadian MA programs in Anthropology (source: CIAP). Since the MA program in Anthropology began, many of our graduates have gone on to Ph.D. programs elsewhere. A number have established successful careers as academics, others as applied anthropologists or with provincial and federal governments.

3.2 Ph.D. Program

The Ph.D. program in Anthropology started in 2000. The specializations for PhD students, listed in the academic calendar for Anthropology, do not match our current areas of research expertise. We will review and revise this calendar description.

Ph.D Students in Anthropology

Admitted since 2000	10
Finishing required course work	1
Conducting research	2
Completing comprehensive exams	3
ABD	3
Withdrew	1

3.3 Interdisciplinary Students and Programs

Teaching

Anthropology faculty contribute graduate teaching in Women's Studies, Marine Studies and Humanities.

Supervision

Master of Women's Studies	1 initial adviser	2 completed
MPhil Humanities	1 in-progress	1 completed
PhD Behavioral Ecology	1 in-progress	

Council and Board Memberships

Women's Studies Council	3 Anthropology faculty
Humanities Board of Studies	1 Anthropology faculty

3.4 Interns and Post-Docs

The Anthropology section of the Department does not have an internship program. We have not, to date, hosted post-doctoral fellows. We do welcome the possibility of doing so, whether through the newly established Faculty of Arts Postdoctoral Fellowships program, SSHRC or some other external funding agency. We note, however, that our ability to host post-docs and other researchers is constrained by the limited research space available to us.

3.5. Student Funding and Other Issues

Graduate students in Anthropology are funded by some combination of School of Graduate Studies (SGS) baseline fellowships, other Memorial University awards, Graduate Assistantships, faculty grants and external awards.

Internal Baseline Funding

SGS fellowship funding is allocated to each graduate program on the basis of the average number of eligible graduate students over the past 3 years. This baseline allocation is \$9500 per PhD student and \$4750 per MA student. The calculation of total baseline budget has recently been amended to take some account of enrollment growth.

Graduate Assistantships

The Faculty of Arts allocates graduate assistantships, valued at approximately \$1000 per GAship unit, to departments. Anthropology students on standard funding packages are typically offered 2 GAship units per year.

New Developments

Beginning in 2007, incoming MA and Ph.D. students will be eligible for a new SGS Academic Merit Scholarship for their first year of study: The scholarship amount, to augment the standard fellowship rates for entering MA students, will be between \$3,800 and \$4,750 extra for very promising MA students. For Ph.D. students it is between \$7,600 and \$9,500. Additionally, a student supervised by the Graduate Coordinator is eligible for an additional \$1,500 in funding per year, either as a work study grant or as a fellowship. Across the University this is typically \$3,000 for each Grad Coordinator. But since each program in the Department of Anthropology and Archaeology has its own Grad Coordinator, the amount must be split between the two.

Internal Funding – a Snapshot

In 2006, the standard offer made to entering MA students was \$5650 in baseline funding plus \$1950 in GAships. This baseline amount was subsequently increased to an average of \$6266 as additional funding opened up. For PhD entrants the amounts were \$12,500 (baseline) plus \$1950 (GAship). One MA student was funded by a supervisor's grant (Natcher). This scenario is typical of recent years.

External awards

We place highest priority on mentoring students' applications for external awards in their own names and graduate students in social and cultural Anthropology have an excellent record in external competitions. Since the PhD program was established in 2000, two thirds of eligible students (6 of 9) have received SSHRC doctoral fellowships for a tenure of 3 or 4 years (one left graduate school for personal reasons). A seventh student has had her SSHRC file sent forward to Ottawa this year. Since the establishment of the SSHRC CGS Masters Fellowships in 2003, a third of eligible MA students (5 of 15) have received a CGS fellowship, which covers one year of their Masters. Anthropology students have also been very successful in winning other MUN scholarships, notably the prestigious and very competitive Aldrich Fellowships (at least 6 have been awarded to our students since 2001). Our graduate students have also secured funding from the following sources: ISER Master's fellowship; Ocean Management Research Network Sustainability Node Fellowship; and research grants from ISER, the Smallwood Foundation, the Harris Centre, the Wenner Gren Foundation and Coasts Under Stress.

Faculty members have also funded graduate students in whole or in part through SSHRC and other research grants. For example, Natcher has recently funded students with money from a Sustainable Forest Management Network grant, CRC funds and a Canadian Forest Service grant. Fife and Roseman have both funded students from SSHRC grants.

Careers

Memorial students who have received graduate degrees in Anthropology in the past decade have been very successful. For example, at present a large percentage of our recent MA graduates are attending PhD programs at Memorial and elsewhere in Canada, many with excellent SSHRC and other funding. Others are using their Anthropology training in relevant employment. Selected examples include: Dr. Treena Orchard (PhD, University of Manitoba); Dr. Denielle Elliott (PhD, Simon Fraser University); Amanda White (defending her PhD dissertation at McMaster University in June, 2007); Hannah Drown and Vanessa Sage (PhD students at McMaster University); Rumel Halder and Dianne Grant (both PhD students at the University of Manitoba); Robert Dykstra, Jill Allison, James Rice, and Reade Davis (in the PhD program at Memorial); Mieke deGelder (PhD student at the University of Toronto); Gustavo Ludueño (PhD program, University of Buenos Aires); Michael Jackman (entering a PhD at York University); Rhonda Burke (federal civil service in Ottawa); and Amanda Eisener (research assistant in Medicine, Memorial and the University of Calgary). There are also individuals from earlier cohorts of graduate training in Anthropology at Memorial, on faculty in various universities (e.g. Joseba Zulaika, Sally Cole, Evelyn Plaice, David Scheffel)

3.6 Future Directions

Memorial's Strategic Plan places strong emphasis on building graduate programs and increasing graduate numbers, both overall and as a proportion of the student body. The graduate program in Anthropology has already contributed to this goal in a number of ways. Within the last decade we have established a PhD program and a one-year course work-based MA alongside the two-year thesis-based MA. We have had excellent success in attracting a wide pool of applicants – provincial, national and international. For example, in the 2005/06 academic year, 6 applicants were international, 11 applied from other Canadian institutions and 5 were local candidates. Of the graduate students we accepted that year, 4 came to us from other institutions in Canada, 2 were local and 2 were international. Similarly, for 2006/07 we had 6 international and 9 Canadian applicants; 4 out of 5 of our new students came from outside the province, including 2 international students.

A key priority for Anthropology is to maintain and build on our record of attracting a diverse pool of excellent students. We want to increase the size of our program, in line with the goals laid out in Memorial's Strategic Plan. However, we face two key constraints in doing so.

Funding

Our biggest funding challenge has been our inability to make timely, competitive offers to strong students because of the way baseline funding is allocated. We have lost graduate students at least partly because other universities have guaranteed funding for the entire duration of the students program. Anthropology graduate officers have worked hard to piece together competitive entrance year offers to strong students – often at a considerable investment of time. But we cannot guarantee these for the full duration of the program. This problem is even worse for international students, who are required to pay differential fees but for whom few if any internal funding provisions (such as tuition waivers) are provided. Another problem is that, when students bring a CGS MA fellowship to us, we cannot match its more generous funding level for the second year of a two-year program, for doing so would decimate our baseline funds.

These funding issues are not in the control of the Department, but are key factors in our ability to develop graduate studies and attract strong students.

Coordination

The splitting of course remissions between the two graduate officers in the Department has been, in the past, another constraint on our ability to build the grad program. In addition to the multiple demands of teaching, supervising, and committee service, the graduate officer is responsible for coordinating the existing program, chairing many Ph.D. comprehensive committees, general communications, handling new applications, putting together funding packages, and serving as liaison with the SGS, among other duties. This leaves precious little time, if any, for securing alternate funding sources, expanding recruiting efforts, or developing public forums for presenting faculty and graduate student research. Such efforts would certainly add to the vibrancy of our program and help to build a solid foundation for growth. The Faculty of Arts recent decision to base Graduate Coordinators' remissions on graduate enrollments will go some way to alleviating this problem, since our enrollments are at a level which will likely entitle the Anthropology Graduate Coordinator and the Archaeology Graduate Coordinator to a full course remission each, rather than having to split a remission, as in the past.

Personnel

The demands of supervision are heavy, particularly of PhD students, who require multiple faculty for advisory committees, comprehensive exam committees and examination. Currently the two former cannot completely overlap, although the Department's Graduate Coordinators (Carbonella and Rankin) are negotiating with SGS to redefine these regulations. The current standard teaching load of 5 courses per year, with administrative demands in the context of a faculty cohort that has shrunk considerably over the past decade (from 12 anthropologists to 8) are major constraints on our ability to increase our intake of graduate students. The Departure of David Natcher, who has been very active in graduate supervision, brings additional challenges to the effective delivery of the graduate program in Anthropology

Space

As noted elsewhere in this document, research space is at a premium. Lack of available space poses a particular challenge in terms of expanding the graduate program and hosting post-doctoral researchers. These problems are likely to intensify with the expected influx of new students and if graduate student space currently provided in the offices of the CRC in Aboriginal Studies becomes unavailable to Anthropology grad students.

4 Anthropology Undergraduate Program

The undergraduate curriculum offered by Anthropology provides instruction in key areas of theory, research methods and ethnography so that students receive a sound introduction to our discipline. The cross-cultural perspective in our teaching gives students an international view of the world. Several courses provide a common thematic focus on issues relating to power, social inequality and gender. Since these themes are central to many academic debates in the social sciences and humanities, our curriculum works well with other programs in the Faculty of Arts, particularly Sociology. Indeed, Anthropology plays a key role in the delivery of the interdepartmental Sociology/Anthropology program, in addition to its own Anthropology undergraduate program. It is therefore important to underscore that for each academic year half of the Majors and Minors in the former program should be added to the total numbers of Majors and Minors in Anthropology.

Design of the Anthropology undergraduate program is understood to be the responsibility of the whole Anthropology section of the Department and, from time to time, they strike a committee to review undergraduate programs. Our Undergraduate Advisor for Anthropology, Mark Tate, gives advice to students on questions specific to the Anthropology program. (Wider questions about University or Faculty regulations can now be referred to Louise Dawe, at the Faculty of Arts.) We continually develop curriculum with new course offerings -- partly in response to research interests of our faculty but also in recognition of changing student interests. Some recent examples from the new curriculum are:

<i>Engaged Anthropology</i>	ANTH 3408 - Whitaker
<i>Visual Anthropology</i>	ANTH 3404 - Roseman
<i>Anthropology of Art</i>	ANTH 3405 - Fife
<i>War, Violence and Society</i>	ANTH 3409 - Carbonella

4.1 Courses, Interdisciplinary Programs and Cross-Listings

Interdisciplinary Programs

The undergraduate program in Anthropology offers courses and services to other BA programs within the University:

Interdepartmental Sociology/Anthropology	Major, Minor and Honours programs
Canadian Studies Major	Aboriginal Studies Minor
Diploma in Heritage Resources	European Studies Minor
Diploma in Police Studies	Interdisciplinary Minor in Music and Culture
Law and Society Minor	Newfoundland Studies Minor
	Women's Studies Minor

Cross-Listings

Anthropology courses are cross-listed with: Sociology, Folklore and Religious Studies. We have many cross-listings with Sociology in part because we share the high-demand Sociology/Anthropology Interdepartmental Studies program.

Three recent developments suggest new areas of service and further cross-listings:

1. Appointment in 2004 of a Canada Research Chair in Aboriginal Studies. However, the resignation of David Natcher from Memorial, effective August 2007, raises challenges for maintaining and developing our program in the anthropology of northern Native peoples.
2. Establishment of the Digital Research Centre for Qualitative Fieldwork.
3. Redevelopment of the Newfoundland Studies Minor. The Department of Anthropology and Archaeology has been in the forefront of studying Newfoundland society and culture over the past 40 years, especially through its participation in the research program of the Institute of Social and Economic Research at Memorial. Now that the Newfoundland Studies program is without a Supervisor, this might be the time to argue for its incorporation within the Department of Anthropology and Archaeology. This would help refocus our research on Newfoundland and support an argument for further faculty hiring in this area.

Distance Education

Anthropology has been very active in the delivery of Distance Education courses. Without exception we have offered a minimum of 6 sections of 2 courses per year, including offerings each year in all 3 semesters. All our distance offerings are cross-listed Sociology/Anthropology undergraduate courses. In recent years we have offered courses on Newfoundland Society and Culture, The City, War and Aggression, Contemporary Native Peoples of Canada, Media and Popular Culture.

We have been active in the area of Distance Education for specific reasons. In a province where governmental institutions, including those of higher education, are overwhelmingly concentrated in urban areas, and more particularly St. John's, distance education courses offer greater equality of access by students in rural Newfoundland and Labrador. In a Province where historically many people have not had the resources to acquire training in higher education, distance courses allow people who are now working full time to acquire educational skills in areas to which they have been structurally excluded. In recent years, the number of students serviced through distance courses has been considerably diminished by restrictive policies at the Faculty of Arts level.

4.2 Majors and Minors

Regulations governing Majors in Anthropology require that students select from a list of courses that combines basic instruction in theory and ethnography at the 1000 and 4000 levels with a wide range of topics at the 2000 and 3000 levels. After completing the two introductory courses (ANTH 1030 and 1031) students are offered four courses at the 2000 level (ANTH 2410, 2411, 2412, 2413) from which they choose two. Two more courses must be completed at the 4000 level. The remainder - 5 courses- can be chosen from a potential list of 28 courses at the 3000 and 4000 levels in Anthropology, Sociology/ Anthropology and two courses cross listed with Archaeology (ANTH 3584 and 3590).

The Minors program for Anthropology is a reduced list of courses that is similar to the Majors requirements. After ANTH 1030 and 1031, students are required to choose two courses from the aforementioned list of four at the 2000 level. Four more courses must be taken from the 3000 or 4000 level, with at least one from 4000 offerings.

Every year a student graduating from the Department of Anthropology and Archaeology is the recipient of an Academic Award of Excellence. However, undergraduate awards earmarked for Anthropology majors need development and the Department should approach the University about strategies and processes for developing these.

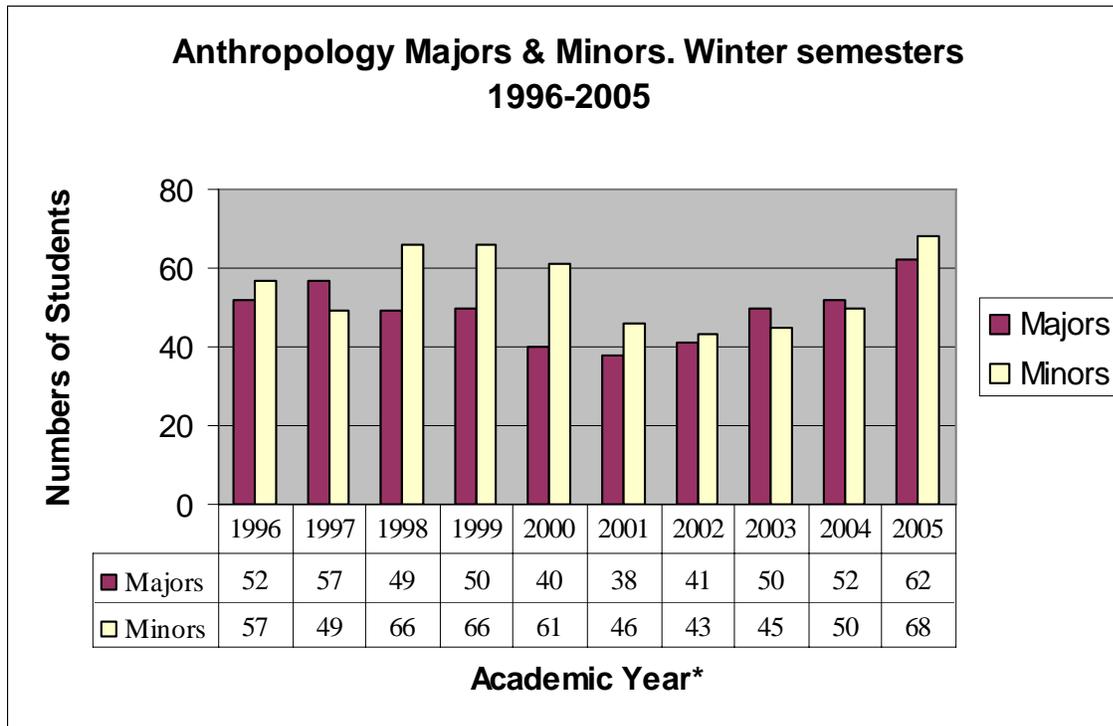


Figure 4.1 Anthropology Majors and Minors enrolled in Winter semesters during the academic years of 1996-2005. These figures do *not* include students in the Interdepartmental Sociology/Anthropology Program. (Source: Department of Anthropology and Archaeology).

4.3 Sociology/Anthropology Interdepartmental Program

Prior to 1973, the current Departments of Sociology and Anthropology were a single Department of Sociology and Anthropology. The Sociology/Anthropology Interdepartmental program was proposed in 1973 as a solution for departmental members with a strong academic commitment to interdisciplinary teaching. The Interdepartmental program offers a full range of undergraduate options: a major program, a minor program, and an honours program. In addition it provides the service of offering courses that can count as credits towards degrees in Sociology, Anthropology, and Folklore; a diploma in Police Studies; a major in Canadian Studies; and minors in Aboriginal Studies, Law and Society, Newfoundland Studies, and Women’s Studies.

