REPORT ON THE SURVEY OF CANADIAN ANTHROPOLOGISTS

CANADIAN ANTHROPOLOGY SOCIETY
LA SOCIÉTÉ CANADIENNE D'ANTHROPOLOGIE

Demographics and Opinions of Canadian Anthropologists

Canadian Anthropology Society
Société Canadienne Anthropologie

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Background

In June 2010, the Canadian Anthropology Society/ Société canadienne anthropologie Executive agreed to conduct a survey of Canadian anthropologists to better understand how CASCA might serve them better. The survey questions were developed with drafts circulated among the Executive and refined during the summer and autumn.

The final survey consisted of a total of 46 questions. The branching question format guided respondents to those questions that were relevant given their previous response to reduce redundancy and respondent burden. Choice and fill-in-the-blank questions were posed, as well as questions requiring open-ended, free text responses.

A mailing list was developed to contact Canadian anthropologists widely. It included:

1. CASCA members, former members and list serve;
2. Anthropologists working outside academia - located through snowballing;
3. Anthropologists working within academia – located through surfing university websites;
4. Graduates – located through snowballing and surfing university websites;
5. Anthropologists working at NGOs - located by surfing university and other websites;
6. Anthropologists working at museums - located by surfing university and other websites;
7. Anthropologists working in government departments - located by surfing provincial and federal websites;
8. Anthropologist members of other associations (e.g., the Canadian Archaeological Association).

The e-survey was launched in January, 2011, and was widely disseminated using the on-line Opinion e-survey tool. Its URL address was sent by email to ~2900 individuals as well as to ~650 administrators of university and government departments, museums, NGOs and various associations. Respondents were invited to forward the survey to any known Canadian anthropologists.

A reminder was sent in March. The survey closed on April 6th, 2011.

A total of 388 responses were received, including 80 Masters and Bachelors and 308 PhD and Professional.

Of the 2900 individuals notified of our survey, we received 388 responses. It is notable that the employment demographics of the 58 respondents holding MA degrees contrast significantly with PhDs and to keep in mind that many of the MA respondents were students completing PhDs. MAs have much higher rates of employment in the government sector (11 % federal; 19 % provincial) and in museum work (8 %) and NGOs (3 %) and the private sector (16 %) compared with PhDs (2,3,1,1, and 7 % respectively). This MA group will be part of a separate report.

We report here on the 308 respondents holding a PhD degree in anthropology. This report provides background demographics, type and location of employment, and information regarding which institutions granted the respondents' PhDs. Respondents commented on the contribution of anthropology, expressed expectations and concerns for their discipline and the work of anthropology, and made suggestions to address these concerns. It's important to note that the average respondent age of 52 years may represent an age bias in terms of willingness to respond. We can better determine this when we complete a survey of faculty in Canadian departments of anthropology. It may well be our survey may not have reached the newest recruits to our ranks, since many seemed unaware of CASCA's existence prior to this survey. Raising the profile of Canadian anthropology and making known the work of CASCA is clearly our challenge as we move forward.

A Brief Overview of Issues Raised in the Survey

1. Raising the public's awareness of the contribution of anthropology, and making the relevance and contributions of our work better known in policy sectors. Respondents state that CASCA, anthropology and anthropologists are largely invisible. Anthropologists and CASCA were seen as needing to better promote themselves and the discipline, to be more accessible to those outside the discipline and to be more visible in public debates. Many stressed the importance of improving the quantity and quality of anthropology's public face; better recognition of anthropology's role in museums and a more prominent presence on the internet and television was called for. How do we raise awareness of what anthropology is, what it does and the potential it has; all this without adequate funding? Respondents decry anthropology's low profile/invisibility in government

planning and public policy. Many state that this may be because the discipline has had trouble moving beyond the academy. There is an overall concern that the public doesn't know what anthropology is and how it can be useful.

