

## **2019-2021 Biennium Internal Budget Proposal Narrative**

### **Division: CHSS**

**Evaluation Criteria:** Proposals will be evaluated on every aspect of this template. It is highly recommended that the narrative portion touch on each area. Proposals forwarded to UPRC by unit leaders will be discussed at UPRC and authors are encouraged to attend so that they may answer questions and provide clarification.

#### **Anthropology Department: Curation Facilities Manager**

- This is a revised version of a previously submitted budget proposal.  
*If box is checked please briefly outline any significant changes and/or indicate why it is being resubmitted.*

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**Statement of Purpose:** *(What is the challenge or opportunity being addressed? How does the proposal address this challenge or opportunity? Limit response to 1 page – please link to any existing reports, data, supplemental materials, etc.)*

The Department of Anthropology currently houses well over ten thousand artifacts and samples from nearly 50 years of archaeological research, field school activity, forensic collaboration, ethnographic collections, and donations. In addition, we have the primary records, field notes, maps and original catalogs that accompany the material. The collections are organized and stored in over 630 linear feet of shelving, while the documentation takes up its own 10' x 12' room. These materials have provided generations of students rich data sets for undergraduate and graduate research and have resulted in hundreds of MA theses and papers, conference presentations, and publications. Managing these collections so as to properly curate them and their documentation in perpetuity, and allow research and teaching access has been a serious burden on the two archaeologists in tenure track lines. Neither is actually trained in curation or museology.

In addition, federal laws, such as the Native American Graves Protection and Repatriation Act mandate that we inventory and publish the presence of any native ancestral remains or funerary artifacts, contact affiliated Tribal or native groups and offer the materials to them for appropriate action. This is sensitive work involving and fostering a deep understanding of Native cultures, organization and diversity. The work is not complete, and involves a great deal of time and effort in sorting, identification, management and outreach.

Because of recent changes in Washington State Code we do not meet state requirements as a repository for long term management of the collections and therefore are severely restricted in current and future activities that could generate additional materials. Ultimately, the state could require us to either meet the standards for becoming a repository, or transfer the collections to a facility that does. The loss of access to the collections would have an extremely severe negative impact on our program, and could also prove to be very expensive. The Burke Museum, for

example, currently charges substantial fees for each finished, cataloged and prepared box that they accept for housing.

We propose to hire an MA level collections manager in a half time, permanent position. This would allow us to obtain State certification as a repository, absolve our faculty of perpetual curation responsibilities, and allow us to finish the required NAGPRA compliance in a timely manner. We also propose to hire an additional quarter time graduate or undergraduate assistant/trainee from department self-sustaining funds. This will allow us to take advantage of new expertise to advance our museology/curation internship program. Currently this is a relatively weak aspect of our curriculum, but one which is becoming increasingly popular and which is important to provide to students in order for them to be competitive for jobs and continued education.

### **Anticipated Outcome(s):**

These positions would:

- 1.) allow enhanced and systematic access to the existing collections,
- 2.) restore our ability to conduct collection based research and field schools,
- 3.) enhance and formalize a curation and museology component of our curriculum,
- 3.) facilitate relatively timely compliance with NAGPRA and state policies with respect to native ancestral remains and artifacts,
- 4.) allow existing and future faculty to enhance their teaching and research activities, and,
- 5.) facilitate applying for external grant funding, and pursuing donations.

**Metrics:** *(How will outcomes be measured? Please include current data points and goals. If this proposal will have any impact on the [Overall Metrics](#) included in the university's strategic plan, please indicate which specific ones here.)*

We will see a very quick shift away from curation and access management activities by tenured faculty, expansion of museology and curation training, and a return to collection based research and field school activity.

**How does this proposal align with your departmental/divisional strategic priorities?** *(Please reference specific items from the recently completed departmental/divisional strategic plan and attach a copy.)*

This proposal involves and supports all of the goals articulated in the CHSS strategic plan:

***G-1) Promote intellectual exploration and enable the university community to pursue a transformative education by offering a wide array of learning experiences in the humanities and social sciences***

***G-2) Bolster the intellectual life of the college by assembling, supporting, and retaining a diverse and engaged community of faculty, staff, and students***

***G-3) Expand the capacity of students, faculty, and staff to produce knowledge, think***

*critically, and communicate effectively*

**G-4) Advance a deeper knowledge and understanding of local, state, national and global communities and foster better communication and cooperation among different communities and cultures.**

**G-5) Promote contextual awareness, individual responsibility, ethical conduct, and social justice by fostering introspective, respectful environments that support diverse thought, experiences, and cultures.**

The curation positions support increased access to the collections for analysis and dissemination, and will increase and enhance our ability to add training and internships in the practical aspects of museology and curation. Below I underline paraphrasing of the relevant sub-goals in the strategic plan.

This proposal supports **goal 1**, by meeting one sub-goal: increasing opportunities for students to enroll in courses that meet their goals. Internships and practical experience are increasingly in demand by our students.

The proposed positions support **goal 2**, by meeting 2 sub-goals: securing stable funding for recruitment and retention, and fostering collaboration among students, staff, and faculty.

**Goal 3** is also supported by meeting 2 sub-goals: providing resources and increasing funding to support scholarship.

We would support **goal 4** by meeting 3 sub-goals: expanding opportunities tied to local and state communities, developing curricula that focuses on local impacts, and developing research into specific communities and their issues.