Sociology/Anthropology Interdisciplinary Program Fall 1997 to Winter 2007

	Course Offerings by Anthropology	Course Offerings by Sociology
Course Sections	191	149
Students	8,566	6,666
Average enrollment	45	44

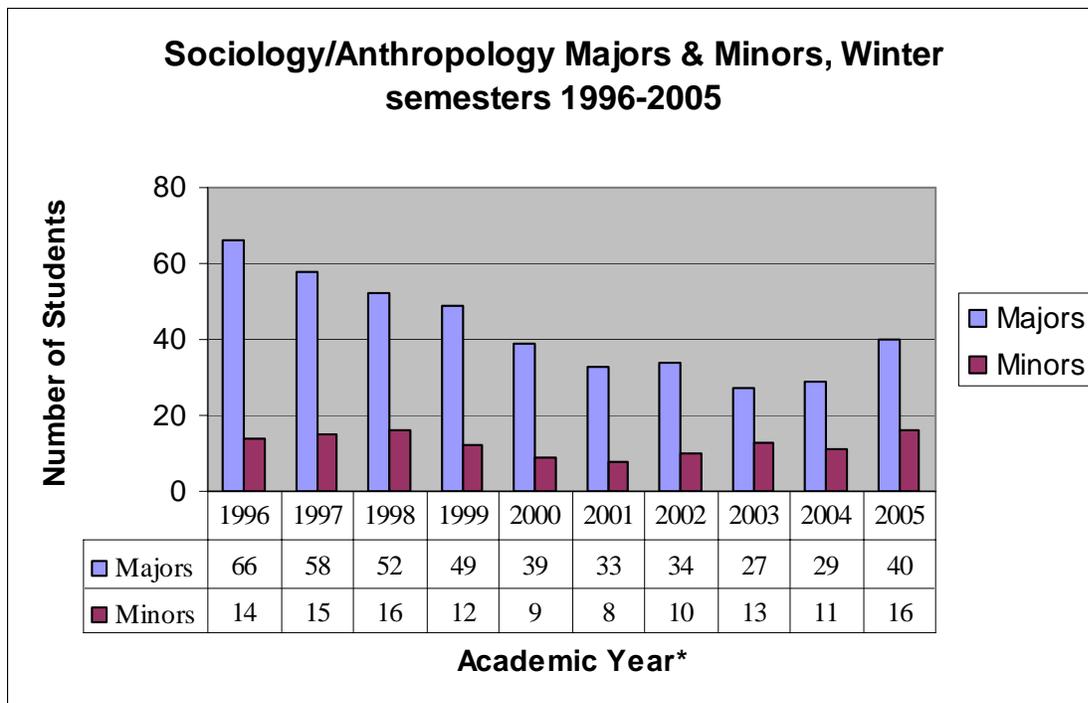


Figure 4.2 Sociology/Anthropology Majors and Minors enrolled in Winter semesters during the academic years of 1996-2005. (Source: Department of Anthropology and Archaeology).

For the bulk of its existence, the program has been administered by an anthropologist. During the Sociology Department APR Self-Study the anthropologist who was then program supervisor was asked to respond to Sociology's evaluation of how the Interdepartmental program had worked over the years. One conclusion in their report was that Sociology's contribution to the S/A program has dwindled to little more than teaching a grab bag of cross-listed courses, that the program has become "merely a collection of cross-listed courses" and that "This might have contributed to the official enrollment numbers in the Anthropology Department..."

Here is the substance of the supervisor's response to Sociology's request for feedback:

If [your] evaluation is accurate, I concur with [the] conclusion; it is difficult to justify any longer that the cross-listed courses should constitute a program. Only an interest on the part of both departments in thinking ... and teaching ... outside our own disciplinary boundaries could constitute an intellectual project giving coherence to a program of specialization for students. Absent a program, it seems to me little point in keeping such a vast inventory of cross-listed courses as we now have. My suggestion is that we perform a cull, keeping cross listed only those courses that some faculty member wishes to "claim" and for which there is a record of student interest.

The Sociology Department's evaluation may well have been accurate for its contribution to the working of the program; anthropologists however had had quite a different experience. Anthropology has contributed widely in teaching and generously in administration. We have offered the core "integrative" courses for the bulk of the time, and in such a way that there has often been a bias towards sociological content, and certainly a very considerable representation of what might be called our common heritage and canon: Marx, Weber, Durkheim, Foucault, Gramsci, and so on. Anthropology's contributions to the Interdepartmental program have been intellectually exciting and challenging for our faculty and, we believe, for our students. However, it takes two to have an interdepartmental program. Sociology appears to have concluded that their contributions are such as to make the program of questionable value. So our Interdepartmental program is an issue that Anthropology needs to address. Among the possibilities is a separate review of the program.

4.4 Honours BA

Students doing an Honours in Anthropology complete a minimum of 60 credit hours (20 courses) following the requirements set down for the Major Option, but in addition must include Anthropology 4995-Honours Essay, or 4996-Comprehensive Examination. Students must also meet requirements of the General Regulations for Honours Degrees, and regulations for the Honours Degree of Bachelor of Arts. Regulations for the Joint Honours are more constrained given that students have to complete requirements in another area of specialization other than Anthropology. For the Joint Honours, the total of credit hours amounts to 42 or 14 courses. A successful applicant to the program is assigned a supervisor. To graduate a student must complete the Honours paper and achieve an average of 75 in 20 designated Anthropology courses.

There are four students currently enrolled in the Honours program. Since fall 2001, four students have graduated from the Anthropology Honours program and three from the Sociology/Anthropology Interdepartmental program. The small size of our cohorts may in part be accounted for by the fact that an honours degree is not required by Memorial for admission to graduate studies. Yet, during the same period, 32 students have graduated from our Archaeology Honours program. This differential might be partly accounted for by better scholarship funding in Archaeology or there may be other factors, which we should consider.

4.5 Faculty-Student Ratio

Student-Faculty Ratios, Anthropology Courses, 1996-2005.

Academic Year	Enrollment	Faculty	Student/Faculty Ratio
1996-1997	1,855	11.4	163
1997-1998	1,418	10.2	139
1998-1999	2,075	10.8	192
1999-2000	2,008	11.0	182
2000-2001	1,572	10.4	151
2001-2002	1,730	11.0	157
2002-2003	1,930	11.2	172
2003-2004	1,950	10.8	181
2004-2005	1,918	10.2	188
2005-2006	1,504	9.2	163

Source: Department of Anthropology and Archaeology

Notes: Enrollment for each academic year represents students enrolled in undergraduate and graduate courses who were taught by full-time Anthropology faculty or per course instructors, including Distance Education courses. The number of faculty in each academic year is the number of full time faculty teaching courses plus per course instructors, calculated as one instructor for every five courses taught by per course instruction.

4.6 Future Directions

We believe that the basic structure of the curriculum as well as our cross-disciplinary connections with other Arts programs should be maintained. Effective delivery of the undergraduate program depends on the appropriate level of classroom support and media technology that is standard to teaching and learning at MUN. When Anthropology was relocated to Queen's College in the summer of 2006, two classrooms, QC 4001 and QC 4028, were installed to facilitate teaching. The University promised to install a fixed computer, DVD, VCR, and internet access hooked up to the digital projectors in these two classrooms. We look forward to the completion of work in the classrooms QC 4001 and QC 4028, so that we might fully employ audio-visual resources in our undergraduate teaching in coming years.

Two curriculum issues deserve review: Research and Writing courses and the Honours Program. Since 1995 the Department has offered only one Research and Writing Course (ANTH 2410 - Tate) and it may now be appropriate to consider additional curriculum of this type in Anthropology. Second, a review of the Honours Program is needed to consider how it could be made more effective and worthwhile to students interested in a transition to graduate school and how we can address issues of timely completion.

A long standing and significant commitment to undergraduate curriculum on Aboriginal issues in Anthropology came to an end with the retirements of several faculty who specialized in this area (Briggs, Inglis, Kennedy, and Tanner). Between 2004 and 2007, Natcher reactivated some of these courses -- but one faculty member cannot replace the teaching contributions of four. Furthermore, Natcher's recently announced resignation from Memorial is another major setback for the teaching of these courses. Whether the Faculty of Arts and the University Administration are prepared to make the requisite commitment to the investment necessary to revive this type of curriculum (and research and graduate training) through tenure-track appointments is an important issue for consideration.

5. Anthropology Academic Service

Anthropology Service within the Department

Year	Administrative Positions	Membership in Committees	Other
1997/1998	4	3	Seminar Series
1998/1999	3	5	Seminar Series
1999/2000	2	6	Seminar Series
2000/2001		5	Proposal for CRC
2001/2002	2	7	
2002/2003	2	10	
2003/2004	3	11	
2004/2005	4	4	
2005/2006	4	5	Seminar Series
2006/2007	1	11	

Administrative positions held by Anthropology faculty include:

Department Head (1997-2000 and 2003-2006)

Coordinator of Social/Cultural Graduate Studies (1997-2007)

Coordinator of Joint Program in Sociology and Anthropology (2001-2006)

First Year Coordinator (1997-1999 and 2003-2006)

Faculty have participated as Library Representative, in search committees for tenure-track and contract positions and for Department head, as well as on the Ethics Committee, Promotion and Tenure Committees and the ad-hoc committee for design of a Ph.D. program.

Anthropology Service within Memorial University

Year	Admin. Positions	Committee Memberships	Multi-Disciplinary Research Centres etc	Other
1997/1998		8	2	High School Visits
1998/1999	1	7	2	
1999/2000	1	8	3	Research Council
2000/2001	1	8	3	Research Council High School Visits
2001/2002		9	4	Research Mentor Program Review
2002/2003		5	7	Research Mentor
2003/2004		7	6	Research Mentor Org. Guest Scholars
2004/2005		4	8	Research Mentor Org. Guest Scholars
2005/2006		8	6	Research Mentor Org. Guest Scholars Research Groups High School Visits
2006/2007		10	9	APR Reviewer Research Mentor Research Groups ISER Grants Comm.

Org. = Organize visit of

Administrative positions held by Anthropology faculty include: Assistant to the Dean of Arts for Implementation of the Tri-Council and University Policies for the Review of Research Proposals Dealing with Human Subjects; Faculty of Arts Special Assignment and Administration of Research Programs and Policies.

Committees in which Anthropology faculty have participated include: Minor in European Studies, Faculty of Arts Undergraduate, Faculty of Arts Graduate, Humanities Board of Studies, ISER Board, Senate, Women's Studies Council. Faculty have been Research Mentors for junior faculty in Sociology, History and Folklore. Visits by guest scholars that have been arranged by faculty include Henrietta Harvey Distinguished Lectureships: James Scott – 2003/4, Lawrence Taylor and Maeve Hickey – 2004, Ciaran O'Faircheallaigh - 2005, Michael Goodeyear - 2006, Roy Foster – 2007, Nigel Rapport - 2007 and Marilyn Silverman – scheduled for 2008.

Anthropology Faculty Participation in Professional Associations and SSHRC

Year	Prof. Assoc. Committees	SSHRC Committees	Other
1997/1998		1	CASCA Conference
1998/1999	2	1	
1999/2000	3	1	
2000/2001			
2001/2002			
2002/2003		1	
2003/2004		1	
2005/2006		1	
2006/2007	2	1	1

SSHRC committees in which Anthropology faculty have participated include:

Aboriginal Research Grants Relevance Committee (2006-2007).
 Anthropology and Archaeology (1999-2001)
 Canada Research Chair, Tier 1 Applications.
 Doctoral Fellowship Pre-Selection Committee (1997-1999)
 Research Support Committee (2003-2004)
 Standard Research Grant Adjudication Committee

In addition to hosting the 1997 CASCA Conference, faculty have been active in the American Anthropology Association as members in the Public Policy Committee and in three different committees in the sub-section Society for the Anthropology of Europe. One faculty member is currently a member of the organizing committee of the 2007 Canadian Association of Irish Studies Conference. Other professional activity includes reviewer for the Circumpolar/Boreal Alberta Research Grants Competition and the Northern Scientific Training Programmed.

Editorial Contributions to Scholarly Publications

Since the year 2000 current faculty members have been members of the editorial boards for:

Anthropologica

Dislocations Monograph Series of Berghahn Books.

Focaal: European Journal of Anthropology

Journal of the Society for the Anthropology of Europe

Newfoundland Studies

New Proposals: Journal of Marxism and Interdisciplinary Inquiry

Faculty are also active reviewers of manuscript submissions to numerous journals including:

American Ethnologist

Anthropologica

Anthropology and Education Quarterly

Arctic,

Canadian Journal of Forestry Research

Canadian Journal of Law and Society

Canadian Journal of Native Studies

City and Society

Ethnologies

Ethos

Focaal: European Journal of Anthropology

Human Organization

Identities

International Journal of Biodiversity Science and Management

Journal of American Folklore

Journal of Conservation Ecology,

Journal of Environmental Management

Journal of the Royal Anthropological Institut

Journal of the Society for the Anthropology of Europe

Journal of the Commons

Local Environment

New Proposals: Journal of Marxism and Interdisciplinary Inquiry

Social Science History

Faculty have also reviewed submissions to:

University of Nevada Press

University of Toronto Press

Service for Universities Elsewhere

Year	Tenure and Promotion	Academic Program Reviews	Search Committee	Teaching
1997-1998	1			
1998-1999	1			
1999-2000				
2000-2001				
2001-2002		1		1
2002-2003				
2003-2004				
2004-2005	1			1
2005-2006	4			
2006-2007			1	

Faculty have reviewed tenure case files, served as academic program reviewers and participated on search committees for the University of Northern British Columbia, University of Regina and the National University of Ireland. Faculty have also taught courses at the Universidade de Santiago de Compostela, Spain.

Memorial (non-Anthropology) and External Thesis and Graduate Paper Examiners

Year	Graduate Papers	M.A. Theses	Ph.D. Dissertations
1997-1998			
1998-1999			
1999-2000			
2000-2001	2 (MUN)	1 (MUN)	1 (MUN)
2001-2002		2 (MUN)	1(MUN)
2002-2003		2 (MUN)	
2003-2004	3 (MUN)	5 (MUN)	
2004-2005	3 (MUN)	4 (MUN)	1 (MUN) 1 (Other university)
2005-2006	1 (MUN)		
2006-2007			1 (Other university)

Anthropology Service -- Future Directions

Over the ten year period from 1997 to 2007 Anthropology faculty have increased their participation in committees, organizations and research centres within the university. Faculty have also become actively involved in the production of scholarly publications as editors and reviewers. The expansion of graduate programs within the Faculty of Arts has also meant that faculty are increasingly taking on the role of examiner for M.A. and Ph.D. theses internal to memorial but external to our Department. This increased participation in university citizenship has occurred during a time period when the total number of anthropology faculty has decreased. We therefore need to reassess the amount of committee and similar work we are currently performing.

6 Anthropology: Community Outreach

Social and cultural anthropologists in the Department are involved in a wide range of outreach activities especially relating to advocacy, aboriginal research and the communication of scholarly expertise to the general public. It is also worth noting that many of our graduate and undergraduate students are involved in numerous community outreach activities.

6.1 Advocacy (Selected Examples)

Raoul Andersen is a member of the Newfoundland Writers Guild since 2006.

August Carbonella was a regular speaker in high schools and colleges in Amherst, Mass., on the consequences of war, as part of the Veterans Education Project, between 1999 and 2005.

Rex Clark was a founding member of Coalition for Cultural Expressions and a member of the Resource Centre for the Arts Board.

Wayne Fife was asked to provide several reports on primary school education to the Government of Papua New Guinea. These reports helped lead to important changes made in teachers colleges. He is in contact with several younger Papua New Guinea education scholars and government officials at the present time and continues to send them both articles and advice when they request it.

Sharon Roseman has conducted rural advocacy work from 1993 to the present with the *Asociación Veciñal Parroquial "O Santiaguíño de Carreira de Zas* (Galicia, Spain). She also served as a member of the Central Region Steering Committee for the Strategic Social Plan, Province of Newfoundland and Labrador from 2000-2001.

Adrian Tanner has worked on a number of advocacy issues including aboriginal land claims, community relocation projects and social impact assessment of development projects. He is the main author of a report on aboriginal governance in Newfoundland and Labrador, prepared for the Royal Commission on Aboriginal Peoples.

Robin Whitaker served on behalf of the Northern Ireland Women's Coalition between 1997 and 2000 and prepared a number of policy documents. In addition she was a Newfoundland delegate at the Oxfam National Assembly in Ottawa in 2004.

6.2 Center for Aboriginal Research

The Centre for Aboriginal Research (CFAR) is an interdisciplinary research unit with a close relationship to the Department of Anthropology and Archaeology. Between 2004 and July 2007 the Centre was directed by CRC in Aboriginal Studies, David Natcher, and consisted of senior research associates, visiting scholars, and graduate students whose research interest focus on Aboriginal issues. Aboriginal communities and organizations contributed to and helped guide the activities of the Centre. The resignation of David Natcher from MUN presents a major challenge for the Department, the Faculty of Arts and the University.

6.3 Public Communications (Selected Examples)

August Carbonella was interviewed by the CBC in 2005 on the 30th Anniversary of the Fall of Saigon.

Kathy Gordon gave a public lecture in 2006 at the Ship Pub on her research about markets and political conditions in Bolivia in the Memorial University Public Lectures in Philosophy

Elliot Leyton is interviewed regularly by the media for his scholarly expertise on homicide. A documentary on his work, *The Man Who Studies Murder*, aired on CBC's *The Nature of Things* in 2004.

Robin Whitaker's has been interviewed by BBC Northern Ireland, BBC World Service and CBC Newfoundland for her research on the Northern Ireland Women's Coalition. She gave a keynote address for Women and Democratization in Bosnia and Herzegovina at the National Democratic Institute in Tulza (Bosnia and Herzegovina) in 2001.

Sharon Roseman has given numerous print, radio, and television interviews with the Spanish press from 1989-2006. Many have appeared in newspapers such as *La Voz de Galicia* and *El Correo Gallego*.

Mark Tate was interviewed by the Spanish media in the 1980s and 1990s for his research on penitential confraternities. In 1997 he gave a public lecture on Holy Week at the invitation of the Council of Confraternities in the city of León, Spain.

6.4 Future Directions

Building on our long history of successful outreach activities locally and internationally, we will continue to link university and community resources, will provide programs and services that are learning-centred and relevant to community interests, and will continue to engage the Department, the University and the public in mutually beneficial relationships. Our success will be measured by how well we focus on public issues, how successful we are in engaging the public in our research programs and the degree to which the faculty are cited by the media in relation to their activities.