2. To whom anthropologists are useful is another issue. There were concerns about co-opting of anthropology, and educational and government institutions by corporate or military actors.
3. Respondents want CASCA to do more research and lobbying on behalf of Canadian anthropology and anthropologists. Who is getting funding, who is getting jobs?
4. A survey of departments of anthropology is called for to determine whether perceptions of preferential hiring of non-Canadian PhDs in Canada is based in fact.
5. Many want to see *Anthropologica* play a more prominent role. They want the journal to better represent their work and to be more readily available electronically.
6. There was a strong desire to include all four fields; to expand from CASCA's socio-cultural focus.
7. The role of First Nations in Canadian anthropology was stressed. Many respondents suggested a more prominent role for CASCA in First Nations advocacy.
8. Overwhelming support for CASCA to prepare a Directory of Canadian Anthropologists.
9. Suggestions for CASCA Conferences:
    a. More rigorous requirements that papers and sessions stay within the conference theme.
    b. Themes could be more provocative, and so could some of the conference activities.
    c. There should be smaller social events - and more of them, e.g., local fieldtrips, workshops, debates, films.
    d. Plenary and keynotes could be more controversial and provocative. Respondents seem to want CASCA to "stir up the pot".
    e. Implement a mandatory discussion period in all sessions.
    f. Perception that there are too many student papers at CASCA conferences, decreasing the quality and professional status of the meetings.
    g. Complaints about programming mishaps were prominent, e.g., scheduling student sessions against superstars, etc. was seen as unfair.
    h. Perception that American stars are given preference at CASCA (keynotes, etc).
    i. Perception of low attendance in sessions.

CASCA Initiatives/ Suggestions

1. Non Canadians don't know CASCA exists; need to publicize with new faculty; advocate for Canadian PhDs.
2. Anthropology needs to better promote itself to the public and within the universities.
3. Professional workshops/resources for students.
4. Grant writing workshops for students and faculty.
5. Take more prominent public positions.
6. Not relevant for consulting anthropologists.
7. Connect with Canadian Archaeologist Association and build bridges to Canadian biological anthropology society.
8. Are Canadian anthropologists being hired?
9. Need a Canadian directory.
10. Better communicate (make public) anthropologist successes – develop tools to communicate what jobs we get, what we do, etc. Promote ourselves and our work.
11. Outreach to department chairs; department chairs meeting at CASCA.
12. Advocate for *a Canadian tradition* in anthropology.
13. Powerlessness of sessionals, who teach more than half of university courses.
14. The intimacy of our smaller conference size rocks.

RESULTS: Responses from 308 Canadian Anthropologists

1. Your year of birth?

The average age of respondents was 52; aged between 29 and 82 years of age.

2. Gender:

Gender	#	%
female	171	56
male	137	44

3. Current employment:

	#	%
Full time/permanent	177	57
Full time/not permanent	40	13
Part time	31	10
Self employed	14	5
Unemployed	5	2
Retired	29	9
Other	12	4

4. Current position/employment:

	#	Relative %	Adjusted %
Public sector	241	78	93
Private sector	19	6	7
Not answered	48	15	NA

	#	%	Adjusted %
Academic (university, college, school)	213	69	88
Government (Federal)	6	2	2
Government (Provincial)	7	2	3
Museum	3	1	1
NGO	3	1	1
Other	9	3	4
Not answered	67	21	NA

5. Academic Rank:

	#	Relative %	Adjusted %
Assistant Professor	76	25	36
Associate Professor	73	24	34
Full Professor	64	21	30
Not answered	95	30	NA

6. Where Respondents Employed:

Canada	
University of Alberta (AB)	2
Alberta College of Art & Design (AB)	1
University of British Columbia (BC)	10
Brock University (ONT)	2
University of Calgary (AB)	4
Cape Breton University (NS)	2
Capilano University (BC)	1
Carleton University (ONT)	5
CEGEP (QC)	1
Collège Ahuntsic (QC)	1
College of the North Atlantic (NL)	1
Collège universitaire de Saint-Boniface (MB)	2
Concordia University (QC)	5
Dalhousie University (NS)	4
Douglas College (BC)	2
University of Guelph (ONT)	2
Kwantlen Polytechnic University (BC)	2
Lakehead University (ONT)	3
Laurentian University (ONT)	1
Université Laval (QC)	5
University of Lethbridge (ONT)	2
Grant MacEwan University (AB)	1
University of Manitoba (MB)	4
McGill University (QC)	7
McMaster University (ONT)	5
Medicine Hat College, Athabasca University (AB)	1
Memorial University (NL)	3
Université de Montreal (QC)	7
Mount Alison University (NB)	1
Mount Royal University (AB)	4
Mount Saint Vincent University (NS)	1
University of New Brunswick (NB)	2
Ottawa University (ONT)	6
University of Prince Edward Island (PEI)	2
University of Regina (SK)	2

