



Special Review Committee Recommendations for Anthropology

RES 252618 - REVISED

AAC, BPC

- RESOLVED:** That the Academic Senate accepts the recommendation of the Special Review Committee for Anthropology to discontinue the Anthropology program.
- RESOLVED:** That the Academic Senate recommends a teach-out plan of four semesters, per the initial request, for students in the major to complete their degrees at California State University, Bakersfield.
- RESOLVED:** That **the Academic Senate recommends that** funding in the instructional budget model for General Education courses in Subject Area 4 / Area D (both Lower and Upper Division), for which Anthropology offered courses, be equitably distributed to departments which also support these areas.
- RESOLVED:** That the Academic Senate values the accomplishments of faculty in the Anthropology program since CSUB's founding. Additionally, we appreciate the value of Anthropology courses as part of General Education. We recommend similar course offerings focused on global cultural awareness be made available for all students.
- RATIONALE:** The Special Review Committee documented systemic issues within the program which continued to impede program growth, student and faculty recruitment, and faculty retention.

Attachment: Referral 2025-2026 18_Special Review Committee for Anthropology

Distribution List:

President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management
AVP for Faculty Affairs

AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
General Faculty

Approved by the Academic Senate: January 29, 2026
Sent to the President: February 9, 2026
President Returned to Senate: February 24, 2026
EC revised resolution: March 3, 2026
Senate approved revised resolution: March 12, 2026
Revised resolution Sent to President: March 23, 2026
President Approved: April 1, 2026



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Sent to the President: February 9, 2026

President Approved:



ACADEMIC SENATE
CSU BAKERSFIELD

2025-2026 REFERRAL #18
Special Review Committee for Anthropology

Date: September 17, 2025

From: Melissa Danforth, Academic Senate Chair

To: Tiffany Tsantsoulas, Academic Affairs Committee (AAC) Chair
Amanda Grombly, Budget and Planning Committee (BPC) Chair

cc: Katherine Van Grinsven, Academic Senate Administrative Analyst

At their meeting on September 9, the Academic Senate Executive Committee requested that the Academic Affairs Committee (AAC) and Budget and Planning Committee (BPC) review and address the recommendations provided by the Special Review Committee for Anthropology with respect to the proposed discontinuation of the Anthropology programs.

During your discussions, please consider:

- Recommendations from the Special Review Committee.

Please take up this matter with your committees and get back to me with your recommendations.

Please note that this program is under the old CSUB Policy on Program Discontinuation. In accordance with that Program Discontinuation Policy, the Academic Senate must make its recommendations to the President no later than 60 days after receiving this referral.

If your recommendation requires Senate action, please prepare a resolution and the rationale for the resolution. Thank you.

Attachments:

- (1) Special Review Committee Report for Anthropology_Spring 2025.pdf
- (2) CSUB_Policy_on_Discontinuation_of_Academic_Programs.pdf
- (3) Memorandum-ANTH-MA-BA-Degrees-Discontinuation_Revised Feb 2025.pdf
- (4) Memo_Objection to Proposed Discontinuation of the MA and BA in Anthropology_20250214.pdf
- (5) Email_Feedback from Patrick O'Neill_20250917.pdf

DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE

California State University, Bakersfield
9001 Stockdale Hwy. • Mail Stop: 20 BDC • Bakersfield, CA 93311



**Special Review Committee:
Anthropology B.A, M.A. Discontinuation
Spring 2025**

I. Committee Members

In keeping with the Special Review Committee guidelines on the make-up of the committee, its faculty members (tenured only and appointed by the Academic Senate Executive Committee) included

-One (1) selected by the faculty who teach in the affected program: **Hager El Hadidi, Anthropology**

-Three (3) from different units within the same college (SSE) as the programs in question: **Kent Henderson, Sociology; Adam Sawyer, Teacher Education; Kyle Susa, Psychology**

-One (1) from each of the other three colleges (AH, NSME, BPA): AH: **Carol Dell'Amico, English**; BPA: **Dan Zhou, Finance**; NSME: **Antje Lauer, Biology**

As further directed by the guidelines, **Elizabeth Adams, Interim Associate Vice President for Academic Affairs and Dean of Academic Programs** and **Luis Vega, Interim Dean, SSE** were members, *ex-officio, non-voting*.

II. Process & Summaries

a) The Special Review Committee convened nine times over the course of eight weeks. During these meetings the committee completed all requirements as stated on the guidelines for the review: direct, personal consultation with full-time program faculty who taught in the last two years; direct, personal consultation with students in the program (who were also invited to present written statements); and direct contact with any member of the university community who wished to express their views, in an open forum announced publicly at least 14 days in advance (also invited to present written statements). The committee also received and reviewed feedback from alumni and community partners. Further, the committee had access to the latest Anthropology Program reviews including the self-studies, external reviews, UPRC reviews, and MOUAP. The latest institutional data about the programs were also obtained via IRPA dashboards and internal sources.

Program faculty input

Faculty (one tenured professor; two lecturers) were given time individually to meet with the committee and they were asked their views about the program's quality; its strengths and challenges; and why attempts to raise enrollments in the past had not worked. In their responses, they deemed their peers to be mostly excellent, praised the small size of the program in the sense of its being able to give the small number of majors close attention, pointed to the program's ties to the community in the form of student internships, and expressed their sense that the program had done all it could to attract more majors (currently as in the past, most majors arrive as transfers from Bakersfield College). At one

point it was suggested that the program's "low" quality could be tied in part to the administration's failure to replace faculty, and it was also suggested that the reasons for the program's struggles, especially attracting majors/low enrollments, were many and complex. In support of the program, faculty expressed the importance of a university having a "diversified curriculum" including degrees that may be small in number but unique in their teaching and student impact.

Anthropology student input

Anthropology students/majors who orally presented in a session with the committee praised the Anthropology faculty's rigor and dedication and expressed their distress at the thought of losing a program whose subject is diverse human cultures and societies. Many students felt the need for studies in Anthropology have never been so important, given current political and cultural divisiveness, and the advent of Artificial Intelligence. Further, students expressed the importance of access to an Anthropology program in an already underserved community and region.

Members of the CSUB Community response/input

Many in the CSUB Community also expressed distress at the thought of losing the program within the context of our university mission and the diverse, global world in which we live. Members additionally expressed concern for the program's faculty in the event of discontinuance. Some students voiced their disappointment with the limited offerings in the major. SSE advisors expressed their sense of the program's unsustainability based on the fact that Anthropology majors often require extensive course substitutions to make it through the B.A. program. Other faculty expressed concern about the general lack of equity in teaching load (i.e., class sizes) between small and large departments.

b) The committee addressed the nine points required by the guidelines and wishes to include the following facts and remarks in connection to them:

(1) an evaluation of the academic quality of the program

Since the M.A. has been on moratorium since 2016, the following should be understood to pertain to the B.A.:

In general terms, judging from the evidence in the latest self-study and external review, as well as from student and faculty opinion, it seems that the Anthropology program has clear strengths, perhaps the most important being that its faculty are instructionally effective and T/TT faculty past and present were/are respected in their field, having a strong, documented history of published research. On the other hand, the program's unwieldy curriculum, few majors/low enrollments, and struggle to gain and keep their T/TT faculty present longstanding serious problems.

An analysis of the data along with information contained in the last Anthropology self-study (2014-2022), last external reviewer report (2022), and program-authored MOUAP that followed the 2011 self-study suggest a program that did not or could not follow through on its plans to support healthy continuance given 1) the decline of the discipline nationally, 2) the low number of majors it was/is able to attract in our region, and 3) its inability to establish and reestablish prioritization of faculty hiring; it simply could not win a commitment

from the administration for the hiring of the number of T/TT faculty needed to sustain the major especially given the breadth of the curriculum. That is, the Anthropology degree is a four-part one encompassing courses in cultural anthropology, linguistics, archeology, and biological anthropology, and the curriculum depends on teaching and faculty expertise within those subdisciplines.

To illustrate the above more concretely, in response to the problem of few majors/low enrollments in the 2011 (program-authored) MOUAP (following that year’s self-study and external review), the stated plan was to streamline the curriculum and create and emphasize a Cultural Resource Management (CRM) Concentration, since expertise in resource management is a good jobs pathway and thus potentially a good avenue to recruit students for the major in our region. While the concentration was created, it did not result in an appreciable number of students choosing it as a pathway, and curricular streamlining never occurred. The program’s inability to streamline the curriculum and acquire faculty across the breadth of the major is partially that which underwrites SSE Advisors’ point that Anthropology students often require numerous course substitutions to attain a degree.