III Archaeology Unit

7 Archaeology Faculty, Research and Scholarship

7.1 Makeup of Faculty

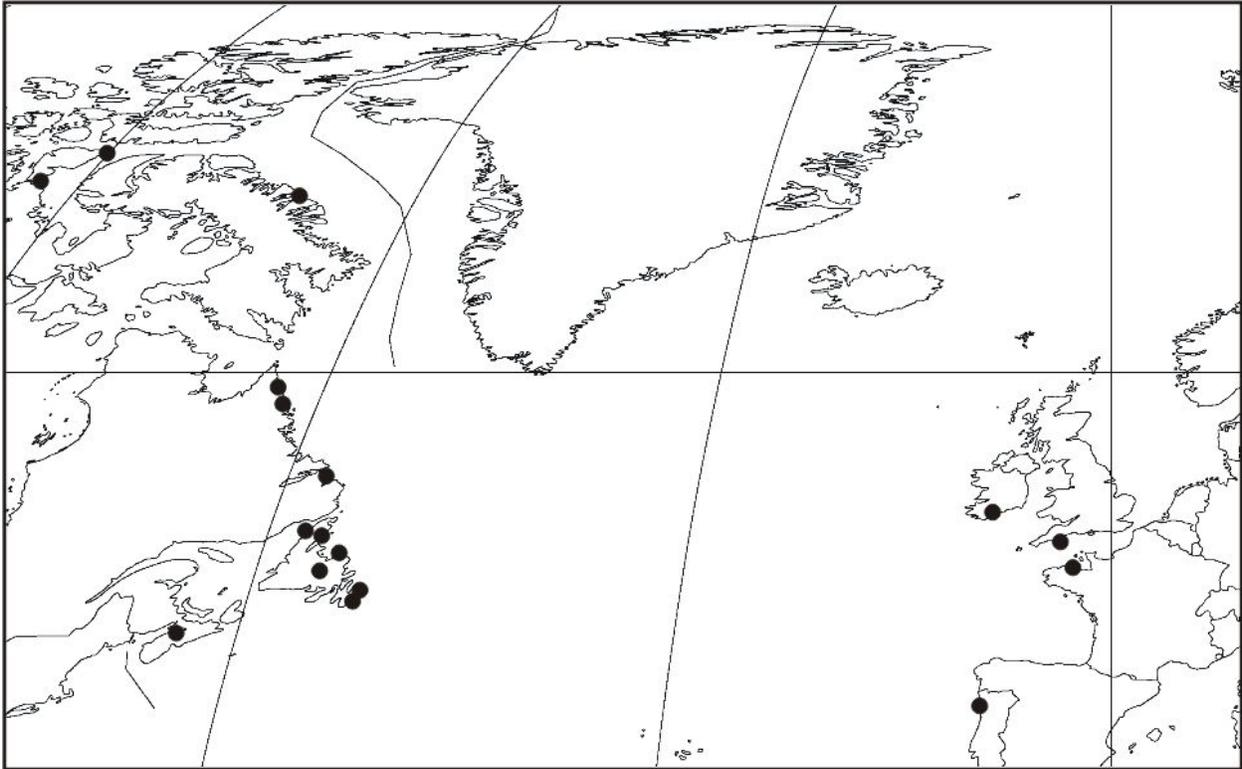
The Archaeology Unit is currently composed of nine faculty members, plus a Professor Emeritus, an Adjunct Professor, a fulltime lecturer on an eight-month contract and several sessional instructors, one of whom is our staff Conservator. Fulltime tenured faculty includes Dr Gerald Pocius who is cross-appointed to the Archaeology Unit from the Department of Folklore. Of the eight regular faculty in the Department of Anthropology and Archaeology, three are women and five are men. Among the eight, there are four Professors, three Associate Professors and one Assistant Professor. Although faculty interests range widely, interests converge on North Atlantic archaeology: everyone in the Unit has recently conducted fieldwork in the North Atlantic rim, from Nova Scotia to Brittany (see Map). Our research has generated large collections of prehistoric and historic artifacts, plant and animal remains, and human skeletal material. These are housed in the Archaeology Unit and are conserved and curated by our staff Conservator, Dr Cathy Mathias, and our staff Collections Manager, Gillian Noseworthy.

Faculty Member	PhD	Position	Primary Research Area*
Full time, tenured			
Stuart Brown	Toronto 1980	Professor	prehistoric Old World
Michael Deal	Simon Fraser 1983	Professor	prehistoric Maritimes
Barry Gaulton	Memorial 2006	Assistant Professor	historic North America
Sonja Jerkic**	Toronto 1976	Associate Professor	physical anthropology
Gerald Pocius	Pennsylvania 1981	Professor Folklore	cultural heritage
Peter Pope	Memorial 1992	Professor	historic North Atlantic
Lisa Rankin	McMaster 1998	Associate professor	prehistoric Subarctic
Priscilla Renouf	Cambridge 1982	Professor & CRC	prehistoric Subarctic
Peter Whitridge	Arizona State 1999	Associate Professor	prehistoric Arctic
Other			
Amanda Crompton	ABD Memorial	Lecturer	historic Newfoundland
Peter Ramsden	Ph.D Toronto 1975	Adjunct Professor	prehistoric Eastern Canada
James Tuck	Ph.D Syracuse 1968	Professor Emeritus	historic Newfoundland

* Current.

** Dr Jerkic will retire in August 2007. We will search for a tenure-track replacement in biological anthropology in 2007-2008, during which time her teaching will be done by a sessional appointment

Location of Research



The geographical distribution of current research in Archaeology at Memorial University.

Peer-reviewed Publications (full-time faculty/staff only):

Articles and book chapters (2002-2007):	41
Books or edited volumes (1997-2007):	7
Articles or book chapters submitted/in press:	13
Books in press:	1
Articles or book chapters in progress:	16
Books or edited volumes in progress:	12

7.2 Individual Research Interests

The Archaeology faculty have diverse research interests, providing our students with broad opportunities for training.

Stuart Brown studies the archaeology of state formation and trade in South and West Asia, but his research has also included fieldwork and publications in Newfoundland Palaeoeskimo archaeology.

Amanda Crompton is an historic archaeologist with a research focus on colonial French and English Newfoundland, and with general interests in historic material culture and documentary analysis.

Michael Deal has primary research interests in paleoethnobotany and Atlantic Provinces archaeology, but is also interested in ceramic ethnoarchaeology and the archaeology of the eastern Mediterranean. Dr Deal is Chair of the Archaeology Unit.

Barry Gaulton focuses on the early historic archaeology of Newfoundland and has general interests in early colonial material culture and architecture.

Sonja Jerkic is a biological anthropologist with primary interests in skeletal biology, forensic anthropology and paleopathology, particularly of Newfoundland populations. Dr. Jerkic retires in August 2007.

Cathy Mathias is our Staff Conservator. She works in conservation and analysis of a range of archaeological materials, with a special interest in textiles and the early colonial period.

Gerald Pocius is cross-appointed to the Archaeology Unit from the Department of Folklore. He is interested in historic material culture, vernacular architecture, and intangible heritage.

Peter Pope is an historic archaeologist and is cross-appointed to the Department of History. He is interested in the early modern fishery on both sides of the Atlantic, particularly Newfoundland, as well as landscape and ceramics. Dr Pope is Head of the Department.

Peter Ramsden has worked in Central and Arctic Canada and Northwest Europe on land-use among post-glacial hunter-gatherers and early farmers; social and political dynamics in small scale farming communities; and computer simulations in research and teaching.

Lisa Rankin focuses on eastern subarctic prehistory and ethnohistory, especially precontact interaction, with additional research interests in the Great Lakes region and South America.

Priscilla Renouf holds the Canada Research Chair in North Atlantic Archaeology. She investigates the changing physical and cultural landscape of coastal Newfoundland.

James Tuck is Professor Emeritus. His research concerns both prehistory and the archaeology of early Europeans in eastern and northern North America.

Peter Whitridge is an arctic archaeologist with particular interests in theory, landscape and the body. His current research focus is on northern Labrador.

7.3 Research Funding

The Archaeology Unit is very successful in obtaining research funding and has secured \$4,322,918 since 1999-2000. This includes \$4,023,612 external funding, \$299,306 internal funding (e.g. Smallwood Foundation, Institute for Social and Economic Research, Vice-Presidents Research

Grant) and \$215,230 for conference hosting. In addition, Unit members have obtained over \$100,000 in undergraduate hiring grants and assist graduate students in research grant competitions, with a high success rate. (These grants are not included in the above figures.)

Table 7.1

2000-2006	Gaulton*	Mathias	Rankin	Whitridge**	Deal	Renouf	Pope	Tuck***	Pocius	TOTAL
Total external funds	-	79045	366025	436313	19,940	676448	1175363	1184166	70282	
Total internal funds	1000	1200	133080	36700	40406	13230	51896	-	21794	
Total conference funds	10000	5000	38900	-	-	-	22930	-	138400	
Total research funding	11000	96045	538005	473013	60346	689678	1250189	1184166	230476	4322918
2000-2006	Gaulton	Mathias	Rankin	Whitridge	Deal	Renouf	Pope	Tuck	Pocius	TOTAL
Total research funding	11000	96045	538005	470013	60346	689678	1250189	1184166	230476	4322918

*Archaeology Unit member since 2005

**Archaeology Unit member since 2002

***Retired from Archaeology Unit in 2005

Source for table: Department of Anthropology and Archaeology

7.4 Major Research Foci

Faculty interests crosscut the discipline of archaeology thematically, regionally, and chronologically -- as well as intersecting with anthropology, aboriginal studies, history, folklore, geography, geology and other cognate fields.

Thematic

The Unit has strengths in the following distinct research clusters:

Aboriginal Studies	Deal, Rankin, Whitridge
Community Archaeology	Gaulton, Pope, Rankin, Renouf, Tuck, Whitridge
Cultural Resource Management	Deal, Jerkic, Mathias, Pocius, Pope, Renouf
Landscape	Pocius, Pope, Ramsden, Rankin, Renouf, Whitridge
Historical Archaeology	Brown, Deal, Gaulton, Mathias, Pope, Tuck
Prehistoric Archaeology	Brown, Deal, Ramsden, Rankin, Renouf, Whitridge
Material Culture	Deal, Gaulton, Mathias, Pocius, Tuck
Northern Hunter-Fisher-Gatherers	Ramsden, Rankin, Renouf, Whitridge
Paleoecology	Deal, Jerkic, Renouf, Whitridge

Faculty research interests focus on a number of distinct problem orientations that reflect the most important areas of current archaeological theory and method. These broad interests further our continuing ability to attract strong undergraduate and graduate students.

Regional

The Archaeology Unit has a geographic focus on Newfoundland and Labrador, a region in which every member of our faculty has some research interest and experience, and on which most have a primary focus. In addition, faculty have had recent or ongoing research programs in neighbouring parts of Atlantic Canada (Deal) and the Arctic (Ramsden, Rankin, Whitridge), as well as Northwest Europe (Ramsden, Pope). While clustering distinctly around the North Atlantic (see Map), faculty also have important research interests in West and South Asia (Brown), the Eastern Mediterranean (Deal), the Eastern Woodlands (Ramsden, Rankin) and South America (Rankin); these broaden the Unit's teaching strengths.

Chronological

Faculty research surveys the past several thousand years of North Atlantic settlement, with particular emphasis on the past millennium. At the most recent end of the spectrum, several members of the Unit (Gaulton, Jerkic, Mathias, Pocius, Pope) are engaged in historical archaeological research on past European settlement on the island. This creates a productive overlap with researchers in other disciplines, particularly history, folklore, anthropology and human genetics. Our faculty also investigates the period of early contact between indigenous groups and Europeans in Newfoundland and Labrador (Rankin, Whitridge). The late prehistoric period preceding European contact is an important focus of all prehistoric archaeologists in the program (Deal, Rankin, Renouf, Whitridge). At the most ancient end of the spectrum several members of the Unit study the earliest indigenous occupation of the Atlantic Province (Deal, Rankin, Renouf). Since the ancient coastal topography and climate were very different than today, this forms the basis for collaborative research with other disciplines, in particular physical geography.

7.5 Major Collaborations

Archaeology faculty are engaged in diverse interdisciplinary research projects, with individuals at institutions in Canada and around the world. These contacts not only give us an international profile, and open access to international funds, but have represented a key means of student access to national and international research opportunities.

International

At the international level, faculty have active collaborations with researchers and institutions in:

Denmark	National Museum
France	Univ. Caen, Government of St. Pierre and Miquelon
Greenland	National Museum
Netherlands	Vrije Univ.
Portugal	Univ. Porto
UK	British Museum, Devon Archaeological Services, Univ. of Bournemouth, Hull, Sheffield and Wales
USA	American Museum of Natural History, Southern Methodist Univ., Stanford, SUNY Albany, Univ. Alaska, Univ. California at Berkeley; Monmouth Univ., Univ. North Carolina, Univ. North Dakota.

Although some of these research activities predominantly involve the exchange of ideas, Archaeology Unit faculty have been engaged in field and collections research in most of these countries (Denmark, France, Portugal, UK, USA). These international collaborations have facilitated student fieldwork exchanges with Ireland, Denmark and Greenland.

National

Nationally, recent or ongoing faculty research collaborations bring MUN in contact with a variety of Canadian universities, colleges, federal government departments, museums, and municipal governments, including:

Acadia University	
Bank of Canada	Canadian Conservation Institute
Canadian Museum of Civilization	Sir Sanford Fleming College
Geological Survey of Canada	McMaster University
McGill University	Nova Scotia Museum
Parks Canada	RCMP
Royal Ontario Museum	Service Archéologique de la Ville de Québec
Université Laval	Université de Montréal
University of Toronto	University of Western Ontario.

Many of these collaborations involve field or museum research by Archaeology Unit faculty and/or students, the latter often preparing MUN-trained students for work in the field.

Regional

Within the province, faculty have also pursued collaborative research projects that connect the Unit with Aboriginal governments and provincial agencies, including:

The Innu Nation	Labrador Métis Nation
Newfoundland and Labrador Medical Examiner	Nunatsiavut Government
Provincial Archaeology Office	Railway Coastal Museum
The Rooms	Royal Newfoundland Constabulary.

MUN archaeologists have conducted joint fieldwork with individuals from these groups or jointly study collections, and have often developed long-term relationships that provide ongoing research opportunities for faculty and students. Within Memorial University itself, Archaeology faculty are currently engaged in a variety of collaborative research projects with individuals in:

Aboriginal Studies	Anthropology
Digital Research Centre for Quantitative Fieldwork	Earth Sciences
Geography	History
Folklore	Medicine
Religious Studies	

7.6 Aboriginal Studies at Memorial: A Collaborative Context

Memorial University has much to be proud of in terms of past accomplishments in Aboriginal Studies. This is certainly true of the Department of Anthropology and Archaeology. Research on contemporary Aboriginal peoples has been an important context for archaeological research. For years, Anthropology faculty conducted research, published and taught courses on Aboriginal peoples. But when they retired they were rarely replaced, resulting in a steady diminution in Memorial's capacity in this field. During the same period, public expectations were increasingly heard that Memorial should be paying more, not less, attention to the special educational and research needs of our Aboriginal citizens. Throughout his tenure, President Meisen has expressed the good intentions of Memorial to do more in this field and the latest version of Memorial's Strategic Plan makes similar undertakings. Public assertions that Memorial was not doing enough for the special needs of the Aboriginal population of the province were made with particular force during the selection process for the Canada Research Chair in Aboriginal Studies, the position that David Natcher held between 2004 and 2007, but from which he has recently resigned

While there are four members of the Archaeology Unit with expertise on Aboriginal peoples (Whitridge, Rankin, Renouf and Deal) and several active retired anthropologists (Briggs, Kennedy, and Tanner) with such interests, prior to his resignation David Natcher was the sole full-time anthropologist in our Department with expertise on northern Aboriginal peoples and cultures. Between 2004 and 2007, the Aboriginal Research Centre he set up succeeded in attracting a half dozen talented Anthropology graduate students, as well as many well-funded research projects which provided opportunities for these students to conduct their own research on issues of concern to local Aboriginal people. Unfortunately, with Dr Natcher's departure from Memorial University, the organization of Aboriginal Studies here is once again, unclear. This creates a challenge for archaeologists at two levels. First, archaeologists depend on an active centre of interdisciplinary

research on Native cultures. Second, they benefit from an institutional interface between the University and Aboriginal communities. Archaeologists often work with these contemporary communities, when they excavate the remains of ancient Aboriginal cultures. Indeed, in Labrador this is not only an intellectual but, frequently, a practical administrative requirement.

The issues facing Aboriginal people today, especially in this province, are serious. In the 1990s, Labrador became well known across Canada, if not the world, for some of the worst social conditions and most intractable self-destructive social pathologies, in the country. At the same time, land claims, self-government and impact benefit agreements with major development projects like Voisey's Bay Nickel and the Lower Churchill project offer to Aboriginal people opportunities for addressing these issues that have never existed before. The province's Aboriginal groups are embarking on some exciting developments in the practice of Aboriginal self-government, for which they have requested the assistance of Memorial. These range from new land and resource management arrangements, to support for threatened languages, as well as initiatives to address the impacts of industrial projects, and programs to help them deal with the illnesses that affect them disproportionately.

Today, more disciplines are involved in Aboriginal Studies than a few decades ago, when Anthropology and Linguistics virtually had the field to themselves. Memorial University's Aboriginal Research Centre created a forum for interdisciplinary exchange for people from a number of disciplines, particularly Anthropology and Archaeology, Geography, Linguistics, Philosophy, Political Science and Sociology. Memorial researchers, both faculty and students, working on Aboriginal issues, are to be found right across the campus, in Education, Social Work, Music, Earth Science, Biology, Nursing and Medicine. Whether or not the contemporary Aboriginal peoples of Newfoundland and Labrador remain or become again an important focus of anthropological research within our Department, some such centre of research remains an important interdisciplinary context for the Archaeology Unit.

7.7 Future Directions

The Archaeology Unit has entered a period of significant expansion that is expected to continue. The Department of Anthropology's name was recently changed to *The Department of Anthropology and Archaeology* to recognize the distinct contribution of archaeology and biological anthropology. Since 2000 three new faculty members have joined the Unit and we will be hiring a biological anthropologist in 2007-2008. Unit members are enthusiastic about these recent developments and see them as laying the groundwork for significant expansion of faculty and facilities. The Unit has begun discussions amongst its members on the direction that future growth might take. Over time we are proposing four new faculty members for the Archaeology Unit in addition to the replacement for Dr. Jerkic. These faculty positions are outlined below and would have positive implications for our undergraduate and graduate program. Because of the lab-based nature of the discipline, each will also require facility infrastructure.

Faculty

Biological Anthropology. We will hire two new biological anthropologists. One will replace Dr Jerkic and will have the expertise to teach core physical anthropology courses such as osteology and forensic anthropology. The second appointment will specialize in biological anthropology at the molecular level. She or he will develop our teaching capacity in this area and attract graduate students in this sub-specialization.

Conservation and Museum Studies. If the Unit is to meet the increasing demand for undergraduate and post-graduate training in conservation and museum studies, it will need a faculty specialist in the conservation and analysis of archaeological materials. A partnership with the Department of Folklore might enable us to pursue a new Museum Studies MA that would build on the existing strengths of our Unit, in particular the teaching and research competence of our conservator, Dr Cathy Mathias.

Ethnohistory. Since the death of Unit member and ethnohistorian, Dr. Ralph Pastore, the lack of regular offerings in ethnohistory has been a gap in Archaeology and History undergraduate programs. Previous attempts by the two departments to secure a Tier II CRC in this field were encouraged by the University but were unsuccessful. Ethnohistory remains a needed faculty position integral to bridging the prehistoric and historic research areas within the Unit.