Saint Mary's University (NS)	3
Saint Paul University (ONT)	1
University of Saskatchewan (SK)	6
St. Francis Xavier University (NS)	1
St. Thomas University (NB)	1
Simon Fraser University (BC)	9
Thompson Rivers University (BC)	1
University of Toronto	20
Trent University (ONT)	5
University of Northern British Columbia (BC)	4
Université du Québec à Montréal (QC)	3
Vancouver Island University (BC)	3
University of Victoria (BC)	4
University of Waterloo (ONT)	1
University of Western Ontario (ONT)	6
Wilfrid Laurier University (ONT)	4
University of Windsor (ONT)	1
Yellowhead Tribal College (AB)	1
York University (ONT)	4
US	3
International	12

7. Employment connection to anthropology:

	#	Relative %	Adjusted %
Employed as an Anthropologist	204	66	74
Employed in another capacity but my anthropological education informs that practice	56	18	20
My anthropological education contributes little to my current work	4	1	1
Other	10	3	4
Not answered	34	11	NA

8. Highest degree

Degree	#	%
PhD	289	94
Professional + Masters	2	1
Professional + PhD	17	6

9. University granting PhD:

Canada	**168**
University of Toronto (ONT)	34
McMaster University (ONT)	26
McGill University (QC)	23
University of Alberta (AB)	14
Université de Montreal (QC)	13
Université de Laval (QC)	12
University of British Columbia (BC)	10
York University (ONT)	10
University of Calgary (AB)	8
Simon Fraser University (BC)	6
Université de Sherbrooke	4
University of Manitoba (MB)	3
Acadia University (NS)	1
Dalhousie University (NS)	1
Ottawa University (ONT)	1
University of Victoria (BC)	1
University of Western Ontario (ONT)	1
US	**77**
University of California	15
University of Chicago	5
Harvard University	5
Columbia University	4
Cornell University	4
City University of New York	3
University of Missouri - Columbia	3
New School for Social Research (NY)	3
University of North Carolina	3
University of Pennsylvania	3
University of Wisconsin	3
University of Arizona	2
University of Connecticut	2

University of Massachusetts	2
University of Michigan	2
Stanford University	2
University of Virginia	2
Washington University in St. Louis	2
Yale University	2
Capella University	1
University of Colorado	1
Emory University	1
University of Illinois at Urbana-Champaign	1
Michigan State Unversity	1
New York University	1
Ohio State University	1
Princeton University	1
Southern Methodist University	1
University of New Mexico	1
International	**61**
Cambridge University	8
Manchester University	8
Oxford University	7
University College London	7
Australian National university	5
Ecole des hautes etudes en sciences sociales	2
King Saud University	2
Université de Paris X	2
University of Sussex	2
Bordeaux University	1
Universidade de Brasilia	1
University of Oulu (Finland)	1
Université de Paris 7	1
Université de Paris I	1
University of Southampton UK	1
St. Andrews University	1

Università di Turin, Italy	1
University of London - SOAS	1
Unversidad de Yucatán	1
University of Warwick, UK	1
University of Western Australia	1
National Universidad de la Colombie	1
Université de Lausanne, Switzerland	1
Leiden University	1
University of Liverpool	1
Faculté de Médecine Montpellier France	1
University of Hull	1

10. Sub-field:

	#	%
socio-cultural	205	66
biological/physical	18	6
linguistics	9	3
archaeology	52	17
other	24	8

11. How would you describe your connection to CASCA?

	#	%	Adjusted %
I'm a current CASCA member and I attend CASCA conferences regularly	76	25	25
I'm a current CASCA member but dont go to the CASCA conference	36	12	12
I used to be a CASCA member, but am not right now	96	31	31
I've never been a CASCA member, but am interested	52	17	17
I've never been a CASCA member, and am not interested	37	12	12
Other	8	3	3
Not answered	3	0	NA