(2) an analysis of the cost and resource generation, over time, of the program

The committee was able to obtain data on department and program costs and make calculations comparing costs relative to FTES. As of Fall 2024 Anthropology’s cost (salaries with benefits) per FTES Enrolled (i.e., including students taught through General Education courses) is approximately \$7,900. In comparable SSE programs the cost per FTES Enrolled on average is approximately \$5,700.

The relative higher costs of the Anthropology program become stark once the cost is calculated per FTES Major. That is, the cost for Anthropology is \$34,210 per FTES Major; in contrast, no other comparable SSE program costs more than \$9,473 per FTES Major, with the average cost across programs in the College (excluding Anthropology) being \$5,757. This cost per FTES Major can be best understood once differing numbers of FTES Majors across comparable programs of SSE are considered:

Major	F24 FTES Majors	Cost per FTES Majors
Anthropology	14	34,210
Criminal Justice	428	4,430
HDCAFS	265	5,219
Kinesiology	390	4,161
Liberal Studies	876	*
Political Science	111	9,473
Psychology	912	3,909
Sociology	247	7,348

* Liberal Studies is the second largest major by headcount and FTES in the College of Social Sciences and Education. The major curriculum is interdisciplinary by nature so the instructional cost for the program is within the budgets of the departments offering courses for this major.

(3) study of enrollment trends over the past ten years, present enrollment in the program, and projected future enrollment

The committee was able to access enrollment data via Institutional Research dashboards that contained data since 2016. The Major Headcount data in Anthropology has remained relatively stable since 2016 with a range of 16-33 majors over the years. The Major Headcount in Fall 2024 was 17. FTES metrics follow a similar pattern, with a low point of 12.6 in Fall 2024 to a high of 29.1 in Fall 2020.

From 2017-2024 degree conferrals have ranged from 4-10 per year (47 total). Enrollments in courses for majors have also been consistently very low. For Fall 2024, eight courses were offered, five of which had enrollments of 15 or under. For Spring 2025, ten courses were offered, with six of them having enrollments of 10 students or less. Three General Education courses were also offered in Anthropology, with each having healthy enrollments. The history of few majors/low enrollments in combination with the nature of the curriculum has been a problem for nearly a decade and accounts, in part, for the M.A. having been put on moratorium in 2016. Given the Anthropology enrollment trends at CSUB and nationally the committee has no reason to believe that enrollments would project to substantially increase in the near future.

(4) consideration of alternatives that might increase the quality and/or student enrollment in the program, as needed

Over the years the faculty made efforts to increase enrollments, with limited success, and at times with little support from the Administration. Future considerations have also been made by the Anthropology faculty and the committee. However, the options likely involve considerable financial and time investments with multi-level approvals and collaborative agreements, and with unknown returns on increased enrollment. For example, ideas like working in closer collaboration with K-12 and community college partners, combining anthropology with a similar program, creating a Concentration within Interdisciplinary Studies, and/or developing an online Anthropology program(s) were discussed.

(5) consideration of alternatives for providing additional financial support for the program as needed

The committee was not able to ascertain any viable financial support options that would be sustainable for maintaining costs of the programs. The committee did discuss, however, the potential for developing an online only program, in conjunction with CSU Fully Online, and also developing a connection with local donors including donors from Native American tribal communities.

(6) assessment of specific community needs served by the program

The committee heard from several faculty, students, alumni, and community members about ways in which the program serves the community. Further, leaders from several community partners wrote letters expressing the impact of the Anthropology programs. Most of the needs expressed were within the Archeology aspect of the program, with supplying a work-force for local and regional agencies in Cultural Resources Management. Additionally, it was stated by the External Reviewer in the last program review that

the program has maintained positive relations with several local agencies and organizations within their field. Notably, CSUB is the only local program with a bachelor's level degree, however there are other strong Anthropology programs in the region, including from within the CSU, that agencies can seek for expertise services, and for employment of graduates.

(7) assessment of the favorable and unfavorable impact that discontinuance of the program would have on other degree programs, other campus activities, and the curricular priorities and mission of the University

There are no programs outside of Anthropology requiring Anthropology courses as part of their degree program. Global histories and cultures continue to be studied in numerous disciplines across campus, including in the Arts, Humanities, and Social Science disciplines. However, Anthropology does have its own approach to culture and, in the event of discontinuance, the absence on campus of Anthropology perspectives would be a loss. Further, committee members expressed concern how discontinuance could affect Bakersfield College students who are seeking to transfer into an Anthropology B.A. program, and also how discontinuance could influence the mission of the university with regard to "global awareness" and supporting the regions educational attainment and support for economic development. These elements of the mission are especially important in the College of Social Science and Education, which emphasizes diverse disciplinary perspectives to investigate people, culture, societies, and human history.

(8) study of the possible impact of program termination on faculty in that program and evaluation of possible on-campus faculty transfers which might occur, based on faculty skills, training, and desire as well as campus need

The committee recognizes the impact of potential program discontinuance on faculty, staff, and students. The committee expresses a strong desire for all processes for on-campus transfers to be followed within union (CFA), CSU, and university policies. The committee hopes that Lecturers are retained to the end of their contracts and/or that all faculty find a berth in other programs wanting their expertise, or in General Education. Yet the committee expects that, for the short term, all faculty wishing to stay on will be retained in a teach-out plan.

(9) consideration of the impact discontinuance of the program would have on students presently enrolled

The committee places high importance on all current students to be given ample opportunity to complete their degree plan within a reasonable timeframe.

c) Recommendation/Conclusion

With consideration to processes adhered to and the information gathered on the nine items addressed in this report, a majority of members of the special review committee voted in favor of program discontinuance for the Anthropology B.A. and M.A. programs. The faculty's vote to discontinue the programs was based on factors related to our campus as well as considering Anthropology in its broader national context. These factors include the low number of enrolled majors at CSUB, the current and historic low number of

tenured/tenure-track faculty to sufficiently teach the breadth of courses, CSUB's current inability to hire replacement faculty, the contraction of Anthropology nationally and within the CSU system, the programs' cost relative to the number of student majors, and need for other academic programs within the university, with a greater number of student majors, to be sufficiently funded.

The committee values the accomplishments of faculty in the Anthropology program since CSUB's founding and would implore Administration to evaluate the feasibility of alternative options mentioned in Section 4. Additionally, committee members appreciate the value of Anthropology courses as part of General Education and would like to see the continuation of these course offerings for all students. Furthermore, the committee desires that administrative decisions regarding the discontinuance of these programs and potential future programs always results in a holistic evaluation that is based on the mission of the university and encompasses factors beyond financial considerations.

Special Review Committee Voting Members:



Kyle J. Susa, PhD
Associate Professor of Psychology
Committee Chair



Hagar El Hadidi (May 3, 2025 11:33 PDT)

Hagar El Hadidi, PhD
Professor of Anthropology



Carol Dell'Amico, PhD
Associate Professor of English



Adam Sawyer, EdD
Associate Professor of Teacher Education



Antje Lauer (May 2, 2025 14:09 PDT)

Anje Lauer, PhD
Professor of Biology



Dan Zhou, PhD
Professor of Finance



Kent Henderson, PhD
Associate Professor of Sociology

CSU BAKERSFIELD POLICY ON DISCONTINUANCE OF ACADEMIC DEGREE PROGRAMS

The following policy statement describes the procedures and requirements under which an academic degree program can be considered for discontinuance at California State University, Bakersfield. Program discontinuance is a seldom used but important component to the long-range planning of the University. It affords the University a deliberate process of program evaluation, and when done well, produces substantial consensus regarding the future direction of the department, school and/or university. Program discontinuance is not an appropriate procedure for addressing short-term financial crises or personnel problems. It is an appropriate process for evaluating the relevance and vitality of specific programs where substantial doubts exist as to the program's future viability and responsiveness. Normally, these doubts will be raised first by the faculty directly responsible for the program or will arise out of the normal program review process.

Six criteria govern decisions regarding discontinuance of an existing academic degree program. In each instance, strategies to strengthen or modify the program shall receive first and serious consideration as alternatives to discontinuance.

- (1) The overall quality of a program is an essential factor in decision making. There are many forms of supporting evidence that lead to conclusions regarding overall quality. For example, evidence of excellence in teaching, academic program reviews, accrediting agency reports, reputation within the discipline (including published surveys) and reputation across the campus, evidence of faculty and student scholarship, timeliness of the curriculum, currency of the faculty, and efforts to mentor and involve students in intellectual and creative pursuits attest to qualitative achievements.
- (2) Centrality of a program to the University is another consideration. This criterion basically addresses whether the University might fulfill its mission were this program to be eliminated.
- (3) Need is an important consideration. Both internal and external factors determine need. Internal considerations are related to the University's mission. It is the mission of California State University, Bakersfield, to be a comprehensive university which offers a variety of degree programs in the liberal arts and professions. Also, the instructional contributions of a degree program to other programs are important. External factors include the needs of our regional population, the clientele we serve, and to some extent, current student demand.
- (4) Diversity is an important criterion when considering program discontinuance. Faculty, students, and a curriculum which reflects diversity contribute to our ability to create this environment and better model a changing population.