Norse Archaeology. We will seek an archaeologist specializing in the European North Atlantic, in particular the Norse period. This would provide a natural bridge between our existing research areas and would balance our historic and prehistoric undergraduate and graduate programs, making Memorial University the only place in Canada where Norse archaeology is integrated into a North Atlantic research and teaching program.

Institute of Archaeology

Unit members agree that the most effective way to integrate our research, collections storage, and display capabilities would be to form an Institute of Archaeology. (See below: 13.4 Departmental Governance, Administration and Planning, Future Directions). We currently have the collections and much of the research capacity to fulfill these functions, and together with a proposed interdisciplinary Museum Studies program we would be in a position to greatly enhance our exhibition capability. (See below: 8.6 Archaeology Graduate Studies Future Directions)

Facilities

The expansion of our faculty and the increase in our graduate student intake has created material requirements that we are struggling to satisfy. Additional space is required for faculty and student offices and for secure laboratories, collections storage, and display. Our space was recently rationalized as part of the 2006 move of Anthropology to Queen's College. Some Unit space was lost and some was made more efficient through renovation. The result is that now there is no further flexibility to expand Unit space. (See below 12.2 Administration: Facilities). One solution is new construction expanding the rear of Queens College. This is a long-standing proposal, most recently detailed for the President in December 2005, which becomes more realistic as we make future plans and our needs increase. As an Institute of Archaeology we would partner with the University to obtain funding to equip the space, for example through the Leaders Opportunity Fund.

8 Graduate Studies in Archaeology and Physical Anthropology

Our graduate program in Archaeology offers both MA and PhD degrees. We emphasize prehistoric and historic archaeology of the Atlantic coast, in temperate, sub-arctic and arctic settings, although some MA students have worked on projects elsewhere, specific to supervisor interests. Graduate studies in Archaeology at Memorial are designed and admissions are decided by the Archaeology Unit, sitting as a committee of the whole. Our Graduate Coordinator, Lisa Rankin, administers our programs.

In 2001, the Department introduced doctoral programs in both Anthropology and Archaeology. Given funding, space and program constraints (the number of faculty required to see each MA and PhD student through completion), the Archaeology Unit planned to accept a maximum of two PhD and six MA students each year which means an on-going cohort of 12 MA and eight PhD students. Between 2000 and 2006 the Unit has recruited eight PhD candidates and 50 MA candidates. Thus the doctoral program has grown more slowly than planned, while the masters program has grown significantly more than planned.

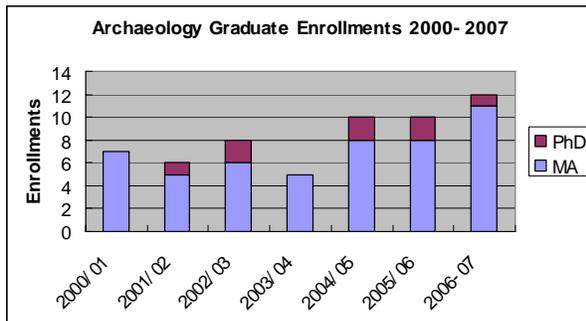


Table 8.1

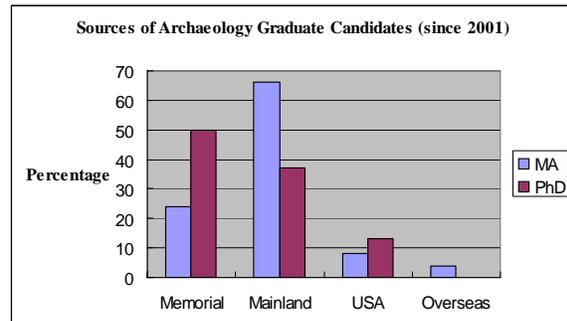


Table 8.2

Source for both tables: Department of Anthropology and Archaeology

8.1 MA Program in Archaeology

Since 2003, the number of students accepted into the MA program has increased, particularly in the past three years, and based on our acceptance rate of 13 MA students for the 2007-8 academic year, the program is growing. We have now decisively surpassed the student numbers planned in 2001. There are several reasons for this. Most important is the introduction of the SSHRC MA Canada Graduate Fellowship in 2003. Our students have been very successful in this competition (12 awards in four years). As a result, we have been able to offer the School of Graduate Studies (SGS) fellowships that would have gone to these top ranked students to other, still excellent, students. Between 2000 and 2005, NAHOP (Dr Pope's SSHRC-funded CURA project) provided nine graduate fellowships, and Dr Renoufs' CRC funds support MA students on an on-going basis. In addition, where possible we top-up SGS fellowships from external research grants.

MA Fellowship Awards since 2000 (Some students have had more than one award.)

School of Graduate Studies (SGS) Baseline Fellowships	38
SGS, Aldrich Fellowships	4
SSHRC (since 2003)	13
NAHOP (2000-2005)	9
CRC MA Fellowships (since 2002)	7
ISER fellowships	12
Harris Centre Fellowships	1
Fellowship top-ups from research grants	8

Archaeology Unit faculty, including the three new faculty hired since 2000, have active research agendas supported by SSHRC and impressive infrastructure facilities supported by CFI. The high profile of the Unit's research and the development of new labs and facilities have attracted top-notch applications, as well as enabling us to provide better research space for students.

Masters students have a residency of two years. During their first year, they are required to take four graduate courses. Each year we offer two mandatory seminars: ARCH 6411 (*Theory and Method*) and ARCH 6700 (*Interpretive Methods*). Other elective courses are available to fit more specifically with individual student programs. Since 2000, we have offered 17 of the other 18 graduate courses that are listed in the university calendar and introduced two new courses: *Zooarchaeology*, and *Space, Place and Landscape* (Whitridge). Two new courses will be offered in 2007 (Pope, Rankin).

In the second term of their first year, MA candidates present their research design to the Unit. They plan their field/laboratory research that takes place in the summer between their first and second years. Under careful mentoring, students apply for scholarships, fellowships and research funding, for example to agencies such as SSHRC, Institute of Social and Economic Research (ISER), the Northern Scientific Training Program, J. R. Smallwood Foundation and the Provincial Archaeology Office. During their second year, MA students give a post-fieldwork presentation to faculty and students. They then write their thesis. We have an excellent program completion rate, either within the required two years or within three years. A few students take longer; but some of them have ended up writing award-winning studies. Our students are busy. Most hold graduate assistantships, involving teaching and/or research. Throughout their programs, they are encouraged to present their research at national and international conferences, as well as in popular and academic media. SGS requires MA and PhD students to complete a Graduate Research Integrity Program, to sensitize them to issues of professional ethics.

Progress of MA Candidates Registered since 2000

	Candidates	Percent of All
In first 2 years	19	38 %
Completed and took degree	21	42 %
Thesis with readers	2	4 %
Beyond 2 years, thesis not in	5	10 %
Withdrew	3	6 %

Time to completion for our MA students averages 36 months, which appears to be just about exactly the average at other Canadian MA programs in Archaeology (source: CIAP). Most students complete within two to three years. Among those who do not, the most common reason is that they have obtained fulltime employment in Archaeology. We regard our attrition rate as acceptable; though if a student decides to withdraw, we are always concerned to understand why the program did not work out, in that specific case.

Career Path of MA Candidates Registered since 2000

Of the 28 students who have completed the program or have extended their residency, 12 are currently enrolled or have recently been accepted into PhD programs in Canada, the USA, Australia, England and Ireland. Eleven are engaged in Archaeological Cultural Resource Management through Parks Canada, Provincial Agencies in Newfoundland and Nova Scotia, private consulting firms in those provinces and in Alberta, British Columbia and Ireland, while one is a lab technician for the University of Western Ontario; one works at The Rooms Provincial Museum. One now works in the Arts industry and three remain engaged in their thesis work. In sum, 96 percent of our graduates in the last six years have remained in their field.

8.2 PhD Program in Archaeology

Since 2001, when the Archaeology Unit initiated our PhD program, we have accepted eight candidates. Our PhD students have been very successful with applications for external funding and five of our students received SSHRC doctoral support – one receiving the prestigious Canada Graduate Scholarship Doctoral Award.

PhD Fellowship Awards since 2001

School of Graduate Studies	1
SSHRC (since 2003)	5
NAHOP (2000-2005)	2
CRC (since 2002)	2
ISER	1

(Some students had more than one award.)

Our PhD program is still new and requires time to grow. Between 2001 and 2006 we received 11 applications into the program, eight of which we accepted. In 2007 we received five applications, two of which we accepted. On this basis we project that our program will expand to our planned scale. We will enhance this through distribution of promotional material.

The PhD program has a four-year residency requirement. During the first year, students participate in two seminar classes and fulfill their second language requirement. In their second year, students are engaged in comprehensive examinations. They sit three take-home written exams, normally based on method, theory and area topics. Together these exams take 10-12 months since most students undertake these in sequence, each taking three months to read, one week to write and two weeks to grade. After passing the comprehensive exams a PhD candidate must then present and defend a research proposal to the faculty. Candidates undertake field and laboratory research during their third year. The fourth and final year is for writing the dissertation. Throughout this process, students actively pursue external funding for both fellowship and research support. Like the MA students, most PhD candidates hold graduate assistantships (teaching and research). They are also encouraged to present their research national and internationally and they complete the SGS Graduate Research Integrity Program.

Our PhD students work very closely with their supervisors and committee members. All have research topics directly relevant to Unit regional and temporal research specialties. Our doctoral candidates also share our strong emphasis on community archaeology. Almost all our PhD students have had to develop strong ties with small regionally and ethnically diverse communities in order to conduct their research -- whether with descendants of Black Loyalist in Nova Scotia, with the Innu Nation of Labrador or with the small Newfoundland communities of Placentia, Port au Choix or Ferryland. In each case, these relationships have helped the students tremendously and have led to invitations for further research beyond the PhD.

Progress of PhD Candidates, since 2001

	Candidates	Percent of All
In first 4 years	4	50 %
Completed and took degree	1	13 %
Beyond 4 years, thesis not in	2	25 %
Withdrew	1	13 %

Our first doctoral candidate, Dr Barry Gaulton, completed his dissertation in 2005 and is now a faculty member in the Unit. The two candidates in the final stages of writing their dissertations have just completed their residency and are currently teaching on contracts, one in the Unit and the other with the Department of Anthropology at St. Mary's University. We were very sorry to lose the student who withdrew, for personal reasons. The Archaeology Ph.D program is too new to make meaningful observations about time to completion or attrition.

8.3 Interdisciplinary Graduate Studies

One of our MA students is currently co-supervised by Dr. Renouf and Dr. Trevor Bell (Department of Geography). While not officially an interdisciplinary program, this student is involved in archaeological and physical geographical research and will learn data collection and analytical methods from both disciplines. Furthermore, students of prehistoric regularly take Dr Bell's graduate courses.

To date, most MA candidates in historical archaeology have done one of their four required graduate seminar courses with the Department of History. Students often take a graduate course in Geography, Folklore or Earth Science.

8.4 Visiting Graduate Students, Interns and Post Docs

The Unit attracts visiting students, interns and post-doctoral fellows. In fall 2007 a graduate student from the University of Cantabria will spend a semester at the Unit. We regularly have students from conservation studies at Queens University and Sir Sanford Fleming College spending weeks or months as interns in the Unit conservation labs.

Since 2000, we have hosted three post-doctoral fellows and will be hosting two more, as of September 2007. Of our previous post-docs, two came to Memorial on SSHRC funding, one with a PhD from the University of Durham and the other with a PhD from Cornell University. A third post-doc was funded by NAHOP; his PhD was completed at the University of Calgary. The Faculty of Arts recently announced a new internal competition for a post-doctoral placement at competitive SSHRC rates which was awarded to Dr. Bell and Dr. Renouf for a recent PhD from the University of Southampton. The Dean of Arts and the Department have also invited Dr Oscar Moro to join us as a post-doctoral fellow in 2007/8 and 2008/9.

We hope to continue to use this opportunity for post-doctoral placements. Unfortunately, at the moment there is no dedicated office space for post-doctoral fellows.

8.5 Graduate Student Funding and Other Issues

The Archaeology Unit is proud of what we have accomplished since 2000. We have expanded our MA program beyond what we thought to be our maximum numbers. We have introduced a doctoral program that has attracted top-ranked candidates who have performed well. Given that we have recently recruited one new faculty member who already has one incoming PhD student and two incoming MA students our numbers will increase. However, the Unit faces some immediate challenges to growth and expansion. Without immediate solutions we will have reached our capacity for graduate training.

The primary challenge to the Archaeology graduate program is limited space. We have no room to house our current increased numbers of graduate students nor our planned increase in additional faculty and post-docs. The Archaeology Unit currently has use of four offices to accommodate graduate students – three offices are in Queen’s College and a fourth is next door in the Graduate Student Union in Feild Hall. No more than 24 students can be squeezed into that available space. As of 2006-2007 we have 19 MA and 4 PhD (for a total of 23) students “in program”, that is to say MAs candidates in their first two year, Ph.D candidates in their first four years. This means that we have no physical room for growth. To accommodate our current students in cramped quarters, the Faculty of Arts recently installed small cubicles in the first-year Archaeology MA room which rationalized the space for maximum occupancy; we will soon need to do the same in our two other, smaller, graduate rooms in Queens College. Our graduate program in Archaeology can grow only if we can access more space for students. In the medium term, this might be space in an adjacent building, though this tactic undercuts the function of the Unit to bring scholars together for research and discussion. In the longer term, graduate student space could be accommodated by the proposed expansion of the rear of Queen’s College.

A second challenge is the Unit’s ability to offer competitive funding to all top-ranked applicants. We normally try to offer to each accepted MA applicant with a first class average \$10,000 plus two terms of Graduate Assistantship, for a total of about \$12,000 per annum for 2 years. We try to offer PhD students \$12,000 plus two terms of Graduate Assistantship, for a total of about \$14,000 per annum for 4 years. This is considerably less than fellowships offered by other universities. We have been able to increase our total available fellowship funding through our success in internal competitions (Aldridge and ISER Fellowships) and in the external SSHRC competition and, exceptionally, by augmenting fellowships with money from research funds where budgets permit. Since our funding at its current level is not nationally competitive, we are losing the very best students, who are offered more from other universities. It is also difficult for MA students who receive the \$17,500 SSHRC MA funding in their first year because we are unable to match this rate in their second year of residency. SGS has recently attempted to alleviate some of these problems. It has initiated a merit funding policy, under which graduate programs may apply for funds beyond their SGS baseline to recruit the very best students. We plan to take advantage of these new funds in the current recruitment process for September 2007. SGS has also made funds available for newly appointed faculty, to attract new students.

We are pleased with these innovations -- but more needs to be done. All departments in the Faculty of Arts remain at a disadvantage *vis à vis* Sciences and Engineering for graduate students. This is because our primary research funding agency, SSHRC, supports only limited funding for graduate student stipends. Since limits on SSHRC's own global budget effectively restrains funding of graduate fellowships through research grants, any potential growth of Memorial's graduate program in Archaeology will continue to be constrained by our annual internal university "baseline" -- the fellowship budget allotted us by SGS.

A third constraint to expansion of our graduate program is faculty workload. With commitments to teaching, research, writing and service to the university, supervision of multiple graduate students is a challenge. The MA program requires that each student's thesis be approved by his/her supervisor, a second internal reader from the Unit and an external examiner. As our graduate program has increased in size, we have had to rely heavily on emeritus, cross-appointed and adjunct faculty as internal readers. The doctoral program requires even more faculty time. For each PhD student to complete our program, a minimum of six Archaeology Unit faculty are involved on the supervisory and comprehensive exam committees. Every PhD student is assigned a supervisor and a committee of two who oversee the student's progress and who review the dissertation before it proceeds to defense. However, the comprehensive process necessitates the addition of three additional faculty members to set, grade and oversee comprehensive exams. With an active faculty of eight, the acceptance of each additional PhD student must be a Unit decision, since almost all faculty members will play a role in the student's program. This is the primary reason we are unable to offer a PhD in biological anthropology, where there has been only one faculty member. We have recently drawn the attention of the Dean of Graduate Studies to the burdensome nature of our PhD regulations and have been encouraged to redefine our PhD program guidelines, which we will do. We are optimistic that simplification of PhD committee requirements will reduce the number of faculty required to monitor each student.

8.6 Future Directions

We will continue to seek solutions to the space, fellowship and program constraints outlined above, in order to facilitate further development and growth of the Archaeology Unit graduate program. We will continue to attract top students to our program and to expand our PhD program, thereby building on and enhancing our reputation as one of the best archaeology graduate programs in Canada. Our graduate program will also be enhanced through our planned faculty expansion, our proposed Museum Studies program and our proposed status as Institute of Archaeology:

Biological Anthropology. The complementary interests of our two proposed biological anthropologists (human osteology and molecular studies) will offer new research and training opportunities for graduate students and will allow us to offer a PhD in this area.

Ethnohistory. The appointment of an ethnohistorian will allow graduate theses to be written in this area and would bridge the present distinction between prehistoric and historic thesis projects.

Norse Archaeology. Our program will be enhanced through a Norse specialist on faculty who will be able to attract graduate students from Europe as well as Canada. With this specialist on faculty, Memorial University will be the only place in Canada where a student can obtain a graduate degree with a focus on Norse archaeology.

Museum Studies Program. We plan to develop an interdisciplinary museum studies program at the graduate level; this would involve appointment of a faculty specialist in museum studies. This is an opportune time for expanded post-graduate instruction in museum studies in this Province. With the success of many archaeology projects across Newfoundland and Labrador, community archaeology projects now face the challenge of displaying the artifacts that have been excavated for, and in cases, with, them. An expanded museum studies program would fill this niche. In the United Kingdom, professionals are being trained in what is called “post excavation archaeology.” Such professionals work in conserving artifacts, analysing soil samples and faunal remains, object identification and museum display. For example, the Institute of Archaeology at the University of London now offers an MA in Museum Studies. Courses options there include museum communication, museum history and theory, museum and collections management, digitization and conservation. Museum studies might also encompass courses in museum environments, display techniques, and public programming. A partnership with the Department of Folklore might enable us to pursue a new Museum Studies MA that would build on the existing strengths of our Unit, in particular the teaching and research competence of our conservator, Dr Cathy Mathias. This program would fully utilize the Queens College Great Hall which a number of years ago was re-fitted as a professional-standard exhibition space. We would cooperate and collaborate with The Rooms in student internships and exhibition development in the Great Hall, at The Rooms, and on the web.