12. Would you like more information about CASCA?

	#	%	Adjusted %
Yes	40	13	78
No	11	4	22
Not answered	257	83	NA

13. Anthropologica & Culture. Do you (check all that apply):

	#	%	Adjusted %
Read CASCAs journal (Anthropologica)?	138	48	84
Read the newsletter (Culture), keep up to date using CASCA's website (www.cas-sca.ca)?	94	33	57
Use other CASCA resources such as the list serve or Communications Officer/Membership Clerk email links?	57	20	35

14. Overall, is CASCA making contributions that are useful to you and your work?

	#	%	Adjusted %
Yes	149	48	52
No	135	44	48
Not answered	24	7	NA

15. From time to time controversial ethical, social and political issues arise that CASCA and the World Congress of Anthropological Associations (WCAA) are asked to respond. What response process would you prefer be used to address these types of issues?

	#	%	Adjusted %
Executive is empowered to respond on behalf of the membership when speed is of the essence.	83	27%	31%
The President is empowered to decide when a response should be made and the content of that response.	2	1%	1%
The Resolutions Committee should consult with members and then craft a response on behalf of the membership.	87	28%	32%
Consultation by listserv.	60	19%	22%
Other	38	12%	14%
Not answered	38	12%	NA

16. Would you be interested in registering in and having access to a Directory of Canadian Anthropologists if CASCA was to prepare and manage it?

	#	%	Adjusted %
Yes	210	68%	78%
No	60	19%	22%
Not answered	38	12%	NA

Narrative Responses

Q. What contribution does/can anthropology make in the world today? Please tell us how you think anthropology can or should contribute to issues we face today.

Q. What contribution does anthropology make to Canadian society. Please tell us what you think our most important contributions are, or have been, for Canadian society.

Respondents took the opportunity to express their sentiments in their responses; much was beautifully and elegantly phrased. The responses were diverse and nuanced, nonetheless certain themes showed themselves repeatedly:

Anthropology's contributions are best seen and should be seen in its ability to foster cultural awareness and understanding between diverse peoples. With its unique perspective and approach, anthropology highlights both diversity and commonality in human populations. Better understanding of these aspects of humanity counters racism and serves as a platform on which the rights of the oppressed can be defended. Anthropology is a tool that can be used to both understand and fight social problems and injustice.

> Anthropology's most important contribution to the contemporary world is research for the benefit of human communities. Anthropology examines the human condition in its entire complexity. It is uniquely positioned to examine human diversity.

> Anthropology has the potential of helping to broaden inter-cultural understanding and human equality in a conflict-ridden world. It also has the responsibility of dispelling a number of still entrenched myths such as ethnic and racial essentialism.

Anthropology teaches us about cultural diversity and cultural similarity. It can contribute general perspectives about cross-cultural respect and understanding. Perhaps more practically, anthropological research methods and theories can be applied to the solving of real world problems. In turn, these applied practices can help local peoples realize their own goals.

We have at our disposal the expertise in methods to bring forth the stories of unheard voices - the poor, the addict, the oppressed and the least listened to.

Anthropological perspectives should inform relationships between Canadian decision makers and public policy makers and corporate actors, and those impacted by their activities, particularly in vulnerable communities.

Holism, a fundamental and critical characteristic of the discipline is seen in anthropology's inclusion of four sub-fields, its use of qualitative and quantitative approaches, its analysis of the past, present and future, its ability to see both the general and specific, its consideration of both material and non-material culture, and finally its tendency to both formulate and apply theory. Holistic and empirical in approach, anthropology should inform and constructively criticise government policy, and should play an active role in activist or advocacy pursuits.

A holistic understanding of our biological and cultural commonalities and variation past and present by combining archaeological, linguistic, biological, and cultural anthropology's data and perspectives on humankind.

Anthropology at its best, brings a critical perspective to our society- an unpackaging of truth- a critical awareness of fundamental assumptions upon which our policy makers base their practices. Anthropology at its worst supports gov't practices.

Alternate perspectives on current issues; holistic and grounded approach; unique and comprehensive knowledge base.

Work with/for First Nations -promoting holistic thinking - providing empirical data and analytical tools about people, culture, social processes.