- (5) Degree program size is a consideration. To be effective a degree program must have a sufficient number of faculty to provide a reasonable exposure to the discipline and a sufficient number of students to insure the integrity and continuity of the curriculum.
- (6) Cost and resource generation are appropriate criteria. In determining cost the following factors are useful: student/faculty ratio, factors that determine resource generation, program administration costs, anticipated future outlays, and a judgment about maximum utilization of resources. When appropriate, the ability to generate outside revenue can be balanced against cost factors.

Initiation of Program Discontinuance Procedures

A written request for the review of an academic program for the purpose of determining whether program discontinuance is warranted may be made by any one of the following parties:

- (1) the Chair of the degree program with the written approval of a majority of the tenured and probationary faculty in the program or, in appropriate instances, the program committee;
- (2) the Dean of the school in which the program is housed;
- (3) the Dean of Undergraduate Studies, but only in regard to an undergraduate program;
- (4) the Dean of Graduate Studies, but only in regard to a graduate program;
- (5) a majority vote of the Academic Senate; or
- (6) a majority vote of the University Program Review Committee.

Such a request shall be submitted in writing to:

- (1) the Vice President for Academic Affairs;
- (2) all Deans involved in the administration of the program;
- (3) the Academic Senate; and
- (4) all tenured and probationary faculty who teach in the program.

The letter making this request must clearly indicate the specific reasons for the suggested program discontinuance. If within 14 calendar days* of receipt of this letter by the Vice President for Academic Affairs, none of the individuals or parties listed in (1) through (4) above (i.e., the Vice President for Academic Affairs, any Dean involved in the administration of the program, the Academic Senate by majority vote, or any tenured or probationary faculty member who teaches in the program) has objected to the proposed discontinuance in writing to the Vice President for Academic Affairs, a recommendation for discontinuance will be sent to

the President. If within 14 calendar days of receipt of the letter requesting program discontinuance at least any one of those parties has objected to discontinuance, then the following procedures must be followed before a recommendation for program discontinuance can be made to the President.

“Calendar days” exclude the Summer break and the breaks between quarters wherever the term is used in this document.

Appointment of a Special Review Committee

Within 14 calendar days of receipt of a letter objecting to a proposed program discontinuance from one of the parties listed above, the Senate Executive Committee in consultation with the Vice President for Academic Affairs shall appoint a Special Review Committee to conduct a special program review focused on issues related to potential discontinuance. The committee shall consist of:

- (1) six tenured faculty: one selected by the faculty who teach in the affected program, three from different units within the same school as the program in question, and one from each of two schools different from that of the program in question;
- (2) the Dean of the school in which the program is housed, who will serve as a nonvoting member; and
- (3) the Dean of Undergraduate Studies or the Dean of Graduate Studies, as appropriate, who will serve as a non-voting member for a program included in his or her administrative responsibilities.

Minimum Requirements for the Special Program Review

As a minimum, this review shall include:

- (1) direct, personal consultation with all current full-time faculty members who have taught courses in the program within the last two academic years;
- (2) an opportunity for students presently enrolled in the program to provide both written and oral statements regarding the proposed program discontinuance; and
- (3) an open forum, announced publicly at least 14 calendar days in advance, in which the University community at large has a chance to express its views.

The review shall address the following points:

- (1) an evaluation of the academic quality of the program (as described under criterion #1, P. 1);

- (2) an analysis of the cost and resource generation, over time, of the program;
- (3) study of enrollment trends over the past ten years, present enrollment in the program, and projected future enrollment;
- (4) consideration of alternatives that might increase the quality and/or student enrollment in the program, as needed;
- (5) consideration of alternatives for providing additional financial support for the program, as needed,
- (6) assessment of specific community needs served by the program;
- (7) assessment of the favorable and unfavorable impact that discontinuance of the program would have on other degree programs, other campus activities, and the curricular priorities and mission of the University;
- (8) study of the possible impact of program termination on faculty in that program and evaluation of possible on-campus faculty transfers which might occur, based on faculty skills, training, and desire as well as campus need; and
- (9) consideration of the impact discontinuance of the program would have on students presently enrolled.

A maximum of 45 calendar days will normally be allowed for the work of the Special Review Committee. Upon completion of its review, the Special Review Committee shall make a written report and recommendation to the Senate Executive Committee and the Vice President for Academic Affairs. This report must include the opportunity for minority reports from the Special Review Committee. The Senate Executive Committee shall forward the report for review by the Academic Affairs Committee and the Budget and Planning Committee. The Vice President for Academic Affairs shall forward the report to the appropriate Dean(s) and the affected department for review.

A maximum of 30 calendar days will be allowed for review of and rebuttal to the written report by the committees, Dean(s) and affected department. A copy of this report and any written rebuttals or statements should then be forwarded to the Executive Committee of the Academic Senate and the Vice President for Academic Affairs for final review. The Academic Senate normally will make its recommendation to the President regarding the program discontinuance no later than 60 days after receiving the recommendation of the Special Review Committee.

CSU Program Discontinuance Procedures

If the President decides that program discontinuance is warranted, the campus will follow these procedures required by EP&R 79-10 regarding review by the Chancellor of program discontinuance proposals:

- (1) The campus President shall inform the Chancellor of the proposed discontinuance.
- (2) The Chancellor will review the proposal for system-wide effects with the advice from whatever groups he/she deems appropriate, and may request additional information from the campus if needed for this review.
- (3) The Chancellor will ordinarily provide comments on all such proposals within 30 days and will inform the President of any system concerns so that these may be considered in the final decision.
- (4) The President will not take any administrative action leading to the de facto or official discontinuance of an academic program before the Chancellor has commented on the proposal.

In the event the President's final decision is official discontinuance of an academic program, a cut-off date shall be announced immediately beyond which no new students, including transfer students, will be permitted to enter the program. All students currently listed by the Registrar as participants in this program shall receive written notification of the program discontinuance no more than 15 days after the official announcement by the President.

Plans and alternatives shall be developed to allow currently enrolled students to complete a degree program. Students currently enrolled in the program should be given the opportunity to provide both written and oral statements regarding the alternatives available. These alternatives may include:

- (1) completion of the program requirements by a certain date in order to receive the specified degree from this University;
- (2) completion of a closely related program offered by this campus;
- (3) completion of a similar program, if any, offered by other institutions within the California State University system; and
- (4) use of substitutions to meet this campus's requirements for the program.

The President, in consultation with appropriate administrators and faculty committees, shall make every effort to assist in the placement of faculty members displaced by program discontinuance in other appropriate programs or activities in the University or on other campuses in the California State University system.

Normally, an academic program shall continue to serve its current students for at least three full quarters following the official announcement of program discontinuance by the President. During this transition period, course offerings should be designed to assist students in the program to complete the program requirements.

Notice that the program has been discontinued will be sent to all advisors, units, and agencies involved in advising or providing information regarding academic programs on this campus.

TIMELINE FOR PROGRAM DISCONTINUATION

- I. Letter received by the Vice President for Academic Affairs requesting degree program discontinuation.

14 Calendar Days* After Receipt of Letter

- IIA. If no party as listed above has objected in writing to the proposed discontinuation, a recommendation for discontinuation will be sent to the President.
- IIB. If any party as listed above has objected in writing to the proposed discontinuation, the procedures for program discontinuation as outlined in this document must be initiated.

Within 14 Calendar Days After Receipt of Written Objection

- III. Special Review Committee must be appointed with procedures outlined above.

Within 14 Calendar Days Advance Public Notice

- IV. An open forum must be held in which the University community at large can express their views.

Within 45 Calendar Days After Appointment of Special Review Committee

- V. Special Review Committee must submit its completed report and recommendation to the Senate Executive Committee and the Vice President for Academic Affairs.

Within 30 Calendar Days After Receipt of Special Review Committee Report

- VI. All reviews of rebuttals to, and general statements regarding the Special Review Committee report must have been submitted in writing to the Senate Executive Committee and the Vice President for Academic Affairs.

Within 60 Calendar Days After Receipt of Special Review Committee Report

- VII. The Academic Senate must make its recommendation to the President regarding program discontinuance.

“Calendar days” exclude the Summer break and the breaks between quarters wherever the term is used in this document.