9 Archaeology Undergraduate Program

9.1 Undergraduate Courses

The Archaeology Unit currently has 51 different courses in the calendar, of which 39 were offered during the last five academic years. (See Appendix 9.1). The first-year introductory course *Archaeology 1030* (formerly *Anthropology 1030 A/P*) is offered each fall and winter semester in multiple sections of three to five. Most enrollments in this course are service teaching, that is of non majors, primarily in the Faculty of Arts. Students who opt for the Archaeology major are offered more in-depth introductions to archaeology and physical anthropology at the 2000 level. At the 3000-4000 levels, students are offered a variety of regional, topical and laboratory courses. Field and laboratory experience is offered through one or more annual summer field school. Practical experience is also available through a variety of MUCEP positions, volunteer opportunities and positions funded by faculty grants. Enrollments in all courses show a 16 percent increase between 2001/2002 and 2005/2006, from 949 to 1102 students. It was enrollments in the introductory ARCH 1030 which fueled this rise, as they showed a steady increase from 444 to 609 students over this period.

Design of the Archaeology undergraduate program is understood to be the responsibility of the whole Unit. From time to time a committee is struck to review programs and courses. In anticipation of the APR, the Unit asked a recent committee to review undergraduate course offerings. (See section 9.6 Future Directions, below.) Our Undergraduate Advisor for Anthropology, Mike Deal, gives advice to students on questions specific to the Archaeology program. Wider questions about University or Faculty regulations can now be referred to Louise Dawe, at the Faculty of Arts.

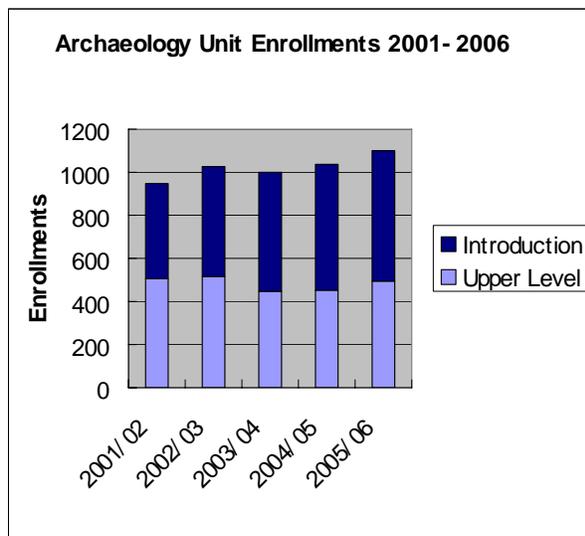


Table 9.1

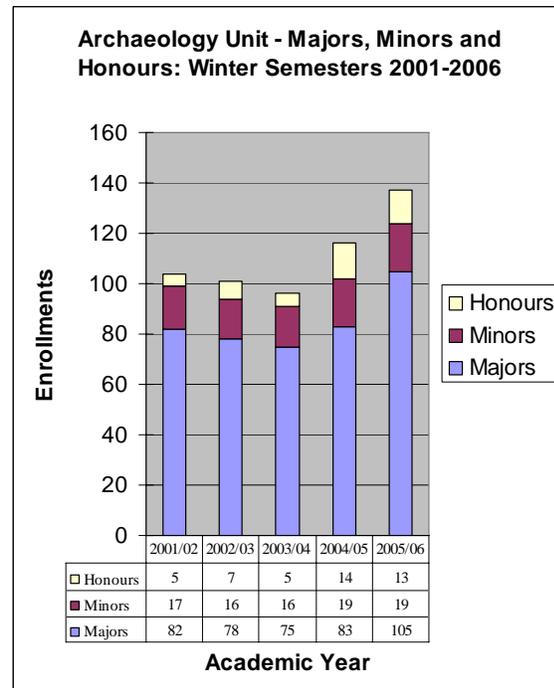


Table 9.2

Source for both tables: Department of Anthropology and Archaeology

9.2 Majors and Minors

The Archaeology program major consists of 11 courses beyond the introductory level. Four upper level core requirements include the 2000 level introductions mentioned above and two 4000 level courses (*History of Archaeology* and *Theory and Method in Archaeology*). In addition, majors must take four 3000 level courses, one other 4000 level courses and two 3000 or 4000 level courses. Majors can choose a concentration in physical anthropology, prehistoric archaeology or historic archaeology. The Archaeology minor consists of seven courses above the introductory level. These include the 2000 level core requirements, one 4000 level course and two additional 3000 or 4000 level courses. The latter can include one Anthropology course. The number of Archaeology majors has increased 25 percent from 80 to 100 students since the 2001/2002 academic year. Meanwhile, the number of minors has remained roughly constant at 16 or 17 students.

9.3 Honours BA in Archaeology

The Archaeology Honours program demands seven courses beyond the requirements for a major, as well as a research-based Honours Paper. The Archaeology Unit has always had an active Honours program, with 48 completed research projects up to 2001. There has been a marked increase in Honours enrollments since 2001, from 5 to 15 students. Each year a \$2000 Imperial Tobacco Scholarship is awarded to the top Honours student in historic archaeology and a \$600 Mary Pittman Robbins Scholarship to the best Honours student in prehistoric archaeology or biological anthropology.

9.4 Contributions to Other Programs

The Archaeology program is closely integrated with other departments and interdisciplinary programs. Archaeology cross-lists 15 courses with other departments: seven with Folklore, six with History, two with Geography and one with Classics (See Appendix 9.1).

The Archaeology Unit is closely involved with two interdisciplinary programs:

Aboriginal Studies Program. The Minor in Aboriginal Studies is a multi-disciplinary program within the Faculty of Arts. Prehistoric archaeology courses make up 7 of the possible 22 courses in this program. Rankin teaches four, Deal two and Whitridge one. Courses include: ARCH 2481, 3290, 3291, 3510, 3515, 3588 and 4190. Several are offered every year and these are almost the only regularly offered courses in the Aboriginal Studies Program.

Diploma Program in Heritage Resources. This Diploma was created to provide a broad training in the documentation, conservation and public interpretation of artifacts, for both graduate and undergraduate students. The diploma builds on the work of the Archaeology Unit's Conservation Lab and the technical expertise of its staff. Faculty from other departments partner with our Unit in this program: Folklore regularly provides courses in museology and Geography sometimes provides courses in Cultural Resource Management. The program requires 5 Archaeology courses and offers 12 Archaeology courses as electives.

The Archaeology Unit serves some other interdisciplinary programs in a smaller way:

Certificate Program in Criminology

This is a special program run by the department of Sociology offering a certificate in criminology. Our *Forensic Anthropology* course ARCH 2492 is an elective for this program.

Law and Society

This is an interdisciplinary program within the Faculty of Arts within which *Forensic Anthropology* (ARCH 2492) is an elective.

Medieval Studies Program

This is an interdisciplinary program within the faculty of Arts that can be a second major or a minor along with any Arts disciplinary major. Two Archaeology courses are electives for this program (ARCH 2480 and 3589).

Newfoundland Studies Program

This is an interdisciplinary program within the faculty of Arts, offering a certificate in Newfoundland Studies. One Archaeology course is an elective for this program (ARCH 3290).

9.5 Student Evaluations of Program

To get a sense of how undergraduates view of our program offerings, students in our fourth year theory and methods course were asked to complete a brief questionnaire. (See Appendix 9.2 for results). The composition of this year's class was uncharacteristically biased toward those with a concentration in biological anthropology (10 of 18 students), which undoubtedly had an influence on the overall results of the questionnaire. Eight of the students said that they were satisfied with the course selections available for their concentration, while seven were not satisfied and two were indifferent. When asked to recommend areas where they would like to see more courses offered the most common response was fieldwork courses, followed by laboratory courses and biological anthropology. As for new teaching positions, the majority of students recommended hiring a second biological anthropologist, followed by a researcher in some aspect of science and archaeology and a Norse archaeologist. In the comment section, three students thought that there should be more field and lab work opportunities for undergraduates. One student thought that the field school courses should be mandatory. One other student felt that we needed a better balance between historic and prehistoric course offerings.

9.6 Future Directions

In anticipation of the APR, the Unit reviewed its undergraduate course offerings. We developed a new program for Archaeology majors more consistent with programs offered elsewhere in Canada, for example at Simon Fraser or at Calgary. Our new program is outline in Appendix 9.3. It has the following features:

- * New courses reflecting research interests of recently hired faculty.
- * Modernization of some long-standing course titles.
- * Designation of three new Archaeology research and writing courses.
- * Revised course requirements for Archaeology majors.
- * Reorganization of courses as core requirements, Anthropology, field and laboratory, regional studies and topical courses.

Significant changes to the major requirements include the addition of a 2000 level Anthropology course and one required fieldwork or laboratory course. These changes will help to build a stronger link with the Anthropology program as well as reflecting the increase in laboratory-based courses in Canadian archaeology programs.

Proposed new faculty positions will enhance the future development of the undergraduate program.

Second biological anthropologist. In addition to the replacement of Dr. Jerkic, a second appointment in this field will allow growth in both the undergraduate and graduate programs. Over the last five years, biological anthropology courses have accounted for 822 seats or 30 percent of our course enrollments. In particular, ARCH 2492 *Forensic Anthropology* is the most popular course offered in our program and its enrollment could easily be doubled. A second faculty member would also allow us to offer courses linking biological anthropology with disciplines such as Medicine or Biology.

Museum Studies The Archaeology Unit has a strong foundation to build upon in expanding this specialty area, given the technical expertise of staff of the Archaeology Unit's Conservation Lab. This expertise has been critical to the development of the Diploma Program in Heritage Resources. Of the Archaeology courses required for that certificate program, to date four of the five have been taught by sessional instructors. This reliance on sessionals makes development of training in this area less certain than it would be if we had a full-time faculty position in this specialty. Currently, we cannot easily expand our offerings, because our conservation courses are taught by our Conservator, Dr Cathy Mathias, who was hired as staff rather than as faculty and can therefore only teach two courses per year. She recently earned her doctorate and would be eligible to apply for a faculty position in this area if one were developed.

Ethnohistory. The lack of regular offerings in ethnohistory has been an evident gap in undergraduate programs, both in History and in Anthropology and Archaeology. Ethnohistory remains a faculty position integral to bridging the gap in our undergraduate program between prehistoric and historic archaeology.

Norse Studies. A Norse specialist will teach courses of wide interest to undergraduates, including students enrolled in the Medieval Studies Program.

10 Archaeology Academic Service

Departmental Service

Unit members actively contribute within the Department of Anthropology and Archaeology, serving on the promotion and tenure committee, on search committees, PhD supervisory and comprehensive committees as well as serving as internal reader for MA and PhD theses.

University Service

Since 2000 Unit members have served in a variety of capacities at the university level, chairing or serving on departmental head search committees, serving on search committees for positions such as the Vice-President (Academic), Vice-President (Research), Director of the Labrador Institute and interdisciplinary Canada Research Chairs. Unit members have served on selection committees for the University Research Professor, the Distinguished Research Award and on funding committees such as the ISER, Smallwood Institute of Newfoundland and Labrador Studies, and Northern Student Training Program, as well as sitting on editorial boards such as ISER Books and *Newfoundland and Labrador Studies*. Unit members have chaired boards such as the Smallwood Institute of Newfoundland and Labrador Studies and the Maritime Studies Research Unit. We have served on academic program reviews of other Memorial departments within the Faculty of Arts. Our graduate students have assisted in student recruitment endeavours through school enrichment programs.

Provincial Service

Unit members actively serve in the provincial context, based on their academic experience and expertise. These include Chair of the founding Board of Directors of The Rooms, advisor to the Torngasuk Regional Library, member of the Rhodes Scholarship Committee, organizing community-university regional workshops, and board memberships on heritage-related organizations such as the Battle Harbour Historic Trust and the Historic Sites Association of Newfoundland and Labrador. Unit members work or have worked with regional economic organizations such as the Southeast Aurora Zonal Board and the St. Barbe Development Association. Our biological anthropologist has assisted the Provincial medical examiner's office, the RNC and the RCMP.

National Service

Unit members have served nationally on the Interdisciplinary Adjudication Committee of the CRC Program, the CRC College of Reviewers, the Leaders Opportunity Funds College of Reviewers, and the SSHRC Doctoral Fellowship Committees. Members are actively involved in the Canadian Archaeological Association and our Old World archaeologist is Director of the Canadian Society for Mesopotamian Studies. Unit members regularly review SSHRC research proposals and manuscripts for national journals.

International Service

Unit members serve on editorial boards such as *The Journal of the North Atlantic*, *Post-Medieval Archaeology*, *Material History Review* and the *Anthropological Papers of the University of Alaska New Series*. They are involved in the North Atlantic Biocultural Organization and the Arctic Archaeology Network, both organizations focused on archaeological research in the Arctic and North Atlantic. Members frequently review international research proposals. They regularly review articles for international journals and have served as external PhD examiners for candidates from universities outside Canada.

11 Archaeology Community Outreach

The Archaeology Unit takes an active part in outreach, working with local community groups, museums, schools, provincial agencies, and national and international organizations.

11.1 Outreach Programs

Since 2000 the Archaeology Unit has played a critical role in several broad outreach initiatives:

Newfoundland Archaeological Heritage Outreach Program (NAHOP). NAHOP was a Community-University Research Alliance (CURA) sponsored by SSHRC and directed by Peter Pope, between 2000 and 2005. NAHOP placed many students as research assistants with community-sponsored research projects. For a report see <http://www.arts.mun.ca/nahop/index.html>. Gerald Pocius and M.A.P. Renouf were also involved in this project.

UNESCO Intangible Cultural Heritage (ICH). Gerald Pocius has been working with provincial and national agencies on this UNESCO initiative since 2002. He served on the Canadian Commission for UNESCO and represented Canada in 2003 in discussions of the Convention for the Safeguarding of Intangible Cultural Heritage, which was adopted in 2006. Dr Pocius has briefed the Department of Canadian Heritage on this issue and is currently working with the province on a strategic plan for intangible heritage of Newfoundland and Labrador.

Labrador Métis Nation (LMN).

Lisa Rankin recently prepared an application for an SSHRC-sponsored CURA, to research the history and archaeology of the Métis of southern Labrador, in cooperation with the LMN. This proposal has passed the initial letter of intent stage and is one of the two CURA proposals put forward by Memorial University this year. If funded it would support five years of community-oriented research in southern Labrador.

11.2 Community Archaeology

Most of the academic research projects directed by Unit members are community based, in the sense that the research depends on community sponsorship, involves local heritage organizations in research, involves and employs local people and facilitates local interpretation of the archaeological resource. The Unit has been committed to this kind of community archaeology since Emeritus Professor James Tuck's work in Red Bay, in the 1970s and 80s. Such partnerships benefit communities economically, not only by developing heritage resources which may have the potential to attract tourism, but also by providing employment and training in trades, research work, heritage interpretation and customer service (see Appendix 11.1). The contribution to social capital is equally important. Community archaeology projects contribute to formal education, through school visits, student tours and short courses and also by familiarizing local high school students with the university. These projects redefine local heritage resources, enhance pride of place and involve volunteers in grass-roots interpretation and protection of sites (see Appendix 11.2). Our students benefit as well, by being exposed to the challenges of excavation and interpretation in regional contexts.

Colony of Avalon Foundation, Ferryland. Our largest community archaeology project is the excavation of 17th-century Ferryland, under the direction of Barry Gaulton and Professor Emeritus Jim Tuck. The Colony of Avalon Foundation has sponsored this project since 1994. Gaulton and Tuck work with this local non-profit group on funding proposals, training, living history, heritage gardens and interpretation centre exhibits. At times, the Ferryland project has employed as many as 40 or 50 people. A 2001 ACOA study estimates that visitors to the site annually spend \$1,200,000 more in the province than they would have, if the Colony of Avalon did not exist.

Parks Canada, Port au Choix M.A.P. Renouf's *Humans in the Landscape* research project, centered on the Port au Choix National Historic Site, is the longest continuous research project in the Unit. Dr Renouf has worked for over 20 years with Parks Canada and the Town of Port au Choix on the archaeology of Dorset Paleoeskimo and Maritime Archaic peoples. In recent years she has cooperated with geographer Trevor Bell in a wider study of prehistoric peoples on the Northern Peninsula.

French Shore Historical Society (FSHS), Conche and Croque. Peter Pope has worked with this community group since 2004 on the Archaeology of the Petit Nord: the French Migratory Fishery in Northern Newfoundland, 1500-1904. In cooperation with the Quebec Labrador Foundation, FSHS plays an active role in the interpretation of the emerging archaeology of this region. In recent years Dr Renouf has been working on prehistoric sites in this area in collaboration with the FSHS.

Labrador Métis Association. Since 2005 Lisa Rankin has worked cooperative with the Labrador Métis Association as part of her Porcupine Strands Project.

Parks Canada -- Torngasok National Park, Government of Nunatsiavut, Town of Nain -- Nachvak Fjord Archaeology Project. Peter Whitridge carries out his research on contact period Inuit in cooperation with Parks Canada and local community organizations.

Dorset Eskimo Soapstone Quarry Committee, Fleur-de-Lys. This was one of the leading community groups in NAHOP. They have developed a research station for visiting researchers, most from Memorial University. In recent summers Fleur-de-Lys has regularly hosted 15 archaeology students enrolled in our annual field school, directed under contract by Dr. John Erwin, with the assistance of our current 8-month contractual in historical archaeology, Amanda Crompton.

Nova Scotia Museum. Michael Deal's research on the Minas Basin is carried out in cooperation with the Nova Scotia Museum, Acadia University and the Scots Bay Community Centre.

11.3 Public Communication

Given strong public interest in archaeology, our faculty and staff are often invited to present their research to general audiences. All have given public lectures, radio and television interviews and have been the subject of newspaper and magazine articles. To detail a few highlights since 2000:

Stuart Brown and Peter Pope were involved in voicing public concerns about the proposed location of The Rooms on top of the remains of 18th-century Fort Townshend. The Archaeology Unit is, of course, fully supportive of the museum and archive itself and Priscilla Renouf is the current Chair of The Rooms Board of Directors.

Mike Deal helped developed a Web-Link Resource Manual in 2004, for Nova Scotia communities interested in archaeological tourism. He is also involved in aviation archaeology and currently serves as a director of the Avalon Historic Aircraft Recovery Association.