Anthropology provides comparative data and a holistic approach to understanding human endeavours, today, in the past, and into the future.

It provides tools for vulnerable communities to respond to potentially harmful public policies and corporate practices.

Respondents felt that anthropology should be brought to bear on widely varying issues: the environment, education, health, youth, peace/conflict, technology and change. However, many respondents also felt that anthropology is largely invisible in local communities, governments, Canada and the world.

Anths hold the micro details on social change in relation to environment, security, governance, health & economic change; we understand inter-ethnic relations, urban, rural and internet-based social forms. We are generalists who provide specificity. At this time, I don't think the public is very aware of anthropology.

Une discipline intéressante pour les marginaux. Sous-représentée dans les enjeux sociaux. Discipline marginale que personne d'autre ne connait.

It can and should be informing public policy. There is work that needs doing here so that public policy makers are more aware of what anthropology can contribute to understanding complex issues.

Many described the importance of improving on the quantity and quality of anthropology's public face; anthropology's role in museums and presence on the internet and television need to be considered. How do we raise awareness of what anthropology is, what it does and the potential it has; all this without proper funding?

First, Canadian government needs to place more resources towards anthropology. I think we make better contribution to understand the world than any other discipline. Without the resources, it is difficult to make significant contributions.

Through teaching cultural relativism, anthropology can show people the value of different viewpoints for others as well as for themselves. In the small insular [place] where I teach, this is of great value to broaden perspectives. Anthropology provides both diachronic and synchronic overview of social issues that transcends the historically

and culturally narrow perspectives of economists and other social analysts. This could help to solve long term problems of social welfare if anyone were listening. I see great value in public anthropology that is accessible to youth, such as exhibits in museums and online, that will reach people in their formative years before they arrive at college and is also accessible to adults beyond and outside of college.

The second half of this question 'What contribution does anthropology make to Canadian society. Please tell us what you think our most important contributions are, or have been, for Canadian society' inspired similar comments to the first half, but with more emphasis on aboriginal issues, and to a lesser extent, health and the environment.

Anthropology in Canada is still associated with First Nations. Without doubt supporting First Nations has been Canadian anthropology's greatest contribution.

Elle offre beaucoup dans le domaine de la connaissance des premières nations

Within Canada, the main contribution has been in First Nations issues.

L'anthropologie des premières nations et des peuples inuits.

Aids in establishing the validity and robustness of Canadian aboriginal societies.

Études autochtones, anthropologie médicale.

Anthropologists shed light on many aspects of Canadian society, including its ethnically-diverse populations, First Nations. They also provide great insight into issues about the environment and health/well-being.

Outre les projets concernant les communautés autochtones, l'anthropologie est très utile pour résoudre toutes les questions touchant la gestion de problématiques touchant au multiculturalisme, comme les soins de santé et l'éthique de la santé.

Respondents felt that anthropology and native peoples' issues have always been intertwined in Canada. Anthropologists have played

'good' and 'bad' roles in this respect, but anthropologists' future goals should include better understanding of, and advocacy on behalf of, native communities. Anthropology should push for more processes that are inclusive of native peoples themselves. This Canadian anthropological approach is and should continue to be shared with other nations and aboriginal peoples of the world.

Anthropology in Canada engages with Aboriginal peoples and their concerns. Anthropologists can be powerful allies in solidarity with Aboriginal people and the struggle for their rights.

Anthropologists in Canada have assisted in the recognition of the rights of Indigenous peoples in Canada and elsewhere in the world.

Respondents described anthropology as a tool that can be used to both support and criticise the functioning of Canadian governments. Similar to the first part of this question, respondents also notice Anthropology's important yet almost invisible contribution to government and other public affairs. In a country where multiculturalism and bilingualism are policy, anthropologists should be better represented in government departments and other national institutions such as museums.

Il est difficile d'évaluer les retombées directes de l'anthropologie sur la société canadienne. C'est un ensemble de disciplines avec peu d'impacts visibles. Nous n'avons pas l'habitude de faire des recommandations et nous ne faisons pas d'interventions. Les savoirs que nous dégageons peuvent servir à long terme, par exemple utilisés par des disciplines avec plus de retombées concrètes (droit, travail social, etc.). Ou bien ils finissent tranquillement par faire leur chemin dans les connaissances générales de la population, via l'éducation (par l'école, le musée, etc.). En dehors du monde universitaire et de ceux qui y ont transité, qui sait ce que nous faisons?