MEMORANDUM

DATE: February 7, 2025

FROM: Luis Vega, Interim Dean, College of Social Sciences & Education
Elizabeth Adams, Interim AVP for Academic Affairs and Dean of Academic Programs

TO: Dr. James Rodriguez, Interim Provost and Vice President for Academic Affairs
Dr. Hager El Hadidi, Anthropology Program Chair
Dr. Deborah Boschini, AVP of Faculty Affairs
Dr. Melissa Danforth, Chair of the Academic Senate
Dr. Ángel Vázquez-Ramos, UPRC Chair
cc: Ms. Natalie Thompson, Lecturer, Anthropology Department
Mr. Patrick O’Neill, Lecturer, Anthropology Department

SUBJECT: Discontinuation of the Anthropology MA and BA Degrees

The purpose of this memo is to request discontinuation of the MA and BA degrees in Anthropology. This request is not made lightly but rather based on policy related to degree conferrals. The number of degree-conferrals by year are presented in the table below:

Degree Type	Degree Program	Subplan	17-18	18-19	19-20	20-21	21-22	22-23	23-24	Action Needed	Notes
MA	ANTH	ANTH	1	1	0	0	0	0	0	yes	degree program placed on moratorium Summer 2016
BA	ANTH	ANTH	4	9	4	10	8	7	5	yes	

Conditions supporting discontinuation for both degrees focus on (a) faculty resources, (b) historically low enrollments, and (c) legislative actions’ impacting the Anthropology field: NAGPRA (Native American Graves Protection and Repatriation Act of 1990) and CalNAGPRA (California’s version of the law 2021). These laws have negatively affected the teaching of approximately 17 of 54 courses in the major related to the curriculum in archaeology/physical anthropology [<https://catalog.csub.edu/course-descriptions/anth/>].

For the MA in Anthropology, which was put on moratorium in 2016, COVID-19 pandemic conditions in 2021 prevented re-activation of the program, which our policy states must be done in a 5-year window [<https://www.csub.edu/academicprograms/academicplanningmanual/proposals-current-program-revisions.shtml>]. Thus, by policy the MA needs to officially be discontinued so it can be removed from the CSU degree system.

For the BA in Anthropology, the chronic low number of majors (e.g., fall 2024, *N* = 16) and low degree conferrals (Table above) make this degree unsustainable. In addition, a new [CSU directive on low degree conferring programs](#) now requires that campuses discontinue programs that have been identified as such by the Office of the Chancellor (2024/25). Also, of the two remaining tenured professors, one retired at the end of the 2023-2024 academic year. The specialty of this retiring professor is archeology, which further limits teachings in this area.

Thus, with only one tenured faculty, two long time lecturers, and dwindling resources in the CSU system, offering this degree cannot be sustained. The general education course offerings in area D (CalGETC Area 4), can be covered in the College of Social Sciences and Education by other departments. The elimination of GE area E (Self) has freed up resources in both Sociology and Kinesiology which will allow the college to meet the GE demand.

The next step—if discontinuation is approved—is to teach out the current cohort of Anthropology majors. The CSUB policy requires a minimum of three quarters (two semesters) of teach out time to allow for students to finish their degrees if possible. We are recommending that the anthropology course offerings necessary for completion of the remaining students' degrees be offered for four semesters, through the 2026-27 Academic Year. In addition, we recommend the use of CSU Online for students to round out any course offerings we may not be able to offer.

Students who are unable to finish their degrees by Spring 2027 will be offered the opportunity to finish in a different degree at CSUB or to transfer to another CSU. Given the total number of currently active majors (17 including the two students new as of Spring 2025, Ali Berry and Kathleen Sessions).

In addition to the moratorium policy, and the CSU Office of the Chancellor's directive, the following documents are submitted to support discontinuation of both the MA and BA degrees in Anthropology:

1. Anthropology's Program Review, External Reviewer letter, and UPRC's report, are all at the following link: <https://drive.google.com/file/d/1TD73p08Xz3IGMrM9deV28ZSZAYUZ70HY/view>
2. CSUB Degree Discontinuance Policy--link: https://www.csub.edu/academicprograms/files/Policy_on_Discontinuance_of_Academic_Degree_Programs.pdf
3. Discontinuance (6) criteria for the MA Degree (Appendix A) and the BA Degree (Appendix B), are included below.

Appendix A

Please consider this letter to be the initiation of program discontinuation conversations for the MA in Anthropology. Regarding current standing, the MA in Anthropology was put on moratorium status in 2016. This letter is the written request for the review of this academic program for the purpose of determining whether program discontinuance is warranted, in compliance with the University handbook policy on Discontinuance of Academic Degree Programs. This request is being made by the Dean of the College of Social Sciences and Education and the Interim AVP for Academic Affairs and Dean of Academic Programs, after consultation with the Anthropology Program Director, Dr. Hagar El Hadidi who was on sabbatical in fall 2024 but is now back, and debriefing discussions with relevant Anthropology faculty. Since there is no current effort to revive this inactive program, this request fulfills the administrative task of moving it from the moratorium to discontinuation.

Specific reasons for this request include:

1. Moratorium / inactivity: This program has been on moratorium since 2016. No efforts have been made to reconsider this decision.
2. Required discussions completed: The discussions required to place a program on moratorium such as regards quality of program, centrality of program to university, and need occurred in 2016. Since that time, there have been no new and compelling reasons for the university to re-engage in these discussions.
3. Quality of program: Since 2016, the program has been inactive due to its moratorium status. In addition, since that time, key ANTH faculty have exited the program, further diminishing the potential to re-develop this degree offering.
4. Centrality of a program to the University: While the values and benefits of learning Anthropology are high for the well-roundedness of student learning and for the development of critical thinking skills, the university could still fulfill its mission fully and in a more fiscally sustainable manner if this program were discontinued. The goals of critical thinking development currently are being met and in a more fiscally sustainable manner by other offerings at the university.
5. Cost: The cost to begin a program can be high, and given the current climate of budget challenges, investing in re-starting this program is not warranted.
6. Teach out: There have been no students enrolled since the discontinuation in 2016, so no teach out plan is needed.

Thank you for your consideration.

Appendix B

Please consider this letter to be the initiation of program discontinuation conversations for the BA in Anthropology. Regarding current standing, the BA in Anthropology has been in a state of unsustainability due to curriculum effects arising from federal and state (NAGPRA and CalNAGPRA) laws over the last two years, as well as low student enrollments in the major. (The accompanying MA in Anthropology is already on moratorium status.) This letter is the written request for the review of this academic program for the purpose of determining whether program discontinuance is warranted, in compliance with the University handbook policy on Discontinuance of Academic Degree Programs. This request is being made by the Dean of the College of Social Sciences and Education and the Interim AVP for Academic Affairs and Dean of Academic Programs, after consultation with the Anthropology Program Director, Dr. Hagar El Hadidi who was on sabbatical in fall 2024 but is now back, and debriefing discussions with relevant Anthropology faculty.

Specific reasons for this request include:

1. Status as low degree conferring program and CSU directive re. low degree conferring programs: In October, 2023, the CSU Chancellor office issued a [CSU directive on low degree conferring programs](#). This directive applies to all CSU institutions, and it requested universities to review and make decisions on degrees that have been low degree conferring. The BA in Anthropology was determined to be “in need of action” based on very low enrollments and the resulting low number of degrees conferred. The action taken was that low sustainability of the program for future semesters would warrant discontinuation Fall 2025, and it would be marked for campus consideration of discontinuance in Spring 2025.
2. Quality of program: Since 2019, the program and resources have dwindled, making the experience of students sub-optimal and resulting in a diminishment of the overall quality of the program. Faculty retirements and exits have resulted in only one Tenured faculty member remaining in the program. In Fall 2024, 100% of courses were taught by non-T/TT faculty. In addition, these limitations have affected the breadth of offerings and modalities: 100% of offerings in Fall 2024 were online, and only 8 courses were being offered, 63% (5) of which had enrollments of 15 or under.
3. Centrality of a program to the University: While we consider the values and benefits of learning Anthropology to be high for the well-roundedness of student learning and for the development of critical thinking skills, the university could still fulfill its mission fully and in a more fiscally sustainable manner if this program were discontinued. In addition, the goals of critical thinking development could still be met and in a more fiscally sustainable manner if this program’s offerings continued to be offered within the GE listings and/or through possible reappearances of this topic as a concentration in another area.
4. Need and instructional contributions: If this program is discontinued, students could still access some related courses through the GE curriculum. In this way, students could still study some of the topics, if desired.
5. Cost: Given the high cost of instructional faculty running very low-enrolled courses (63% of Fall 2024 offerings had class sizes of 15 students or fewer) and the very low overall number of students in the program, this program is not cost-effective to continue running in its current form. In addition, declining student enrollments in university aged students suggest sustainability of the degree is unlikely to improve.
6. Teach out: If program discontinuance is granted, the program will implement the following Teach Out Plan for any existing students. As of Spring 2025, there remain only (17) students


enrolled in the ANTH major. Given this, the impact of discontinuation of this major and on teaching students out will be minimal. Regardless, the department of ANTH is committed to providing equitable treatment to all remaining students so that students have access to complete the program they chose within a reasonable time.