Barry Gaulton and Jim Tuck have interpreted Ferryland in features for *Discovery Channel* and *Canadian Geographic*. Between 1996 and 2003, Gaulton and Tuck edited the journal *Avalon Chronicles*, which presented historical archaeology in Newfoundland to an educated popular audience. They helped organize a public session on Ferryland for the meeting of the Canadian Archaeological Association held in St John's, in May 2007.

Gerald Pocius developed an innovative museum project with The Rooms, our provincial museum. The eight graduate students in his *Public Sector* Folklore course conducted fieldwork in the Battery and prepared an exhibit on this historic St John's district which opened in May 2007.

Peter Pope and NAHOP coordinator Stephen Mills helped to organize a series of workshops for NAHOP's French Shores Working Group, in Baie Verte (2000 and 2004), Placentia (2001) and St. Anthony (2003). These meetings laid the groundwork for cooperative research on the French presence in Newfoundland and directly resulted in archaeological research at Placentia and in the Conche-Croque region. NAHOP also produced several popular research aids, including *Organizing Community Archaeology Projects in Newfoundland and Labrador: Heritage Outreach Guidelines*. NAHOP produced four videos, two of which, *Outport Archaeology* and *Archaeology and Traditional Knowledge in Labrador* won Canadian Archaeological Association Public Communications Awards for 2000 and 2003. NAHOP also developed a series of eight CD *Studies in Newfoundland Archaeology*. These consist of MA theses on the archaeology of Newfoundland and Labrador, with selected articles and undergraduate Honours papers. (For NAHOP products, see Appendix 11.3) Pope has given public lectures on Newfoundland's historic archaeology in the U.K. and Ireland.

Lisa Rankin helped to organize a SSHRC-funded community workshop Unveiling Akuniktut that involved the Labrador Métis Nation, archaeologists, and southern Labrador community leaders. She worked on a Discovery Channel feature on Porcupine Strand and she has hosted community tours for the Labrador Institute, to discuss archaeology.

M. A. P. Renouf edited Elmer Harp's book-length photographic essay on the Strait of Belle Isle, *Lives and Landscapes: A Photographic Memoir of Outport Newfoundland 1949-1963*. In 2000-2003, she and Trevor Bell of Geography produced three large-format colour posters for the L'Anse aux Meadows and Area Economic Development Committee, the St. Barbe Development Association and the Petit Nord Cultural and Natural Heritage Society. In 2006, Renouf chaired *The Many Faces of Labrador: Archaeology and Community of the Big Land*, a Battle Harbour Trust symposium. Every summer she gives public lectures at the Parks Canada Visitor Centre in Port au Choix and provides informative tours of her excavations. She has given public lectures in Denmark and Ireland.

Dr Whitridge's work in Nachvak, northern Labrador, has been covered by CBC and the OkalaKatiget Society, frequently aired on APTN. In July 2006, *The Beaver* named his Nachvak Fjord Project one of Canada's top ten archaeological tourist destinations. At the end of every field season Dr Whitridge holds an open house at Nain to explain the season's finds, to talk about archaeology and to hear people's own ideas about the past.

11.4 Future Directions

The Unit's community-based partnerships will continue in Labrador (Rankin and Whitridge), on the Northern Peninsula (Pope and Renouf), at Fleur-de-Lys (Erwin and Crompton), in Ferryland (Gaulton and Tuck), with the Newfoundland aviation archaeology community and in the Minas Basin, Nova Scotia (Deal).

Mike Deal is working with East Coast Productions on a video, *Lost Flight of the Eagle*, based on an aviation archaeology project.

Barry Gaulton is fostering links with local community groups and historic societies in Bonavista and Gander as a basis for planning a survey for early 18th-century salmon fishing stations.

Peter Pope and Paul Pope Productions are developing videos on the archaeology of the Petit Nord.

Peter Ramsden is working on a video production for the Railway Coastal Museum.

Lisa Rankin awaits a funding decision for an SSHRC-sponsored CURA, in cooperation with the Labrador Métis Nation. Funding will support five years of community-oriented research in southern Labrador. Her graduate students are involved with the Gateway Museum in western Labrador.

Priscilla Renouf is starting an archaeological survey in Twillingate and, along with the Provincial Archaeology Office, is consulting with the town council and local residents.

Peter Whitridge is beginning to generate footage of his research in Nachvak for a video series on northern Labrador archaeology, for distribution to schools and local media.

IV Departmental Administration, Governance and Planning

12. Administrative Support

12.1 Administrative and Professional Staff and Faculty Administrators

Faculty Administrators

Head of Department, Peter Pope
Chair of the Archaeology Unit, Michael Deal
Graduate Coordinator, Anthropology, August Carbonella
Graduate Coordinator, Archaeology, Lisa Rankin
Undergraduate Advisor, Anthropology, Mark Tate
Undergraduate Advisor, Archaeology, Michael Deal

Administrative and Clerical Staff

Administrative Secretary, Marilyn Marshall
Administrative Program Assistant, Karen Woosley
Intermediate Clerk Stenographer, Annette Sullivan

Professional Staff (Archaeology Unit)

Conservator, Cathy Mathias
Collections Manager, Gillian Noseworthy (currently on half-time leave).
Collections Assistant, Laurie Temple (temporary assistance for manager)

Our three administrators and clerical staff administer a department of 16 full-time faculty, 17 sessional, adjunct, visiting, emeritus and honorary research professors, about 60 graduate students, and approximately 1000 undergraduate students. Professional staff in the Archaeology Unit manage our conservation lab, our collections and our display area in the Great Hall. In this they have the part-time support and guidance of the five faculty members directly involved in administration of the Department. (The Faculty of Arts also assists holders of CRCs, like M.A.P. Renouf, with administrative support for development of research budgets and infrastructure.)

Administrative Secretary Marilyn Marshall is secretary to the Head and administers the departmental operating budget; coordinates class scheduling and planning; maintains records for faculty Research Pool accounts, banked time, new hires; enters Weekly Absentee Report information re staff on Human Resources website; and communicates with the Registrar's Office, Graduate Studies, Faculty of Arts, Human Resources, Faculty Relations and CIAP regularly both by telephone and/or Banner system. Marilyn also handles research grants and other operating accounts for Anthropology faculty and graduate students

Administrative Program Assistant Karen Woosley is responsible for coordinating administration for the Archaeology Unit, including research grants and other operating accounts for faculty and graduate students, payroll and personnel, purchasing, travel claims, salary accounts, and financial reports for researchers. She also takes responsibility for keys and parking permits for the Archaeology Unit.

Intermediate Clerk Stenographer Annette Sullivan handles front-line access and inquiries re the Department. She handles printing, filing, financial records, ordering supplies and products including Banner Finance database for purchases, receiving, reconciling, and queries; accessing the online Student Banner database for class lists, transcripts, student phone numbers, major and minors, etc; paperwork re applicants to graduate programs and re graduate exams and theses; also troubleshooting classroom, office and computer problems. Ms Sullivan is space management officer. She maintains our data on the Facilities Management website/database; revises space management reports received from Facilities Management; handles classroom infrastructure funding; and records fixed assets for the Department. The Administrative Secretary relies on the assistance of the Intermediate Clerk Stenographer, who handles many of the duties of the Administrative Secretary, when the Administrative Secretary is away from the office.

Administration handled by our full-time staff includes work related to undergraduate course selection and grading; graduate students' admission, facilities and grades; departmental budgets, accounts, purchasing, and travel; as well as coordination with the Faculty. Over the last decade, work formerly elsewhere within the university has been downloaded to departments and staff. Departmental staff are now responsible for work formerly done by Graduate Studies, Registrar's Office and Financial Services such as inputting grades, graduate payroll, arrangements for external examiners, and accounting. The Department spends thousands of dollars annually on laboratory equipment and field and office supplies/equipment. Graduate students also depend on research grants, and so purchasing, hiring and travel administration is also required on their behalf. The Archaeology Unit alone hires approximately 100 student assistants per year, undergraduate and graduate. Field work, field schools, conference and workshop travel for faculty and graduate students create a lot of paperwork in the form of travel claims. The Archaeology Unit and the Aboriginal Studies bring in large revenues (Archaeology about \$5,400,000 between 2000 and 2005 and Aboriginal Studies about \$1,165,000 in the last 4 years.) Staff also administer operating accounts for Conservation, the North Atlantic Data Management Lab, the Field School and Classroom Infrastructure. Given the diversity of the Department and the complexity and volume of duties, the quality of work performed is remarkable.

Professional Staff (Archaeology Unit)

The need for conservation and management of collections, including the paperwork this entails was recognized when James Tuck, the Department's first archaeologist was hired. The Archaeology Unit has had its own clerical staff support since 1968 and technical staff since 1970. As the number of archaeologists in the department increased (including our biological anthropologist), so did the number of artifacts and associated record keeping. When the Archaeology Unit moved to separate quarters, in the Ingstad Building, in 1988-89, the need for an administrator/clerk dedicated to archaeology became crucial. Growth in Archaeology faculty and graduate programs has further increased administrative responsibilities for field work, student assistantships and conservation interns. The extension of archaeological work into historic sites in the early 1980s greatly increased both the number artifacts retrieved and the need for conservation and collections management of a wider variety of materials. The position of Lab Technician was split in 1988 into two full-time positions: Conservator (Cathy Mathias) and Collections Manager (then Ellen Foulkes, now Gillian Noseworthy).

Archaeological Conservator (Cathy Mathias) conserves, restores and researches artefacts excavated by faculty. She guides students and faculty in field conservation, organizes supplies, provides on-site visits and conservation when needed, and provides assistance in artifact transport back to our conservation lab. She also conducts research on methods of conservation and on artefact types treated in the laboratory. About 40 percent of the conservator's time is devoted to supervision of laboratory employees, interns, on-site staff, graduate students and student assistants. Because the excavation of cultural resources falls under provincial regulations some liaison is required with government officials. Dr Mathias also teaches courses in Archaeological Conservation (ARCH 3587) and Collections Management (ARCH 3591) as a sessional lecturer. (The time required for these formal classes falls outside her working hours as Conservator.)

Archaeological Collections Manager (Gillian Noseworthy) takes responsibility for curating the archaeology collections in a secure, accessible and conservationally sound environment. She also maintains documentary archives, including digital data, video, photo and paper. The Collections Manager monitors collections as they are used by faculty and students in research and teaching. She also communicates with the Provincial Archaeology Office, the Museum at the Rooms, as well as researchers from outside the University regarding the use and loans of collections. The Collections Manager also acts as Curator of the Great Hall, as an exhibition and gathering space for University cultural events.

12.2 Facilities

A Brief History of Dispersion and Relocation

The Department of Anthropology and Archaeology is now, more or less, under one roof. This has not always been so and dispersion of the Department over the last two decades has had an impact both on our current facilities and, more subtly, on questions of governance. (For the latter, please see Section 13.) Until the late 1980s, the Department of Anthropology, including the Archaeology Unit, was housed at Queen's College, occupying the lower floors of the building (1st, 2nd and 3rd). In 1988, the Archaeology Unit moved to the former Blackhall School, to take advantage of potential lab space there. This building was then renamed the *Instad Building*, by a University Committee. At the same time, Anthropology moved to the Arts Annex and, with them, the departmental offices for Head of Department and the Administrative Secretary. This separation of archaeologists from the departmental office created a brake on administrative efficiency, since certain processes were inevitably slowed. Email alleviated this problem, to some extent. In late 1996, the Archaeology Unit moved again to its present location in Queen's College (floors 1 and 2, with a few offices on 4). This gave the Unit better, if not more, lab space. The move did not alleviate either administrative problems or governance issues created by the physical division of the Department. Until 2006, sociocultural anthropologists and the Departmental offices remained in the Arts Annex on the main campus, where space was limited.

In the summer of 2006, on the decision of former dean of Arts David Graham, the Department was physically reunited, with the move of sociocultural Anthropology and the Departmental offices back to Queen's College. The Department took over Queen's College 4th floor, primarily for Anthropology but also for Archaeology faculty already there and for graduate students in Archaeology. Renovations created new classrooms, QC-4001 for seminars and QC-4028, a small lecture space, to complement the larger existing classroom QC-2013 downstairs and to replace the former small seminar room in the basement that was eliminated in the renovation plans. The move represented a net gain of space for the Department, although archaeologists and anthropologists had different perceptions of how this gain was shared. The Department's official view at the time, expressed by the Head (Wayne Fife), was that the move created a net gain for both sub-disciplines. Archaeologists did not see it that way, in part because they perceived a net loss of office space for administration and per course faculty (QC 2000 became a departmental rather than an Archaeology Unit office and Archaeology's per course office QC 2001 was divided and turned into offices for the Head and the Administrative Secretary). Perhaps more important, archaeologists did not see the new space for their graduate students as a result of the move, but as a long-standing commitment to the CRC Chair in North Atlantic Archaeology, Priscilla Renouf, to allow her to redevelop the old graduate student space on the 1st floor as a North Atlantic Archaeology lab. The move left members of the Archaeology Unit upset, because they felt they had not been given effective input into the planning process. Archaeologists observed that the two halves of the Department had been shoe-horned into a total space that was not quite big enough to hold us all. The bottom line for the Archaeology Unit was that it lost dedicated space for biological archaeology. This decision came back to haunt the Department in the spring of 2007, when a candidate for a tenure-track position in biological archaeology turned Memorial down, in part because the Unit could not promise lab space.

Anthropology has also suffered from space limitations and slow renovations at Queen's. Several graduate students and two active retired faculty (Briggs and Tanner) have offices in the Centre for Aboriginal Studies, in the Inco Centre, as does CRC Chair in Aboriginal Studies, pending his resignation in July. Some second-year MA students in both Anthropology and Archaeology are housed in Spencer Hall, which is not far from Queen's but which does isolate these students. Renovations to QC-1007, the new Labrador Archaeology Digital Data have been slow, so that Rankin was only able to move from QC-4002 in late spring of 2007, delaying long-planned access to this space by Anthropology.

Present Facilities, Current Use and Future Needs

Facility	Users and Needs
Offices	
Staff	
QC-2000	Reception and General (Sullivan, Intermediate Clerk Stenographer). Currently works well but we will soon need more space for files, in another room.
QC-2001	Archaeology Unit (Woodsley, Administrative Programme Assistant)
QC-2002	Departmental Office (Marshall, Administrative Secretary) This is an unpleasantly cramped office.
QC-2004	Photocopier Room (for departmental staff and Archaeology)
QC-4024	Photocopier Room (Anthropology)
Faculty	
QC-2000s and 4000s	Faculty & MA students (on special projects). Works well
QC-2002A	Department Head (Pope). This is a dark office with an unpleasant fishbowl ambiance.
8-Month Contract	
QC-1003A	Currently in an inner office in the collections area. This happens to work well for the current instructor (Crompton) who is finishing doctoral research in Archaeology. Might not suit a different 8-month appointee and is not a convenient space for an instructor's office.

Sessionals, Emeritus/Honorary Research Professors, Adjunct QC-1008	Emeritus and Adjunct Professors, Archaeology
QC-4011	Anthropology sessionals in 2006/7 (Allison and Rice). Will be shared by all Anthropology and Archaeology sessionals in 2007/2008.
QC-4021	Anthropology and Archaeology sessionals in 2006/2007 (Musante, Walsh, Mills and Erwin). Will become the office for Anthropology hire Reade Davis in 2007/2008.
QC-4027	Emeritus/Honorary Research Professors, Anthropology. Professors Briggs and Tanner currently have offices in the Inco Centre Offices of the Aboriginal Studies Centre.
Curator QC-1003	Satisfactory but does not provide sufficient space for interns or student assistants. Another person in this position might prefer a separate office.
Conservator QC-1004A	This space also serves as quiet work area for students and interns. Currently works well. Another persons in this position might require a separate office.
Grad Students QC-4012	1st year Anthropology MA students. Room for ten; about five students used the room in 2006/7 and nine will use it in 2007/2008.
QC-4014	Anthropology Ph.D. students. Room for four; three Ph.D students and an MA candidate used the office in 2006/2007; three will be there in 2007/2008. With study carrels better use could be made of this space.
QC-4017	2nd year Archaeology MA students. Room for four; four people currently use the space.
QC-4019	Archaeology Ph.D. students. Room for four; two currently use this space.
QC-4020	1st year Archaeology MA students. 11 carrels for the current 11 students in the space, which is crowded.
Needs	More space is needed for current PhD and 2nd-year MA students. If programs expand, we will need even more space. As it stands, some PhD and second-year MA students are housed outside Queen's College, in Spencer Hall and at the Aboriginal Studies Centre in the Inco Innovation Centre
Folklore QC-2014 to 2019	These offices, belonging to Gerald Pocius and the Centre for Material Culture Research, are administered by the Department of Folklore and not the Department of Anthropology and Archaeology.

Classrooms

- QC-2013 Main floor lecture room, seats 49. Also frequently used for organizational meetings with students. For instruction, needs DVD player and a control console for media. (The latter is scheduled for installation in the summer of 2007.) This space could be used for occasional layout space for artifacts but would then require more secure storage in the form of keyed Lane cases and lockable storage cupboards.
- QC-4001 4th floor multimedia seminar room, seats about 20. Work on this multimedia room promised at the time of the move of anthropologists back to Queen's is not yet complete: the room still requires a hook-up to the internet, for teaching purposes. This work was undersay in spring 2007.
- QC-4028 4th floor multimedia classroom, seats about 35. Work promised on this multimedia classroom, by the University, when Anthropology moved over to Queen's is not complete. The room still requires a VCR, DVD, and sound hook-up for teaching purposes. The Department was also promised that a portable computer would be installed in the locked cabinet in this room and hooked up to the internet for teaching purposes.

Labs & Library

- QC-1000 Palaeoethnobotany Lab (Deal)
- QC-1004 & QC-1020 Conservation Lab & Wet Lab (Mathias)
Conservation documentation occupies a large portion of floor space that could be freed up with an X-ray storage shelf to replace the drawer cabinets currently used.
- QC-1005 Prehistoric Lab (Brown, Rankin & Whitridge)
- QC-1007 Labrador Archaeology Digital Data Lab (Rankin & Whitridge)
- QC-1014 North Atlantic Data Management Lab (Renouf)
- QC-1015 Northern Peninsula Collections Lab (Renouf)
- QC-1019 North Atlantic Archaeology Lab (Pope & Renouf)
- QC-4002 Anthropology research and visiting scholars.
- QC-4003 Library and Computer Lab for Anthropology graduate students, faculty, retired faculty and visitors.

Needs

A lab for biological anthropology.

An additional historic archaeology lab (Gaulton).

A budget for equipment maintenance and consumables.