**Goal 5** would be supported by: expanding access to courses involving first and second year students.

Supporting **goal 4 specifically**, work on NAGPRA compliance by our students directly impacts local Native communities, and requires our students to confront their role and the role and impact of Anthropology and Archaeology on those communities, both in the present, and as a legacy. In addition, dated archaeological samples, such as marine invertebrates from middens, can serve as records of past environmental conditions and are increasingly of interest to researchers studying current environmental change

At the Department Level these positions will enhance our mission in many ways:

*Anthropology Department Mission Statement*

*As an Anthropology Major students should:*

- 1. demonstrate a deep understanding of humankind, both past and present.*

2. *acquire knowledge of principles and primary data in each of the four subfields and appreciate their interconnections (cultural anthropology; linguistic anthropology; archaeology; and biological anthropology) and understand professional ethics.*

3. *be able to analyze and organize the knowledge gained in order to demonstrate an appreciation of the diversity of humankind.*

4. *know how to engage in the practical application of anthropology in the community*

The proposed positions will increase direct access to primary data and materials ranging back to ~ 10,000 years ago (**goals 1 and 2**), involve students in the direct organization, curation, and application of ethical principles in research using these materials, and the impact and dissemination of the knowledge gained within local and professional communities (**goals 3 and 4**).

**How does this proposal support the University Mission and Strategic Objectives?** *(Please refer to the [2018-2025 Strategic Plan](#) and indicate which core theme(s) this proposal will help achieve.)*

We believe that this proposal will support all three core themes of Western's current strategic plan. They will help us to "**Advance Inclusive Success**", by enhancing student access to collections of Native American artifacts and documentation. In research and teaching we emphasize collaboration and community engagement; archaeology students commonly involve and collaborate with members of local tribal communities in their research, this aligns with **goal 2, "advancing a deeper understanding of place"**, and involving a diverse community in research and analysis.

These positions will help us in supporting the theme of "**Increasing Washington Impact**" by allowing increased access to local collections demonstrating the length and diversity of human occupation and organization in the region, ranging from ~10,000 years ago until the World War II era. This also aligns with **goal 2, and goal 3: "fostering a caring and supportive environment"**.

The Native American Graves Protection and Repatriation Act, is designed explicitly as human rights legislation giving local communities control over ancestral remains and materials. As we conduct this work, students will have an enhanced ability to participate in and receive training in these processes, and experience their profound impact on local communities. This work also contributes strongly to **goal 3 and goal 4 "pursuing justice and equity"**. Native groups have been historically mistreated in many ways, amongst them were practices involving collecting skeletal remains and treating them exclusively as research objects, not communally situated remains of individuals. The NAGPRA and forensic work undertaken by the members of the department seeks to directly redress those past practices.

These positions will support the third theme: "**Enhancing Academic Excellence**" by providing enhanced access to collections for research, teaching, and hands on curation and museology experience for graduate and undergraduate students.

### **What are the consequences of not funding this proposal?**

The current situation would continue, placing undue management burdens on tenured faculty, impeding or preventing altogether future research and teaching, and potentially leading to loss of the collections and substantial cost to the University for disposition to a state approved repository.

### **What alternatives were explored?**

For more than 25 years management of the collections has been accomplished by students registered for a DIS entitled 'archaeology lab management' which was ultimately regularized as Museology. Approximately 5 to 10 students each quarter worked on the organization and rehousing of the collections under faculty supervision.

When we first became aware of the new repository standards we sought external funding to address them. We were awarded one grant for \$80,898 through Washington State Department of Transportation (WSDOT) Transportation Enhancement funds which funded a part-time collections manager for a year and focused on improving the condition of our archival records. Having dedicated staff available in addition to faculty in turn made it possible to successfully apply for a second WSDOT grant (\$77,258), which again paid for a collections manager and allowed us to continue improving our collections management procedures and protocols to meet State standards. We were also able to successfully apply for a grant from the National Endowment for the Humanities, under their Preservation for Smaller Institutions program (\$6000), to cover the cost of a professional needs assessment. We were also able to cover substantial material expenses (acid free storage boxes, for example) due to a gift of \$19,000 associated with accepting a collection. Although good progress was made, none of these external sources provided long term solutions, and it is not possible to continue this kind of external fund-raising without a dedicated collections manager.

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### **Which units (departments, colleges, etc.) will be involved?**

The College of Humanities and Social Science, and the Department of Anthropology

### **Equipment needed:**

None

*For major (>\$25k) purchases, please provide the following information.*

#### **Item:**

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**Purpose:**

Click here to enter text

**Cost:**

Click here to enter text

**Anticipated Useful Life:**

Click here to enter text

**Replacement Cost if any:**

Click here to enter text

**Human Resources** *(Complete the table below adding additional rows if necessary):*

<i>Position Title</i>	<i>Total Headcount</i>	<i>Total FTE</i>	<i>Salary and Benefits per FTE</i>	<i>Total Cost</i>
<i>Preservation and museum specialist 4</i>	<i>1</i>	<i>.5</i>	<i>\$40,663</i>	<i>\$40,663</i>

*Table above should match data on budget spreadsheets submitted with this proposal. Complete the spreadsheet to get salary, benefit, and total cost amounts. Contact your division budget officer with questions.*

**Operating & Maintenance Costs (include service contracts, installation costs, etc.):**

Operating expense \$500 recurring

**Space Requirements:**

**What type of space is needed for this proposal? (e.g., private office, lab space, group work/study space, etc.)**

shared office, ultimately a dedicated office is desirable

**What features must this space have? (e.g., fume hoods, plumbing, 3-phase power, etc.)**

No special requirements

**What needs can be accommodated within your existing space?**

Initially, all space needs can be accommodated, however, ultimately a dedicated office is desirable

**How much new space will be required?**

Initially, none