- Prior to discontinuation, ANTH will communicate with students clearly about the discontinuation plan, its timelines, and its implications if any. Given the small number of majors, this communication will also be personalized after advisor consultation to include a review of final courses needed by each student. The plan will include:
 - i. an announcement immediately upon discontinuation notice of a cut-off date beyond which no new students, including transfer students, will be permitted to enter the program. This will be the hiatus date of Fall 2025.
 - ii. All students currently listed by the Registrar as participants in this program shall receive written notification of the program discontinuance no more than 15 days after the official announcement by the President.
 - iii. Plans and alternatives shall be developed to allow currently enrolled students to complete a degree program. Students currently enrolled in the program should be given the opportunity to provide both written and oral statements regarding the alternatives available. Students will be matched with advisors to assist in option discussions.
 - iv. Normally, an academic program shall continue to serve its current students for at least two semesters (three full quarters) following the official announcement of program discontinuance by the President. As noted above, we're proposing a four semester teach-out through Spring 2027. During this transition period, course offerings will be designed to assist students in the program to complete the program requirements.
 - v. Notice that the program has been discontinued will be sent to all advisors, units, and agencies involved in advising or providing information regarding academic programs on this campus.

Thank you for your consideration.



MEMORANDUM

From: Melissa Danforth, Academic Senate Chair 

To: James L. Rodríguez, Interim Provost and Vice-President for Academic Affairs

cc: Luis Vega, Interim Dean of the College of Social Sciences and Education
Hager El Hadidi, Associate Professor of Anthropology
Natalie Thompson, Lecturer for Anthropology
Patrick O'Neill, Lecturer for Anthropology
Deborah Boschini, AVP for Faculty Affairs
Elizabeth Adams, Interim AVP for Academic Affairs and Dean of Academic Programs
Ángel Vázquez-Ramos, Chair of the University Program Review Committee (UPRC)
Katherine Van Grinsven, Senate Analyst
Leslie Williams, Assistant to the Provost
Patty Padilla, Administrative Analyst/Specialist in the Office of the Provost

Date: February 14, 2025

Subject: Objection to Proposed Discontinuation of the MA and BA in Anthropology

At their meeting on February 13, 2025, the Academic Senate discussed the notification of the proposed discontinuation of the MA and BA in Anthropology, as well as the objection to the discontinuance by Mr. Patrick O'Neill, Lecturer of Anthropology. In accordance with the current Policy on Discontinuance of Academic Degree Programs, the Academic Senate conducted a vote to determine if the Senate would file a written objection to the proposed discontinuance.

The results of the vote were 17 in favor of objection and 2 abstentions. Therefore, a majority of the Senate objects to the proposed discontinuance. By current policy, the Academic Senate Executive Committee, in consultation with the Provost, will need to convene a Special Review Committee within 14 calendar days of this letter.

An extra meeting of the Academic Senate Executive Committee has been scheduled for Tuesday, February 18, 2025, to discuss the Special Review Committee.

Katherine Van Grinsven

From: Melissa Danforth
Sent: Wednesday, September 17, 2025 10:18 AM
To: Katherine Van Grinsven
Subject: FW: special committee and process of review anthropology discontinuation and related issues

Hi Katie,

Patrick is okay with passing this email chain along to the committees when we make the referral. Add this to the attachments and the referrals will be ready to go out.

Thanks,
Melissa

From: Patrick O'Neill <poneill2@csub.edu>
Sent: Wednesday, September 17, 2025 10:08 AM
To: Melissa Danforth <mdanforth@csub.edu>
Subject: Re: special committee and process of review anthropology discontinuation and related issues

Hi,

Thank you,

Dr. Danforth.

Yes, please forward the information to senate committees.

Also add:

Since the administrators involved admitted they acted to suppress enrollment and purposefully misinformed students and some full-time faculty during such activities that began long before any formal proposals or notifications were pursued, why is nothing being done about that? After all, it has prevented students from pursuing their choice of careers and has placed at least one full time faculty member in jeopardy. I have dedicated my entire professional career to CSUB, and these actions will likely end my academic career altogether.

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From: Melissa Danforth <mdanforth@csub.edu>
Sent: Tuesday, September 16, 2025 12:06:44 PM
To: Patrick O'Neill <poneill2@csub.edu>
Subject: Re: special committee and process of review anthropology discontinuation and related issues

Hi Patrick,

Unfortunately, the old CSUB discontinuation policy that the Provost's Office has enforced for Anthropology does not have a pause option when the tenured faculty of the program are on leave. So, we do need to refer this out to Senate standing committees to be consistent with that policy. Also note that policy allows the campus president to make decisions without Senate input if Senate does not follow the timeline within the policy.

Are you okay if I pass along this email to the Senate standing committees as part of their discussion on the Special Review Committee, or would you like to draft another message to them?

Thanks,
Melissa

From: Patrick O'Neill <poneill2@csub.edu>

Date: Friday, August 22, 2025 at 4:34 PM

To: Melissa Danforth <mdanforth@csub.edu>

Subject: special committee and process of review anthropology discontinuation and related issues

Dear Dr. Danforth,

I hope you are well. I wanted to reach out to inquire and or inform that Dr. El Hadidi is either on sabbatical or otherwise not active and has been as such since mid-Spring semester. As Such I believe it will be most appropriate for deliberations regarding anth closure including any further special committee work on the matter be halted until such time as tenured anthropology representation is able to participate on said committee, including but not limited to meeting, reporting, making decisions or taking any actions unless to inform admin to do the same.

Also, since there has never been a proposal regarding policy for discontinuation that was approved officially in writing by Chancellor, I believe the entire activity has been in vain and undertaken in violation of statewide policy regarding such actions.

Since the action has been unilaterally initiated by administrators without faculty agreement and because the action will cause direct financial hardship, potential career death, and loss of security for some or all program faculty and because it was initiated and implemented early in secret meetings and behind the scenes actions prior to any official procesural documentatio. & without notifying students or existing full time faculty, all so-called progress made regarding the issue should be discarded.

Former attempted action to discobtnue should be replaced with immediate steps revised to inform admin to work with remaining active faculty to improve and refit the program including proposition of alternatives to attempted action to discontinue, etc.

Unilateral program closures are also activities that require assistance, reassignments, opportunities for transfer and or other alternatives to help affected faculty avoid such negative impact and loss , particularly when said faculty did not cause or agree with proposed action and some or all faculty were denied opportunity for appeal or given alternatives to losing their jobs , entitlements, and financial stability due to admin not following policy and procedures. Prior to such affairs they needed to be considering impact of long-term employees with positive records of achievement and teaching. That the actions behind the scenes began in direct association to certain faculty being removed from NAGPRA compliance without explanation and without proper cause, the entire affair seems retaliatory and aimed at eliminating said faculty upon termination of existing contracts.

Thank you,

Patrick

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ACADEMIC SENATE
CSU BAKERSFIELD

2025-2026 REFERRAL #18
Special Review Committee for Anthropology

Date: September 17, 2025

From: Melissa Danforth, Academic Senate Chair

To: Tiffany Tsantsoulas, Academic Affairs Committee (AAC) Chair
Amanda Grombly, Budget and Planning Committee (BPC) Chair

cc: Katherine Van Grinsven, Academic Senate Administrative Analyst

At their meeting on September 9, the Academic Senate Executive Committee requested that the Academic Affairs Committee (AAC) and Budget and Planning Committee (BPC) review and address the recommendations provided by the Special Review Committee for Anthropology with respect to the proposed discontinuation of the Anthropology programs.

During your discussions, please consider:

- Recommendations from the Special Review Committee.

Please take up this matter with your committees and get back to me with your recommendations.

Please note that this program is under the old CSUB Policy on Program Discontinuation. In accordance with that Program Discontinuation Policy, the Academic Senate must make its recommendations to the President no later than 60 days after receiving this referral.

If your recommendation requires Senate action, please prepare a resolution and the rationale for the resolution. Thank you.