Collections

QC1003

Collections Room. Used by Curator Noseworthy and Assistant Temple as well as faculty, grad students, undergrad students, conservator, visiting researchers. Currently works well, although a separate space to store archival documents and primary documentary data separate from artifacts would be more appropriate. Needs a dedicated computer for collections research by students and faculty.

With growing collections and an expanding graduate program, the existing space will soon be full. Extra storage boxes are already currently stored in the hallway. Current space limitations restrict appropriate adequate layout space for examination and teaching. Collections no longer under provincial permit can be re-submitted to the province. If we could do this on a regular basis after conservation and research were completed, the lifespan of the current allocated storage space could be extended.

We need but do not currently have a regular budget to replace consumable supplies such as boxes, packaging materials, labels and digital storage media for backups of data..

QC-1006

Storage of iron artifacts and old files. Facilities Management restricts use of this space to such functions.

QC-1010

Official approved Provincial Repository for Human Remains. There is limited layout space here which might be used for basic research in biological anthropology research.

Great Hall
QC-2011

Managed by the Curator (Noseworthy). Used for Heritage Resource Diploma courses, by faculty and grad students. Occasionally social functions for the department and Theology. We need but do not currently have a budget to organize and properly display artifacts, repair broken locks, replace dated signage, clean and repaint case interiors and provide display mounts.

Other

Lunchroom
QC-4000

Small kitchen and comfortable lunchroom with table.

Washrooms
QC-2005 & 2006

Male and female toilets shared by users of the 1st floor labs and the 2nd floor offices and classrooms. Facilities are overused and there is no provision on this floor for of drinking water.

QC-2013A

Small closet-style toilet off lecture room, rarely used

QC-4016 & 4018

Male and female toilets. Adequate for demand. Drinking water is available in the Lunchroom.

Outstanding Space Considerations

Gathering Space for Undergraduates

With the return of Anthropology to Queen's the Archaeology organization MunArch lost its meeting rooms. The equivalent sociocultural Anthropology organization SCAM had not had a meeting room but booked a seminar room as needed, the situation both organizations find themselves in now. Gathering space for undergraduates to sit and study or talk between classes is scarce, though there is some limited seating in the Great Hall. Because Queen's College is not attached to other buildings, a quiet gathering space is needed between classes, especially during winter months.

Wheelchair Access

Of the classrooms, only Q-2013 is wheelchair-accessible. The first floor laboratories are accessible via a back door route.

Toilets

We need better toilet facilities and drinking water for the 1st and 2nd floors.

Delivery Access

Significant difficulties arise when large or heavy goods are delivered to the Department. Equipment destined for the downstairs laboratories must be delivered through the front doors and carried downstairs, because the single door at the basement level enters into a very narrow hallway. This problem would best be alleviated by the installation of a loading bay door equipped with a lift to the basement level.

Filing and Storage Space

This is a key issue for administrative and clerical staff. Currently there is no designated space for storage or filing, which interferes with efficient access to supplies and files, on a daily basis. Files are divided among three offices and a small area outside the women's washroom. This is not efficient. A specific space should be assigned for storage and filing needs, to accommodate both active and inactive files.

Additional Needs for Lab and Layout Space

Although a new hire in biological anthropology might initially share laboratory space in the conservation lab, this will work only as a temporary measure. Provincial regulations require that all excavated materials must be conserved or stabilized. This creates a large volume of material, in 2006: one human skeleton, about 1500 iron artifacts, 3000 bone fragments, 2000 baleen, fragments, 50 copper objects, 50 lead objects, 1000 wood objects. This inevitably produces dirt. The microscopes required by the biological anthropologist will require a clean room and the only one available is the conservators office space, currently also shared with interns.

Historical archaeologist Barry Gaulton currently uses the Colony of Avalon lab at Ferryland. As his research evolves and as he takes on graduate students he will need lab space at Queen's. The Department should be looking for funding to extend the first floor of Queen's College toward the pond. This would create additional storage and laboratory spaces, for the biological anthropologist and for historic archaeology.

12.3 Interdisciplinary Mechanisms

Anthropology

Anthropology is articulated with the wider Memorial University community through various formal and in formal mechanisms:

The Sociology/Anthropology Interdisciplinary Program, a joint undergraduate program offering Minor, Major and Honours specializations.

Cross-listing of courses with various departments including Folklore, Sociology, and Religious Studies

Undergraduate courses in social/cultural Anthropology offered to other BA programs within the University. These other programs include: Aboriginal Studies Minor, Diploma in Police Studies, Diploma in Heritage Resources, Interdisciplinary Minor in Music and Culture, Canadian Studies Major, European Studies Minor, Law and Society Minor, Newfoundland Studies Minor, Women's Studies and the Humanities Board of Studies

Anthropology is represented on the board of the interdisciplinary Institute of Social and Economic Research, through which various research programs are funded.

Outside such formal mechanisms, Anthropology participates with other Memorial departments in various ways. Graduate students from other disciplines take courses in Anthropology and Anthropology students on occasion take courses within other disciplines. This same process holds true between Anthropology and other disciplines regarding co-supervision of graduate students. In addition, several faculty members teach regularly in graduate programs outside the department. Rex Clark regularly teaches graduate courses in Marine Studies. Robin Whitaker regularly teaches seminars and supervises students for the MPhil program. Sharon Roseman is Chair of the Dean's Advisory Committee for the Digital Research Center for Qualitative Research.

Kathy Gordon, Sharon Roseman, and Robin Whitaker are all currently members of the Women's Studies Council. All three have served on Women's Studies committees. Roseman has co-taught graduate courses in the past. Roseman and Whitaker have taught Anthropology undergraduate courses that are applied toward the Women's Studies Minor Program. Roseman and Whitaker have both supervised Women's Studies graduate students

Archaeology

Several interdisciplinary mechanisms permit members of the Archaeology Unit to participate in teaching, graduate supervision and research in coordination with other Memorial departments. The Archaeology Unit itself is an interdisciplinary mechanism by which it exists within a larger Department of Anthropology and Archaeology. Peter Pope is cross-appointed to History and Gerald Pocius of Folklore is cross-appointed to the Archaeology Unit. These cross-appointments facilitate graduate supervision as well as research cooperation.

A number of undergraduate courses in Archaeology are cross-listed, for example:

Historical Archaeology	ARCH 3582 = History 3530
Historical Anthropology	ARCH 3584 = History 3535
Hunter-Gatherer Studies	ARCH 3590 = ANTH 3590
Material Culture Studies	ARCH 3850 = Folklore 3850
Vernacular Architecture	ARCH 3860 = Folklore 3860 = History 3860
Cultural Resource Management	ARCH 4015 = Folklore 4015 = Geography 4015
Environmental Change and Quaternary Geography	ARCH 4150 = Geography 4150

As part of their program, Archaeology graduate students often take a graduate course from another department, such as History, Folklore, Geography or Earth Sciences.

Archaeology graduate students are regularly co-supervised by faculty from other departments. Mike Deal co-supervised a student with G. Dunning and M. Wilson of Earth Sciences and M.A.P. Renouf regularly co-supervises students with T. Bell of Geography. Currently Bell and Renouf are co-supervising a post-doctoral fellow. Renouf and Bell are collaborators with the newly appointed Coracle Fellow (a Memorial-Ireland fellowship) from the Department of Geography, University of Ulster.

Unit interdisciplinary research connections include Pope's SSHRC-funded CURA project, the Newfoundland and Labrador Archaeological Outreach Program (NAHOP), which included faculty from Folklore, History, and Sociology. Lisa Rankin's CURA proposal, currently under review, involves faculty from Anthropology, Linguistics and Religious Studies.

12.4 Costs and Budgets

A reliable measurement of departmental cost effectiveness is, to say the least, elusive. Such a measurement would have to be based on comparison with broadly similar departments within Memorial and in other universities across Canada. This is, however, hardly straightforward.

First, no two arts departments at Memorial are strictly comparable. Second, departments of Anthropology and/or Archaeology within other Canadian universities are difficult to compare as well. Third, the Department of Anthropology and Archaeology provides not one but two programs, which are, to a considerable degree, separate in terms of needs and expenditures. Although this problem is addressed more fully elsewhere in this report, it should be mentioned here (See 13.2 Governance - Budgets).

For reasons that have to do with the historical development of the discipline, Archaeology at most North American universities has been embedded within Departments of Anthropology. However, the nature of archaeological instruction and research has such special requirements that some universities (Simon Fraser and the University of Calgary, for example) have addressed those requirements by creating distinct Departments of Archaeology within their respective Faculties of Science. Most professors in most Arts departments require little more than an office and standard university services and resources. Archaeologists, on the other hand, require laboratory space, storage space for equipment and collections and, often, an array of expensive equipment. In addition, an archaeological program needs a professional conservator and a professional curator of collections. The following assessment of cost effectiveness, reflects these considerations.

Student/Faculty Ratios (SFR)

The Student/Faculty Ratios for the Department of Anthropology and Archaeology are among the higher SFRs of comparable departments in the Faculty of Arts. Based on Academic Unit Profiles from 2004-2005 (CIAP), SFR ratios for Majors range from 4.9 to 15.3, and for Minors from 4.4 to 13.2. Comparable SFRs for Anthropology and Archaeology, based on the Banner System, are 11.8 for Majors and 6.8 for Minors.

Anthropology and Archaeology Student/Faculty Ratios (SFR) 2004-2005

	Total Majors	Faculty	Ratio
Majors	165	14	11.8
Minors	95	14	6.8

Source: Banner System (S/A students)

Majors – Full Time Equivalent Students,

S/A Majors/Minors (40/16) counted 50% in Anthropology and 50% in Sociology.

Faculty – Regular Full-time Faculty

Undergraduate Degrees Conferred

The number of students graduating with degrees in Anthropology and Archaeology is surpassed only by the Departments of History and Sociology, as is clear in the following table of degrees conferred by major department, 2001-2005.

Undergraduate Degrees Conferred, Selected Departments, 2001 to 2005

	2005	2004	2003	2002	2001	5 year total
Anthropology (Soc/Cult)	11	11	8	15	9	54
Archaeology	20	20	16	24	20	100
Classics	2	0	0	2	1	5
Folklore	12	13	9	10	11	54
Geography	16	9	7	4	8	44
History	70	57	41	45	43	256
Linguistics	9	14	8	22	13	66
Sociology	70	53	74	84	95	376

Source: Centre for Institutional Analysis and Planning

External Research Grants

The Department of Anthropology and Archaeology generated considerably more external research support between 2000/2001 and 2004/2005 than any other department in the Faculty of Arts. This is true whether we consider the number of research grants, the total value of grants in each fiscal year, or the total value of grants in the period reported in the following three tables (the last five-year period in which comparative information was available).

External Research Grants , Selected Departments, 2000/2001 to 2004/2005

	2004/5	2003/4	2002/3	2001/2	2000/1
Anthro (& Arch)	22	24	17	26	21
Classics	0	1	2	5	2
Folklore	0	2	4	4	1
Geography	16	21	14	10	10
History	7	9	8	15	8
Linguistics	12	5	2	3	5
Sociology	11	7	6	8	10

Source: Centre for Institutional Analysis and Planning

Total External Research Support, Selected Departments, 2000/2001 to 2004/2005

	2004/5	2003/4	2002/3	2001/2	2000/1
Anthro (& Arch)	\$ 1,212,444	767,412	875,780	1,169,000	759,006
Classics	0	8,583	24,095	48,786	23,750
Folklore	0	3,080	25,385	30,669	20,000
Geography	323,120	341,094	173,998	102,785	143,835
History	745,634	891,428	813,198	773,781	649,636
Linguistics	405,325	68,226	36,941	37,439	54,333
Sociology	442,945	708,149	244,267	211,274	176,975

Source: Centre for Institutional Analysis and Planning.

Five Year External Research Support Totals, 2000/2001 to 2004/2005

Anthropology & Archaeology	\$ 4,783,642
Classics	105,214
Folklore	79,134
Geography	1,084,832
History	3,873,677
Linguistics	599,264
Sociology	1,783,610

A similar pattern is apparent in Operating Grants, Operating Contracts and Other Grants, as well. For these figures, please see Appendix 12.1

12.5 Administrative Efficiency and Future Directions

The re-integration of Anthropology with Archaeology staff at Queen's College has opened up opportunities for increased efficiency by re-assigning some staff functions. For example, the Intermediate Clerk Stenographer (Sullivan) now handles all public enquiries and phone calls. We are still working towards re-integration of such administrative functions. Efficiencies to be achieved in this way are, however limited. There are other issues which will make a bigger difference in administrative productivity.

Over the last decade or so, staff have been expected by the University to take on more and more duties, as work continues to be downloaded to departments. Staff are now expected to have extensive knowledge of Student Banner and Banner Finance software. They are expected to continually upgrade skills in word processing, email, spreadsheets, Visa reconciliation, Human Resources, online ordering (such as Eway), etc. The problem staff face is not with learning new skills, but with finding the time to attend training sessions and follow up time to practice what has been learned. There is just not enough time.

Another set of problems arises from the expectation that staff have a thorough knowledge of University policy and procedures; can act as computer specialists, accountants, experts on office, building and supplies and machine maintenance. In effect, staff members are expected to act as a buffer between various University administrative departments, such as Financial Services, Human Resources or Office of Research, and our faculty. These and other administrative offices refuse to contact faculty directly, and instead direct all enquires to administrative/clerical staff. The Administrative Program Assistant and Intermediate Clerk Stenographer have expressed frustration in that they feel their duties exceed their job classifications and remuneration. All three administrative staff feel overwhelmed by the scope and complexity of their duties. This means they often feel they don't have enough time to cover required duties, resulting in an almost uneasy feeling that something important is being overlooked or left undone.

Recommendations

The Administrative Program Assistant and the Intermediate Clerk Stenographer should have their positions re-evaluated, so that their position and remuneration reflects the actual scope of their duties. If the Department continues to grow at its current rate, demands on staff will increase, in proportion to growing revenues and an expanded graduate program. A fourth staff member will be required to help with clerical duties, such as photocopying, filing, photocopier maintenance, mail distribution, telephones, forms, basic supplies and other miscellaneous duties, as required. This would free current staff to commit more time to prompt and accurate accounting and administration. This fourth person would alleviate the increased burdens on current staff and would make the Department a more well-balanced, functioning part of the University. At present, neither the graduate programs nor faculty research always receive the level of administrative support they need.

13. Governance

13.1 Structure

The Department of Anthropology and Archaeology has grown over several decades to incorporate at least three distinct disciplines: anthropology, archaeology and biological anthropology. Both the Department itself and the Archaeology Unit (which includes our biological anthropologist) are incorporated by the University, as administrative units. The two are by no means equivalent: the latter is an inter-disciplinary research unit nested within the former, a department of the Faculty of Arts. (See Appendix 13.1 for Memorial's definition of the Archaeology Unit.) This arrangement gives the Department an asymmetric constitutional structure: Archaeology is an administrative unit, but Anthropology is not, even if it is sometimes informally referred to this way. In the last analysis, the interests of anthropologists must be represented at the departmental or even university level. The interests of archaeologists, on the other hand, can be represented at the Unit level, which in turn can represent the archaeologists as a group at the departmental level. In the context of the physical dispersion of the Department for almost 20 years between 1988 and 2006, and given that our name was then "Department of Anthropology", this asymmetric constitution encouraged a kind of play on the term "Anthropology", which sometimes had the sense "the Department" and sometimes had the sense "socio-cultural Anthropology". There is some evidence that these two senses were not always clearly distinguished (see below). Our recent change of name to "Department of Anthropology and Archaeology" may help to clarify our thinking on this kind of constitutional issue but it will not, of itself, solve outstanding issues of governance.

An Informal Constitution

Despite its relatively complex structure, the Department has little in the way of a formal constitution. The role of the Chair of the Archaeology Unit is defined (Appendix 13.2) but that is the extent of formalization of the terms governing the relationship of the Archaeology Unit and the Department. Over decades, a number of informal rules of infra-departmental diplomacy grew up, although some have been occasionally contested. These informal rules might be summarized as follows, using the term “section” to refer to the two major disciplines within the department, without implication about their formal constitutional status:

1. Each section is responsible for its own hiring, including search committees. (This convention seems to have emerged only in the late 1990s.)
2. Promotion and tenure committees include members from both sections.
3. Each section takes primary responsibility for undergraduate course design and scheduling, which implies that there will be two Undergraduate Advisors.
4. Each section takes responsibility for its graduate program, which implies that there will be two Graduate Coordinators.
5. The headship alternates between sections. (This practice, which has existed since the early 1990s, was contested during the candidacy of the present Head, Peter Pope.)
6. The Archaeology Unit may meet from time to time without the formal participation of the Head. (This long-standing practice was contested by the former Head, Wayne Fife).

These informal arrangements, or something like them, are probably the minimum necessary for the relatively smooth functioning of a complex department. We might consider using them, at least as a discussion basis, for a formal departmental constitution. We might well reconsider our relatively recent commitment to point 1 and try to include one member in search committees from the section that is not hiring. This would encourage faculty members to become more aware of long-range issues for the Department as a whole. Hiring is, in the end, actually tied to tenure and therefore by point 2 is already subject to wider departmental scrutiny.

We might note that we have no mechanism for formally involving either undergraduate or graduate students in governance of the Department. On the other hand, we do have two very active undergraduate societies: SCAM (sociocultural Anthropology students) and MUNArch (Archaeology students). They sometimes consult with the Head and their views and requests are always taken seriously. From time to time, committees of Anthropology or Archaeology graduate students deal with the Department. When hiring full-time faculty, we facilitate candidates' meetings with graduate students and invite graduate student to comment to the relevant search committees.

13.2 Budgets

In the run of a normal fiscal year more money is handled by our Administrative Assistant for Archaeology, than is handled by the Department's Administrative Secretary. Yet paradoxically, the Archaeology Unit has no budget allotment from the Faculty of Arts, separate from the Department's budget. This paradox is explained by the relatively numerous research grants obtained by members of the Archaeology Unit and their students, as well as by the size of these grants, relative to most other arts and social science disciplines. This situation, in which the Archaeology Unit itself has no budget, is not problematic if the Department, in the person of the Head, attends to the reasonable needs of the Unit. For reasons which are obvious, this is more likely when an archaeologist happens to be Head of Department, since she or he will be more familiar with these needs. At times, members of the Archaeology Unit have found it more difficult to access departmental funds than they might have hoped.

