Career Readiness Commission:

Kickoff Meeting

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Commission concept emerged in spring 2021 with a confluence of trends

- Practitioners represent the rising majority of anthropology as a discipline

- Students are getting little training in professionalization skills and careers, and little experience in anthropological practice (applied programs excepted)

- Employment in academic positions (for PhDs) is on a downward trend

- Significant concerns expressed in Department Chairs' focus group (Dec. 2020)

- Many academic anthropology departments are struggling to remain relevant in the eyes of college/university administrators

The proximate trigger point was the Malinowski address

- Delivered in March at the Society for Applied Anthropology Meetings, Briody focused on "Driving Organizational Change"

  1. Not only do programs need to emphasize organizational scholarship in curricula, but they also need to be preparing students for the job market

  2. Best way to effect durable change is collaboration and support across the entire discipline, leveraging the various professional associations

- **Result**: Establishment of an anthropology-wide commission composed of leaders and members from many anthropology professional organizations

Commission targets academic departments of anthropology (UG and graduate)

Vision

Anthropology programs embrace practice in their teaching and preparation of students for future careers regardless of subfield

Audience

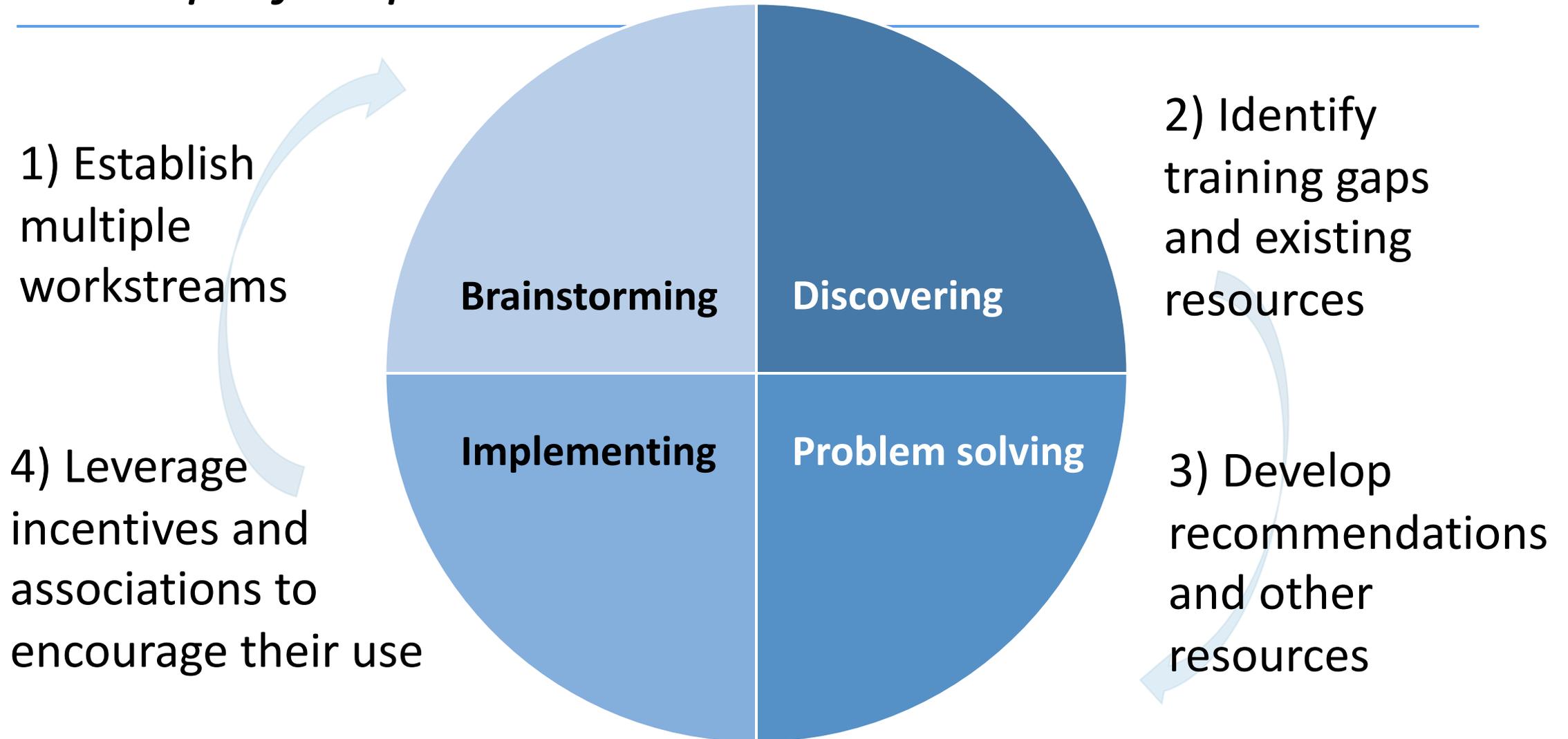Primary: Anthropology teaching faculty and instructors and students

Secondary: Career counselors, deans, professional associations, employers

Objective

Improve career readiness for *all* anthropology students

We anticipate four work processes, each corresponding with a project phase

1) Establish multiple workstreams

2) Identify training gaps and existing resources

3) Develop recommendations and other resources

4) Leverage incentives and associations to encourage their use

Brainstorming

Discovering

Implementing

Problem solving

Commission members work within key parameters

Focus

Brainstorming and tasks associated with multiple workstreams

Deliverables

Recommendations, resources and implementation plan for faculty/instructors

Timeframe

One year: May 2021 - May 2022

Volunteer-based

Inclusive particularly of practitioners, early-career professionals, all subfields, …

Role of professional associations

TBD (e.g., participation, promotion, links, stamp of approval)

Budget

Limited (perhaps some COPAA funds)

Try to imagine some workstreams and their outcomes

Possible Workstreams

1) Identify gaps in training

2) Create inventory of existing resources and evaluate them

3) Recommend desirable features for BA/BS, MA/MS, and PhD programs

4) Specify how to maximize impact

5) Plan how to share and promote

6) Leverage associations to increase acceptance and use

Potential Outcomes

Delphi technique with practitioners across subfields; review existing lit

Review NAPA/other websites; survey COPAA programs

Basic elements for each degree level plus other possible desirable features

Delphi technique with faculty/ instructors

Establish an online repository; offer training webinars; use social media

Basic elements for each degree level plus other possible desirable features

Next Steps

- Next meeting
  - Date: **Tuesday, June 1**
  - Time: **2:30-4:00 EDT**
  - Agenda: Breakout discussions on selected workstreams

- Near-term schedule
  - Check-in meetings every two weeks
  - Date/time: TBD (use Doodle Poll to set recurring event)

- Expectations: What you would like to give of your energy and expertise

- Ideally, would like to have a mix of anthropologists from all subfields, especially
  - Early-career professionals
  - Recent graduates
  - Students

and those who are
  - Creative problem solvers and lateral thinkers
  - Energetic
  - Passionate about moving anthropology forward

so, *please* invite your colleagues to participate!