Attachments:

- (1) Special Review Committee Report for Anthropology_Spring 2025.pdf
- (2) CSUB_Policy_on_Discontinuation_of_Academic_Programs.pdf
- (3) Memorandum-ANTH-MA-BA-Degrees-Discontinuation_Revised Feb 2025.pdf
- (4) Memo_Objection to Proposed Discontinuation of the MA and BA in Anthropology_20250214.pdf
- (5) Email_Feedback from Patrick O'Neill_20250917.pdf

DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE

California State University, Bakersfield
9001 Stockdale Hwy. • Mail Stop: 20 BDC • Bakersfield, CA 93311

CSU BAKERSFIELD POLICY ON DISCONTINUANCE OF ACADEMIC DEGREE PROGRAMS

The following policy statement describes the procedures and requirements under which an academic degree program can be considered for discontinuance at California State University, Bakersfield. Program discontinuance is a seldom used but important component to the long-range planning of the University. It affords the University a deliberate process of program evaluation, and when done well, produces substantial consensus regarding the future direction of the department, school and/or university. Program discontinuance is not an appropriate procedure for addressing short-term financial crises or personnel problems. It is an appropriate process for evaluating the relevance and vitality of specific programs where substantial doubts exist as to the program's future viability and responsiveness. Normally, these doubts will be raised first by the faculty directly responsible for the program or will arise out of the normal program review process.

Six criteria govern decisions regarding discontinuance of an existing academic degree program. In each instance, strategies to strengthen or modify the program shall receive first and serious consideration as alternatives to discontinuance.

- (1) The overall quality of a program is an essential factor in decision making. There are many forms of supporting evidence that lead to conclusions regarding overall quality. For example, evidence of excellence in teaching, academic program reviews, accrediting agency reports, reputation within the discipline (including published surveys) and reputation across the campus, evidence of faculty and student scholarship, timeliness of the curriculum, currency of the faculty, and efforts to mentor and involve students in intellectual and creative pursuits attest to qualitative achievements.
- (2) Centrality of a program to the University is another consideration. This criterion basically addresses whether the University might fulfill its mission were this program to be eliminated.
- (3) Need is an important consideration. Both internal and external factors determine need. Internal considerations are related to the University's mission. It is the mission of California State University, Bakersfield, to be a comprehensive university which offers a variety of degree programs in the liberal arts and professions. Also, the instructional contributions of a degree program to other programs are important. External factors include the needs of our regional population, the clientele we serve, and to some extent, current student demand.
- (4) Diversity is an important criterion when considering program discontinuance. Faculty, students, and a curriculum which reflects diversity contribute to our ability to create this environment and better model a changing population.

- (5) Degree program size is a consideration. To be effective a degree program must have a sufficient number of faculty to provide a reasonable exposure to the discipline and a sufficient number of students to insure the integrity and continuity of the curriculum.
- (6) Cost and resource generation are appropriate criteria. In determining cost the following factors are useful: student/faculty ratio, factors that determine resource generation, program administration costs, anticipated future outlays, and a judgment about maximum utilization of resources. When appropriate, the ability to generate outside revenue can be balanced against cost factors.

Initiation of Program Discontinuance Procedures

A written request for the review of an academic program for the purpose of determining whether program discontinuance is warranted may be made by any one of the following parties:

- (1) the Chair of the degree program with the written approval of a majority of the tenured and probationary faculty in the program or, in appropriate instances, the program committee;
- (2) the Dean of the school in which the program is housed;
- (3) the Dean of Undergraduate Studies, but only in regard to an undergraduate program;
- (4) the Dean of Graduate Studies, but only in regard to a graduate program;
- (5) a majority vote of the Academic Senate; or
- (6) a majority vote of the University Program Review Committee.

Such a request shall be submitted in writing to:

- (1) the Vice President for Academic Affairs;
- (2) all Deans involved in the administration of the program;
- (3) the Academic Senate; and
- (4) all tenured and probationary faculty who teach in the program.

The letter making this request must clearly indicate the specific reasons for the suggested program discontinuance. If within 14 calendar days* of receipt of this letter by the Vice President for Academic Affairs, none of the individuals or parties listed in (1) through (4) above (i.e., the Vice President for Academic Affairs, any Dean involved in the administration of the program, the Academic Senate by majority vote, or any tenured or probationary faculty member who teaches in the program) has objected to the proposed discontinuance in writing to the Vice President for Academic Affairs, a recommendation for discontinuance will be sent to

the President. If within 14 calendar days of receipt of the letter requesting program discontinuance at least any one of those parties has objected to discontinuance, then the following procedures must be followed before a recommendation for program discontinuance can be made to the President.

“Calendar days” exclude the Summer break and the breaks between quarters wherever the term is used in this document.

Appointment of a Special Review Committee

Within 14 calendar days of receipt of a letter objecting to a proposed program discontinuance from one of the parties listed above, the Senate Executive Committee in consultation with the Vice President for Academic Affairs shall appoint a Special Review Committee to conduct a special program review focused on issues related to potential discontinuance. The committee shall consist of:

- (1) six tenured faculty: one selected by the faculty who teach in the affected program, three from different units within the same school as the program in question, and one from each of two schools different from that of the program in question;
- (2) the Dean of the school in which the program is housed, who will serve as a nonvoting member; and
- (3) the Dean of Undergraduate Studies or the Dean of Graduate Studies, as appropriate, who will serve as a non-voting member for a program included in his or her administrative responsibilities.

Minimum Requirements for the Special Program Review

As a minimum, this review shall include:

- (1) direct, personal consultation with all current full-time faculty members who have taught courses in the program within the last two academic years;
- (2) an opportunity for students presently enrolled in the program to provide both written and oral statements regarding the proposed program discontinuance; and
- (3) an open forum, announced publicly at least 14 calendar days in advance, in which the University community at large has a chance to express its views.

The review shall address the following points:

- (1) an evaluation of the academic quality of the program (as described under criterion #1, P. 1);

- (2) an analysis of the cost and resource generation, over time, of the program;
- (3) study of enrollment trends over the past ten years, present enrollment in the program, and projected future enrollment;
- (4) consideration of alternatives that might increase the quality and/or student enrollment in the program, as needed;
- (5) consideration of alternatives for providing additional financial support for the program, as needed,
- (6) assessment of specific community needs served by the program;
- (7) assessment of the favorable and unfavorable impact that discontinuance of the program would have on other degree programs, other campus activities, and the curricular priorities and mission of the University;
- (8) study of the possible impact of program termination on faculty in that program and evaluation of possible on-campus faculty transfers which might occur, based on faculty skills, training, and desire as well as campus need; and
- (9) consideration of the impact discontinuance of the program would have on students presently enrolled.

A maximum of 45 calendar days will normally be allowed for the work of the Special Review Committee. Upon completion of its review, the Special Review Committee shall make a written report and recommendation to the Senate Executive Committee and the Vice President for Academic Affairs. This report must include the opportunity for minority reports from the Special Review Committee. The Senate Executive Committee shall forward the report for review by the Academic Affairs Committee and the Budget and Planning Committee. The Vice President for Academic Affairs shall forward the report to the appropriate Dean(s) and the affected department for review.

A maximum of 30 calendar days will be allowed for review of and rebuttal to the written report by the committees, Dean(s) and affected department. A copy of this report and any written rebuttals or statements should then be forwarded to the Executive Committee of the Academic Senate and the Vice President for Academic Affairs for final review. The Academic Senate normally will make its recommendation to the President regarding the program discontinuance no later than 60 days after receiving the recommendation of the Special Review Committee.

CSU Program Discontinuance Procedures

If the President decides that program discontinuance is warranted, the campus will follow these procedures required by EP&R 79-10 regarding review by the Chancellor of program discontinuance proposals:

- (1) The campus President shall inform the Chancellor of the proposed discontinuance.
- (2) The Chancellor will review the proposal for system-wide effects with the advice from whatever groups he/she deems appropriate, and may request additional information from the campus if needed for this review.
- (3) The Chancellor will ordinarily provide comments on all such proposals within 30 days and will inform the President of any system concerns so that these may be considered in the final decision.
- (4) The President will not take any administrative action leading to the de facto or official discontinuance of an academic program before the Chancellor has commented on the proposal.

In the event the President's final decision is official discontinuance of an academic program, a cut-off date shall be announced immediately beyond which no new students, including transfer students, will be permitted to enter the program. All students currently listed by the Registrar as participants in this program shall receive written notification of the program discontinuance no more than 15 days after the official announcement by the President.

Plans and alternatives shall be developed to allow currently enrolled students to complete a degree program. Students currently enrolled in the program should be given the opportunity to provide both written and oral statements regarding the alternatives available. These alternatives may include:

- (1) completion of the program requirements by a certain date in order to receive the specified degree from this University;
- (2) completion of a closely related program offered by this campus;
- (3) completion of a similar program, if any, offered by other institutions within the California State University system; and
- (4) use of substitutions to meet this campus's requirements for the program.

The President, in consultation with appropriate administrators and faculty committees, shall make every effort to assist in the placement of faculty members displaced by program discontinuance in other appropriate programs or activities in the University or on other campuses in the California State University system.

Normally, an academic program shall continue to serve its current students for at least three full quarters following the official announcement of program discontinuance by the President. During this transition period, course offerings should be designed to assist students in the program to complete the program requirements.