This is a complicated and, inevitably, contentious question, exacerbated by the complete absence from the Department's budget of any allowance for ongoing maintenance and operating costs of the Archaeology Unit's three major shared facilities: the Conservation Lab, the Collections Area and the Great Hall. The approach taken, to date, by the Faculty of Arts and the Department has generally been that these should be maintained through research grants. This has not always been possible, nor is it appropriate, given that all are used regularly (and in the case of the Great Hall, primarily) for instruction. Inevitably, the Archaeological Conservator and the Archaeological Curator have had to approach the Department for funds, particularly when urgent maintenance issues arise. These requests must then be dealt with as "special cases" but such requests are, perhaps, not always well-framed and have not always been well-received.

One might well ask how the Archaeology Unit and the Department have managed to deal with this systematic budget shortfall. The answer is complex. To the extent that necessary renovations and improvements have been made, these have been funded largely through extraordinary grants from ACOA, NAHOP (our SSHRC CURA), or other special one-time sources. To some extent we have survived by allowing facilities to deteriorate or to disappear, as in the case of space for biological anthropology, although the Department spent about \$5400 of its funds on lab maintenance, between 2003/4 and 2006/7, that is, about \$1400 a year. Common sense would suggest that some level of maintenance and operating costs will, inevitably, be associated with any kind of professional facility. In short, one aspect of the problem faced by both the Archaeology Unit and the Department as a whole, is that there is no formal budget for these foreseeable expenses. This problem will arise, soon enough, for Anthropology "assets" as well, when equipment in the new Library begins to date and when Anthropologists begin to make use of the Great Hall display area.

Conservation Laboratory Maintenance Budget

Archaeology Permit regulations for Newfoundland and Labrador stipulate that all materials excavated must be fully conserved by the permit holder before returning the collection to the Provincial Archaeology Office. This means that the Archaeology faculty and their employer, Memorial University, are responsible for the conservation of all materials excavated during their tenure. In view of these legal obligations of the University, it is therefore in its interest to keep an archaeological conservator on staff and support the operations of a conservation laboratory. Conservation work also assists Archaeologists and their students in their research.

To this end the Department requires a budget for maintenance of equipment for the conservation laboratory. A reasonable budget, sustainable over the long term without risking the deterioration of equipment, would be about \$2000 per year to maintain two freeze driers (replacement cost \$120,000), one walk-in-freezer (replacement cost \$4000), a small desiccator vacuum pump (worth \$1000), two microblasters (replacement cost \$5000), four chest freezers (replacement cost \$3500), one refrigerator (replacement cost \$1000), and one fixed fume hood and two mobile fume extraction units (replacement costs \$16,000). With the current eight faculty members in Archaeology, the Conservation Laboratory processes, conserves and stores approximately 20,000 to 50,000 objects per year. This work is facilitated by the Archaeology Conservator, conservation interns working with her (averaging one per year) and students of the Collections Management and Archaeological Conservation Courses. In the interests of efficiency and student safety, a regular allowance within the Department's budget is required for equipment maintenance.

13.3 Access to Resources*

Some resources are not evenly distributed across the Department. We have already noted the expenditure of about \$1400 annually on Archaeological Conservation lab maintenance. This figure would be substantially higher if we cast our net farther back in time and included money raised in special grants from the Faculty of Arts, in the past. For another example, consider the movable storage units installed in the collections room. Collections Manager Gillian Noseworthy and former Head, Wayne Fife, convinced the Vice President of Research to invest about \$48,000 in this equipment, which will serve us for many years. Because it deals with actual physical objects and because it is, to one degree or another science-based, the study of archaeology is usually considerably more expensive than the study of anthropology, not merely in terms of research costs but also in terms of maintenance, laboratory and non-salary instructional costs.

* Three members of Department have indicated that they do not agree with this subsection and would omit it, entirely, from the Self-Study.

There is some evidence that these costs, for what might be termed archaeological infrastructure, have created a context within which some other resources have not been evenly distributed across the Department. There may, of course, be special circumstances which explain, in whole or in part, the way in which budgets were allocated at any particular time, so snapshot figures must be interpreted with caution. The figures in the tables that follow are not intended to represent the Department's budget, for they include purchases paid for by Faculty of Arts funds, earmarked for the Department. They are presented as exploratory tools, to shed light on how some of the Department's more significant costs have actually been funded.

Remuneration for First-Year Coordinators, Fiscal 2003/2004 to 2006/2007

Discipline	Remuneration per term	Total over 4 Years
Anthropology	\$750	\$ 6000
Archaeology	\$ 0	\$ 0

Whatever the relative costs of doing archaeology or doing anthropology, we should surely insist on equitable remuneration for academic advisors and coordinators. Better funding from the Faculty of Arts, now tied strictly to student enrollments, will enable the Department to redress this imbalance in academic 2007/2008, when the Anthropology and the Archaeology Undergraduate Advisors will receive the same remuneration.

Departmental and Faculty of Arts Purchases of Computer Systems (with Monitors and Printers) for Faculty 2003/2004 to 2006/2007

Discipline	Current Systems*	Minimum Value
Anthropology	7	\$ 17,390
Archaeology	2	\$ 3,050

* Reports systems currently in use (May 2007) purchased by the Department or through the Department with Faculty of Arts funds between fiscal 2003/2004 and 2006/2007. Start-up grant purchases for new hires are not included.

Source: Department of Anthropology and Archaeology, purchase orders.

There is no suggestion here that departmental or Arts Faculty funding for computers was unavailable to Archaeology faculty. This pattern of spending has continued under the present Head (an archaeologist), which is some evidence that it results from factors engrained within the Department, rather than from any bias in administration. Rather, what this pattern of purchases suggests is a cultural difference within the Department. When asked if they need a new computer, archaeologists tend to ask the Department for one, only if they have no research funding. Anthropologists, it would seem on this evidence, are more likely to ask the Department to supply a computer, even if they have research funds and even if these are substantial grants

These figures are, without doubt, a selective and ad hoc representation; they are only aspects of a complex whole. To capture that whole would take an audit of departmental expenditures over many years. But this is hardly called for. The point here is that some patterns of expenditure suggest that governance of budgets remains an outstanding question for the Department of Anthropology and Archaeology.

13.4 Future Directions: Three or Four Options

Most members of the Department, anthropologist or archaeologist, would agree that we have to find a way to get past the divisive and unproductive tensions that became manifest with the move of sociocultural Anthropology back to Queen's College, in 2006. Although some might claim that these tensions had to do with personalities or with the way in which the move was planned or executed, whatever their occasion, those tensions highlighted the fact that the Department has no formal governance structure in place to deal with disagreements between Anthropology and Archaeology. The Department needs a plan for governance that will serve both Anthropology and Archaeology well and which will keep personality differences in check.

A very real source of potential conflict remains to threaten departmental stability, unless we resolve this outstanding issue of governance. That problem is space. The Department is lucky, by Memorial University standards, to have its own space but right now we do not have quite enough. (Space for undergraduate students, a biological anthropology lab, space in the building for all graduate students in program, adequate space for active retired faculty and adequate space for sessional instructors all come to mind). To this we must add the future plans of both Anthropology and Archaeology, with both envisaging the hiring of new faculty and further expansion of graduate programs. In terms of governance, space and budgets can hardly be disentangled. Whatever terminology we apply, archaeologists and anthropologists at Memorial must develop a means of resolving competing claims for resources.

Such improvements in governance must be practical, equitable and transparent.

Any change to the governance and structure of the Department must be done in accordance with a democratic process of consultation and decision making. The only way that this can be achieved is through a transparent process of committee formation and deliberation that is responsible to the Department as a whole. Such a committee would need to carefully consider the implications of changes to governance and structure

Option 1. The Status Quo: The Head as Moderator

We might attempt to continue the Department's long-standing policy of expecting the Head to deal with the internal balance between anthropologists and the Archaeology Unit, without much in the way of a formal definition of their relationship. Such ad hoc arrangements worked reasonably well when the Archaeology Unit was a small fraction of the Department as a whole. Problems of balance have arisen as the Archaeology Unit has grown to the point where it makes up half the Department's faculty, more than half the staff, space, and graduate students and considerably more than half the research dollars. Leaving questions about budgets and access to resources to the person who happens to be Head of Department may, with due consideration, sometimes produce equity, but it was never a governance strategy which could promise transparency and it has become, increasingly impractical. It is not, in the opinion of the current Head, a viable way forward.

Members of the Anthropology section of the Department argue: "The University should consider removing the concept of there being a separate [Archaeology] Unit and Chair (under the jurisdiction of the Head) within the Department for all matters pertaining to teaching programs, graduate programs, and other normal university administrative functions. The idea of one, or two units, operating within one department will only further promote the adversarial conception of a 'split' within the department that emerged as the Archaeology Unit grew in size and complexity over the years. There is already a Centre for Material Culture Studies for discussions of research matters, which could remain as such. If the structural divisions within the department were removed, a budget and space committee with equal representation of Anthropology and Archaeology faculty should be established to consider logistical matters within the Department and report back to the Department as a whole."

The members of the Archaeology Unit note that the Centre for Material Culture Studies, directed by Gerald Pocius, a Professor of Folklore, is not normally a venue for discussions of archaeological research. This is the function of the Archaeology Unit.

Option 2. Two Departments

At the height (or depth?) of infra-departmental conflict in the spring of 2006, the Archaeology Unit voted by a strong majority to request independent status as a department within the University. While opinions on this issue are now less strident, this remains an attractive option to a significant number of archaeologists. Responses to our APR Self-Study drafts suggest that anthropologists in the Department are generally open-minded about this possibility although, as one faculty member points out, there has been no previous consultation on this issue, at the departmental level. University administrators made it plain that this was not something that could happen over-night and strongly suggested that it would be best evaluated during our scheduled APR.

Separation of Anthropology and Archaeology into two departments would have the advantage of budgetary transparency: it would be clear, or at least clearer, whose resources were whose. From the point of view of undergraduate students, one advantage is that it would become possible to major in Anthropology and minor in Archaeology (or vice versa), something which, curiously enough, is not possible now. Graduate programs would not be affected; they are already separate. A division into two departments would not likely affect collaborative faculty research either: both anthropologists and archaeologists are regularly involved in inter-disciplinary research, whatever the home department of the colleagues with whom we work. Confusions among students, University staff and the public, about the status and location of the Archaeology Unit would be easier to clear up, although the recent renaming of the Department has already gone some way in this direction. Such a re-organization would be relatively simple to effect. The costs of creating two departments out of one would be small and such a re-organization would meet the criteria set out above for improvements in governance. With some reassignment of tasks, two smaller departments could make do with the current staffing complement, assuming that the Intermediate Clerk Stenographer split her time between them. The two departments could not easily share an Administrative Secretary -- so the rest of the administrative and clerical staff would have to be reassigned. (This issue might be simplified by the appointment of a fourth staff member, as discussed in section 12.5, above.) The proposal to develop two departments is practical; one could reasonably hope for equity; and such a re-organization would guarantee transparency, at least regarding the relationship between archaeologists and anthropologists.

Realistically though, some challenges would emerge. The issue of space will not go away because two departments are created out of one. We would simply have formalized the forum in which space issues would have to be thrashed out. Given that the two departments would remain, for the foreseeable future, in the same building, the two departments would have to work cooperatively to lobby for an addition to Queen's College or some other solution to our joint space limitations. Following such a re-organization we would actually need slightly more space overall, since one department or the other would have to find a new Head's office. Faculty would be faced with increased committee work, since each new department would have to fill those committees (e.g. Promotion and Tenure) which are currently populated by both disciplines. Finally, each separate smaller department would, inevitably, have less influence within the Faculty of Arts, in which the existing Department of Anthropology and Archaeology is a well-respected major department.

Some members of the Anthropology section of the Department make the following arguments for a separate department:

“It makes sense for us to form a separate Department of Anthropology, as is common in many parts of Europe as well as at some universities in Canada. Dividing the current Department into two separate departments would have the following rationale and advantages:

(A) The fact that the Archaeology Unit prefers to run all its teaching and graduate programs, and most other department affairs relevant to its members, separately from the rest of the department makes it clear that there is no reason to be structurally located in one department any longer.

(B) The current tension created by an impression that the Department’s two sets of programs have different and competing interests would be dissipated if there were two separate departments wherein we would be constituted as two departments among the many that comprise the Faculty of Arts.

(C) If the current department became two departments, undergraduate students could major and minor in both Anthropology and Archaeology, something that many have asked about over time. Given that the current department, unlike others, does not have the possibility of a general major that allows students to study both Anthropology and Archaeology in equal weight, the possibility of being allowed to do a major and minor in both fields would prepare students better. This is especially important for students who might go on to graduate programs in some Canadian and US universities where students are expected to have training in more than one of what are called the ‘four fields’ (social anthropology, archaeology, physical anthropology and linguistic anthropology).

(D) Being two departments would allow both Anthropology and Archaeology to expand in the future in ways that make sense for the faculty and students in each disciplinary area without having to be concerned about any impact on the other.”

Option 3. Reorganization of the Department of Anthropology and Archaeology

Administrative reform of our existing Department is a third option. This would require earmarking at least some part of our departmental budget for one or other of the two sections within the Department. (This is already done for the graduate programs in Anthropology and in Archaeology, which have completely separate fellowship budgets and a similar approach will come into effect for Undergraduate Advisors in Fall 2007.) Sub-departmental budgets would be a practical way of approaching the need for regular allowances for maintenance and operation of facilities like labs and libraries. This does not actually guarantee either transparency or equity -- but we would have worked towards both and we could continue to do so on an on-going basis. One implication of this kind of a reform to existing governance is that it effectively requires clearer definition of both the Anthropology section and the Archaeology Unit as administrative units. Past problems suggest that the current asymmetric departmental structure is neither a practical nor a transparent means of working towards equity in resource allocation. The Department's anthropologists appear to be conflicted over the possibility of this kind of reform. On the one hand it has become common amongst the anthropologists to refer to the "Anthropology Unit" (the concept, which is not recognized by the University, even appeared on our web site). This suggests that anthropologists do conceptualize themselves as an administrative unit. On the other hand, individual anthropologists are wary of what they see, quite fairly, as an additional level of bureaucracy. This, they fear, will inevitably require a commitment of time and committee work. The organizational status quo is a workable solution when an anthropologist is Head and can speak for his or her disciplinary colleagues in discussions with the Archaeology Unit. Unfortunately, when an archaeologist is Head, this is not possible. Under the existing organization he or she has no formal body or representative to turn to get advice on what anthropologists want, other than a committee of all such -- which suggests that avoidance of a real Anthropology Unit does not actually save anthropologists as much time or effort as might at first appear.

It should be said that the establishment of Anthropology as an actual administrative unit will not alone resolve the Department's governance issues. We will also need a budget policy covering the distribution of resources between Anthropology and Archaeology -- which is to say that the Archaeology Unit also needs to be more clearly defined as an administrative unit.

Option 4. An Institute of Archaeology

Members of the Archaeology Unit have discussed another idea, which is not quite a fourth alternative, since it would work only with reforms of the sort envisaged in one or another of the preceding alternatives 2 and 3. This model is, in effect, a further option -- one which could work as well with a reformed and strengthened Department of Anthropology and Archaeology as with an independent Department of Archaeology.

What is proposed is a strengthening of the Archaeology Unit's interdisciplinary links with Anthropology and also with other departments and research units within Memorial University, including especially Aboriginal Studies, Folklore, Geography, and History; but also Classics, Geology, the Maritime Studies Research Unit and Newfoundland Studies. The idea is that the Archaeology Unit could further develop its existing function as an interdisciplinary centre. This would entail developing a budget for a physical Institute (or perhaps "Museum") to house inter-disciplinary teaching and research activities. In this model, the specification of sub-budgets within the existing Department of Anthropology and Archaeology would not be a major planning tool, as it is in the second "reform" option, above. Rather the Archaeology Unit would become an Institute by obtaining and developing a second budget, outside the existing Department of Anthropology and Archaeology. The Department would handle administration, undergraduate teaching and the graduate program, as ever. The Institute would handle labs, collections, the Great Hall, post-docs and other visiting scholars. Such an Institute would be a natural base for Archaeology's planned expansion of inter-disciplinary programs in Museum Studies. (See sections 8.6 and 9.6 above).

This model would benefit both Anthropology and Archaeology by developing strong interdisciplinary links. It retains the influence of a large department, within the Faculty. The model would aim to remove some of the larger budgetary issues from infra-departmental contention, so that within the Department the issues of equity and transparency are reduced to smaller and more manageable matters. The problem with this model is practical. It can only work if an appropriate budget for an Institute is found. In this sense, the idea of an Institute of Archaeology is best considered a long-term goal, towards which the Archaeology Unit might work over the next 5 to 7 years, with the support of a strengthened Department of Anthropology and Archaeology or of an independent Department of Archaeology.

14. Conclusion

In a sense, an Academic Program Review Self-Study is as much a process as it is a product. The Department of Anthropology and Archaeology has learned much about itself through this Self-Study. We have clarified important challenges for both programs and we have opened an important discussion about departmental governance. But that self-knowledge is not complete, nor are we sure exactly how we are going to develop the programs we would like to. As for departmental governance, we have some options on the table but they have been barely discussed and we have, as a department, only begun to weigh them one against another.

The Department of Anthropology and Archaeology will use the recommendations of our Academic Program Review as a context within which to determine, with the advice of the Faculty of Arts and Memorial University, how we can best organize and administer the Department. This is not, however, the only question which will face Anthropology and Archaeology in the coming years. The continuing downloading of administrative responsibilities from the Faculty of Arts, Financial Services and other University bodies to our Department, as to others, creates an unsustainable increase in staff and faculty workload. Growth, both in our faculty complement and in our graduate programs, has created increasingly severe space constraints, which require a serious funding commitment from the University for an expansion to Queen's College.

The Anthropology section faces challenges in a range of areas. The interdepartmental Sociology/Anthropology program needs to be reviewed, as does the Honours program in Anthropology. Without dedicated office space, our plans for hosting post-doctoral fellows and visiting scholars will be more difficult to effect. Our plans to continue expanding our graduate program, particularly at the PhD level, will be difficult without further hires. This challenge is compounded by the graduate office space and supervisory capacity lost with the departure of David Natcher. His departure also highlights the need to review realistically the place of Aboriginal Studies in Anthropology at Memorial.

The Archaeology Unit also faces specific challenges. Can the Unit secure its own budget? Where can the Unit develop the dedicated lab space needed to attract a first-rate tenure-track hire in biological anthropology? Will the Faculty support the hiring of an ethnohistorian and a Norse specialist? Can the Unit find the inter-departmental support necessary to develop a museum studies program? Is the recent rapid expansion of the MA program sustainable, in the face of space constraints?

Growth and change are not without their challenges.