Notice that the program has been discontinued will be sent to all advisors, units, and agencies involved in advising or providing information regarding academic programs on this campus.

TIMELINE FOR PROGRAM DISCONTINUATION

- I. Letter received by the Vice President for Academic Affairs requesting degree program discontinuation.

14 Calendar Days* After Receipt of Letter

- IIA. If no party as listed above has objected in writing to the proposed discontinuation, a recommendation for discontinuation will be sent to the President.
- IIB. If any party as listed above has objected in writing to the proposed discontinuation, the procedures for program discontinuation as outlined in this document must be initiated.

Within 14 Calendar Days After Receipt of Written Objection

- III. Special Review Committee must be appointed with procedures outlined above.

Within 14 Calendar Days Advance Public Notice

- IV. An open forum must be held in which the University community at large can express their views.

Within 45 Calendar Days After Appointment of Special Review Committee

- V. Special Review Committee must submit its completed report and recommendation to the Senate Executive Committee and the Vice President for Academic Affairs.

Within 30 Calendar Days After Receipt of Special Review Committee Report

- VI. All reviews of rebuttals to, and general statements regarding the Special Review Committee report must have been submitted in writing to the Senate Executive Committee and the Vice President for Academic Affairs.

Within 60 Calendar Days After Receipt of Special Review Committee Report

- VII. The Academic Senate must make its recommendation to the President regarding program discontinuance.

“Calendar days” exclude the Summer break and the breaks between quarters wherever the term is used in this document.



MEMORANDUM

DATE: February 7, 2025

FROM: Luis Vega, Interim Dean, College of Social Sciences & Education
Elizabeth Adams, Interim AVP for Academic Affairs and Dean of Academic Programs

TO: Dr. James Rodriguez, Interim Provost and Vice President for Academic Affairs
Dr. Hager El Hadidi, Anthropology Program Chair
Dr. Deborah Boschini, AVP of Faculty Affairs
Dr. Melissa Danforth, Chair of the Academic Senate
Dr. Ángel Vázquez-Ramos, UPRC Chair
cc: Ms. Natalie Thompson, Lecturer, Anthropology Department
Mr. Patrick O’Neill, Lecturer, Anthropology Department

SUBJECT: Discontinuation of the Anthropology MA and BA Degrees

The purpose of this memo is to request discontinuation of the MA and BA degrees in Anthropology. This request is not made lightly but rather based on policy related to degree conferrals. The number of degree-conferrals by year are presented in the table below:

Degree Type	Degree Program	Subplan	17-18	18-19	19-20	20-21	21-22	22-23	23-24	Action Needed	Notes
MA	ANTH	ANTH	1	1	0	0	0	0	0	yes	degree program placed on moratorium Summer 2016
BA	ANTH	ANTH	4	9	4	10	8	7	5	yes	

Conditions supporting discontinuation for both degrees focus on (a) faculty resources, (b) historically low enrollments, and (c) legislative actions’ impacting the Anthropology field: NAGPRA (Native American Graves Protection and Repatriation Act of 1990) and CalNAGPRA (California’s version of the law 2021). These laws have negatively affected the teaching of approximately 17 of 54 courses in the major related to the curriculum in archaeology/physical anthropology [<https://catalog.csub.edu/course-descriptions/anth/>].

For the MA in Anthropology, which was put on moratorium in 2016, COVID-19 pandemic conditions in 2021 prevented re-activation of the program, which our policy states must be done in a 5-year window [<https://www.csub.edu/academicprograms/academicplanningmanual/proposals-current-program-revisions.shtml>]. Thus, by policy the MA needs to officially be discontinued so it can be removed from the CSU degree system.

For the BA in Anthropology, the chronic low number of majors (e.g., fall 2024, *N* = 16) and low degree conferrals (Table above) make this degree unsustainable. In addition, a new [CSU directive on low degree conferring programs](#) now requires that campuses discontinue programs that have been identified as such by the Office of the Chancellor (2024/25). Also, of the two remaining tenured professors, one retired at the end of the 2023-2024 academic year. The specialty of this retiring professor is archeology, which further limits teachings in this area.

Thus, with only one tenured faculty, two long time lecturers, and dwindling resources in the CSU system, offering this degree cannot be sustained. The general education course offerings in area D (CalGETC Area 4), can be covered in the College of Social Sciences and Education by other departments. The elimination of GE area E (Self) has freed up resources in both Sociology and Kinesiology which will allow the college to meet the GE demand.

The next step—if discontinuation is approved—is to teach out the current cohort of Anthropology majors. The CSUB policy requires a minimum of three quarters (two semesters) of teach out time to allow for students to finish their degrees if possible. We are recommending that the anthropology course offerings necessary for completion of the remaining students' degrees be offered for four semesters, through the 2026-27 Academic Year. In addition, we recommend the use of CSU Online for students to round out any course offerings we may not be able to offer.

Students who are unable to finish their degrees by Spring 2027 will be offered the opportunity to finish in a different degree at CSUB or to transfer to another CSU. Given the total number of currently active majors (17 including the two students new as of Spring 2025, Ali Berry and Kathleen Sessions).

In addition to the moratorium policy, and the CSU Office of the Chancellor's directive, the following documents are submitted to support discontinuation of both the MA and BA degrees in Anthropology:

1. Anthropology's Program Review, External Reviewer letter, and UPRC's report, are all at the following link: <https://drive.google.com/file/d/1TD73p08Xz3IGMrM9deV28ZSZAYUZ70HY/view>
2. CSUB Degree Discontinuance Policy--link: https://www.csub.edu/academicprograms/files/Policy_on_Discontinuance_of_Academic_Degree_Programs.pdf
3. Discontinuance (6) criteria for the MA Degree (Appendix A) and the BA Degree (Appendix B), are included below.

Appendix A

Please consider this letter to be the initiation of program discontinuation conversations for the MA in Anthropology. Regarding current standing, the MA in Anthropology was put on moratorium status in 2016. This letter is the written request for the review of this academic program for the purpose of determining whether program discontinuance is warranted, in compliance with the University handbook policy on Discontinuance of Academic Degree Programs. This request is being made by the Dean of the College of Social Sciences and Education and the Interim AVP for Academic Affairs and Dean of Academic Programs, after consultation with the Anthropology Program Director, Dr. Hagar El Hadidi who was on sabbatical in fall 2024 but is now back, and debriefing discussions with relevant Anthropology faculty. Since there is no current effort to revive this inactive program, this request fulfills the administrative task of moving it from the moratorium to discontinuation.

Specific reasons for this request include:

1. Moratorium / inactivity: This program has been on moratorium since 2016. No efforts have been made to reconsider this decision.
2. Required discussions completed: The discussions required to place a program on moratorium such as regards quality of program, centrality of program to university, and need occurred in 2016. Since that time, there have been no new and compelling reasons for the university to re-engage in these discussions.
3. Quality of program: Since 2016, the program has been inactive due to its moratorium status. In addition, since that time, key ANTH faculty have exited the program, further diminishing the potential to re-develop this degree offering.
4. Centrality of a program to the University: While the values and benefits of learning Anthropology are high for the well-roundedness of student learning and for the development of critical thinking skills, the university could still fulfill its mission fully and in a more fiscally sustainable manner if this program were discontinued. The goals of critical thinking development currently are being met and in a more fiscally sustainable manner by other offerings at the university.
5. Cost: The cost to begin a program can be high, and given the current climate of budget challenges, investing in re-starting this program is not warranted.
6. Teach out: There have been no students enrolled since the discontinuation in 2016, so no teach out plan is needed.

Thank you for your consideration.

Appendix B

Please consider this letter to be the initiation of program discontinuation conversations for the BA in Anthropology. Regarding current standing, the BA in Anthropology has been in a state of unsustainability due to curriculum effects arising from federal and state (NAGPRA and CalNAGPRA) laws over the last two years, as well as low student enrollments in the major. (The accompanying MA in Anthropology is already on moratorium status.) This letter is the written request for the review of this academic program for the purpose of determining whether program discontinuance is warranted, in compliance with the University handbook policy on Discontinuance of Academic Degree Programs. This request is being made by the Dean of the College of Social Sciences and Education and the Interim AVP for Academic Affairs and Dean of Academic Programs, after consultation with the Anthropology Program Director, Dr. Hagar El Hadidi who was on sabbatical in fall 2024 but is now back, and debriefing discussions with relevant Anthropology faculty.

Specific reasons for this request include:

1. Status as low degree conferring program and CSU directive re. low degree conferring programs: In October, 2023, the CSU Chancellor office issued a [CSU directive on low degree conferring programs](#). This directive applies to all CSU institutions, and it requested universities to review and make decisions on degrees that have been low degree conferring. The BA in Anthropology was determined to be “in need of action” based on very low enrollments and the resulting low number of degrees conferred. The action taken was that low sustainability of the program for future semesters would warrant discontinuation Fall 2025, and it would be marked for campus consideration of discontinuance in Spring 2025.
2. Quality of program: Since 2019, the program and resources have dwindled, making the experience of students sub-optimal and resulting in a diminishment of the overall quality of the program. Faculty retirements and exits have resulted in only one Tenured faculty member remaining in the program. In Fall 2024, 100% of courses were taught by non-T/TT faculty. In addition, these limitations have affected the breadth of offerings and modalities: 100% of offerings in Fall 2024 were online, and only 8 courses were being offered, 63% (5) of which had enrollments of 15 or under.
3. Centrality of a program to the University: While we consider the values and benefits of learning Anthropology to be high for the well-roundedness of student learning and for the development of critical thinking skills, the university could still fulfill its mission fully and in a more fiscally sustainable manner if this program were discontinued. In addition, the goals of critical thinking development could still be met and in a more fiscally sustainable manner if this program’s offerings continued to be offered within the GE listings and/or through possible reappearances of this topic as a concentration in another area.
4. Need and instructional contributions: If this program is discontinued, students could still access some related courses through the GE curriculum. In this way, students could still study some of the topics, if desired.
5. Cost: Given the high cost of instructional faculty running very low-enrolled courses (63% of Fall 2024 offerings had class sizes of 15 students or fewer) and the very low overall number of students in the program, this program is not cost-effective to continue running in its current form. In addition, declining student enrollments in university aged students suggest sustainability of the degree is unlikely to improve.
6. Teach out: If program discontinuance is granted, the program will implement the following Teach Out Plan for any existing students. As of Spring 2025, there remain only (17) students


enrolled in the ANTH major. Given this, the impact of discontinuation of this major and on teaching students out will be minimal. Regardless, the department of ANTH is committed to providing equitable treatment to all remaining students so that students have access to complete the program they chose within a reasonable time.

- Prior to discontinuation, ANTH will communicate with students clearly about the discontinuation plan, its timelines, and its implications if any. Given the small number of majors, this communication will also be personalized after advisor consultation to include a review of final courses needed by each student. The plan will include:
 - i. an announcement immediately upon discontinuation notice of a cut-off date beyond which no new students, including transfer students, will be permitted to enter the program. This will be the hiatus date of Fall 2025.
 - ii. All students currently listed by the Registrar as participants in this program shall receive written notification of the program discontinuance no more than 15 days after the official announcement by the President.
 - iii. Plans and alternatives shall be developed to allow currently enrolled students to complete a degree program. Students currently enrolled in the program should be given the opportunity to provide both written and oral statements regarding the alternatives available. Students will be matched with advisors to assist in option discussions.
 - iv. Normally, an academic program shall continue to serve its current students for at least two semesters (three full quarters) following the official announcement of program discontinuance by the President. As noted above, we're proposing a four semester teach-out through Spring 2027. During this transition period, course offerings will be designed to assist students in the program to complete the program requirements.
 - v. Notice that the program has been discontinued will be sent to all advisors, units, and agencies involved in advising or providing information regarding academic programs on this campus.

Thank you for your consideration.



MEMORANDUM

From: Melissa Danforth, Academic Senate Chair 

To: James L. Rodríguez, Interim Provost and Vice-President for Academic Affairs

cc: Luis Vega, Interim Dean of the College of Social Sciences and Education
Hager El Hadidi, Associate Professor of Anthropology
Natalie Thompson, Lecturer for Anthropology
Patrick O'Neill, Lecturer for Anthropology
Deborah Boschini, AVP for Faculty Affairs
Elizabeth Adams, Interim AVP for Academic Affairs and Dean of Academic Programs
Ángel Vázquez-Ramos, Chair of the University Program Review Committee (UPRC)
Katherine Van Grinsven, Senate Analyst
Leslie Williams, Assistant to the Provost
Patty Padilla, Administrative Analyst/Specialist in the Office of the Provost

Date: February 14, 2025

Subject: Objection to Proposed Discontinuation of the MA and BA in Anthropology

At their meeting on February 13, 2025, the Academic Senate discussed the notification of the proposed discontinuation of the MA and BA in Anthropology, as well as the objection to the discontinuance by Mr. Patrick O'Neill, Lecturer of Anthropology. In accordance with the current Policy on Discontinuance of Academic Degree Programs, the Academic Senate conducted a vote to determine if the Senate would file a written objection to the proposed discontinuance.

The results of the vote were 17 in favor of objection and 2 abstentions. Therefore, a majority of the Senate objects to the proposed discontinuance. By current policy, the Academic Senate Executive Committee, in consultation with the Provost, will need to convene a Special Review Committee within 14 calendar days of this letter.

An extra meeting of the Academic Senate Executive Committee has been scheduled for Tuesday, February 18, 2025, to discuss the Special Review Committee.

Katherine Van Grinsven

From: Melissa Danforth
Sent: Wednesday, September 17, 2025 10:18 AM
To: Katherine Van Grinsven
Subject: FW: special committee and process of review anthropology discontinuation and related issues

Hi Katie,

Patrick is okay with passing this email chain along to the committees when we make the referral. Add this to the attachments and the referrals will be ready to go out.

Thanks,
Melissa

From: Patrick O'Neill <poneill2@csub.edu>
Sent: Wednesday, September 17, 2025 10:08 AM
To: Melissa Danforth <mdanforth@csub.edu>
Subject: Re: special committee and process of review anthropology discontinuation and related issues

Hi,

Thank you,

Dr. Danforth.

Yes, please forward the information to senate committees.

Also add:

Since the administrators involved admitted they acted to suppress enrollment and purposefully misinformed students and some full-time faculty during such activities that began long before any formal proposals or notifications were pursued, why is nothing being done about that? After all, it has prevented students from pursuing their choice of careers and has placed at least one full time faculty member in jeopardy. I have dedicated my entire professional career to CSUB, and these actions will likely end my academic career altogether.

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From: Melissa Danforth <mdanforth@csub.edu>
Sent: Tuesday, September 16, 2025 12:06:44 PM
To: Patrick O'Neill <poneill2@csub.edu>
Subject: Re: special committee and process of review anthropology discontinuation and related issues

Hi Patrick,

Unfortunately, the old CSUB discontinuation policy that the Provost's Office has enforced for Anthropology does not have a pause option when the tenured faculty of the program are on leave. So, we do need to refer this out to Senate standing committees to be consistent with that policy. Also note that policy allows the campus president to make decisions without Senate input if Senate does not follow the timeline within the policy.

Are you okay if I pass along this email to the Senate standing committees as part of their discussion on the Special Review Committee, or would you like to draft another message to them?

Thanks,
Melissa

From: Patrick O'Neill <poneill2@csub.edu>

Date: Friday, August 22, 2025 at 4:34 PM

To: Melissa Danforth <mdanforth@csub.edu>

Subject: special committee and process of review anthropology discontinuation and related issues

Dear Dr. Danforth,

I hope you are well. I wanted to reach out to inquire and or inform that Dr. El Hadidi is either on sabbatical or otherwise not active and has been as such since mid-Spring semester. As Such I believe it will be most appropriate for deliberations regarding anth closure including any further special committee work on the matter be halted until such time as tenured anthropology representation is able to participate on said committee, including but not limited to meeting, reporting, making decisions or taking any actions unless to inform admin to do the same.

Also, since there has never been a proposal regarding policy for discontinuation that was approved officially in writing by Chancellor, I believe the entire activity has been in vain and undertaken in violation of statewide policy regarding such actions.

Since the action has been unilaterally initiated by administrators without faculty agreement and because the action will cause direct financial hardship, potential career death, and loss of security for some or all program faculty and because it was initiated and implemented early in secret meetings and behind the scenes actions prior to any official procesural documentatio. & without notifying students or existing full time faculty, all so-called progress made regarding the issue should be discarded.

Former attempted action to discobtnue should be replaced with immediate steps revised to inform admin to work with remaining active faculty to improve and refit the program including proposition of alternatives to attempted action to discontinue, etc.

Unilateral program closures are also activities that require assistance, reassignments, opportunities for transfer and or other alternatives to help affected faculty avoid such negative impact and loss , particularly when said faculty did not cause or agree with proposed action and some or all faculty were denied opportunity for appeal or given alternatives to losing their jobs , entitlements, and financial stability due to admin not following policy and procedures. Prior to such affairs they needed to be considering impact of long-term employees with positive records of achievement and teaching. That the actions behind the scenes began in direct association to certain faculty being removed from NAGPRA compliance without explanation and without proper cause, the entire affair seems retaliatory and aimed at eliminating said faculty upon termination of existing contracts.

Thank you,

Patrick

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