Favoriser la préservation des langues et la revitalisation culturelle chez les peuples autochtones et les francophones en milieu minoritaire; participer à la conservation du patrimoine culturel, matériel et immatériel.

Given Canada's official policy of multiculturalism, anthropology is the only scientific discipline which provides research and understanding of the nature of physical and

cultural differences. As such the discipline needs to market itself more in terms of this policy and role that anthropologists play and could play in promoting and administering the policy.

Despite anthropology's low profile in Canada, Canadian anthropologists are not invisible. Several respondents drew attention to the work of Canadian anthropologists, by name. Respondents recognised the unique and important work of Canadian anthropologists and wish for more recognition for these individuals and their work.

Q. What do you consider to be the primary concerns for anthropology today?

Many themes from the 'Contributions of Anthropology' section were reiterated in these responses. New themes came to light, however, many of them institutional in nature.

Respondents worry about co-optation of anthropology, and educational and government institutions by corporate or military actors. Funds and jobs are seen to be declining and respondents worry that if anthropology doesn't make its relevance obvious, this situation will only get worse. There is concern that the public doesn't know what anthropology is and how it can be useful.

Funding, communication with the non-academic world.

Funding and a lack of self promotion. We are so versatile and have an amazing wealth of knowledge but nobody knows who we are or what we are capable of.

We are facing increasing pressures from the corporatization of the university, especially troubling and alarming for a discipline that is small and fairly marginal.

Convincing everyone that we actually do contribute and thereby ensuring that funding for our activities is worth continuing to provide. My current institution sure doesn't seem to think we're worth supporting in the ways that the hard science see.

L'emploi qui est rare, nos articles sont publiés dans des revue d'anthropologie et de science humaine en général qui ne possedent pas de cote d'Impact Factor et sont donc

difficilement évalués par les grands organismes subventionnaires comme les IRSC.

It continues to be a marginal discipline with a reputation for irrelevance. Declining student numbers. Few faculty positions.

Jobs job jobs. The corporatization of university administrations, both literally and figuratively has led to increased class sizes, decreased tenure-track positions and the removal of tutorials. Quality of education, even for best profs is weakened.

We still need to spread the news that we exist, what we do and how we do it. Many people have no idea what Anthropology is.

Many suspect that this is because the discipline has had trouble moving beyond of the academy. Respondents note that academic anthropology is very important, but moving anthropology into the public domain (action/advocacy/activism) would be one way of demonstrating just how important anthropology is. Anthropology's perspective is holistic – it takes into consideration everywhere/ everytime, yet if the relevance of anthropology in the here and now, as it applies to today's problems cannot be demonstrated, issues of decreased funding and jobs for anthropologists will persist.

To be understood as both practical and theoretical. To establish healthy relations with populations for mutual benefit. To be recognized as useful by the general public and policy makers. To embrace problem solving, and cultural interpretation

Demonstrating its importance to a wider public sceptical of academic careers and monies spent on research that seems to not to be of a benefit to a large number of people.

Establishing the credibility of anthropology as an applied discipline.

Making our discipline meaningful to society

Communication beyond the academy.

> Increasing our visibility in terms of politicians, policy makers, the media, etc. -broader relevance -engagement with both the everyday and history, and the acute/immediate/current

We must prove our relevance in order to get funding, but we are also fighting the commercialisation of the discipline. Here we find ourselves between a rock and a hard place.

> I think the major concerns for all Canadian academic disciplines is to work hard to stem the pronounced political shift to the 'commercialization' of academic institutions i.e. the legitimization of research measured by potential profitability.

> Relevance: We have to be far more in the public eye with clear positions on contemporary life in Canada and abroad: the Long Census Debate - where was the anthropological voice?; the ramping up of state violence at the G20 and everywhere - who's speaking out?; the gross underfunding of post-secondary education - where is CASCA or any of its members?; Tunisia or Egypt - where are our perspectives on what's happening? etc. Professionalization: The next generation of academic anthropologists have to resist the pressures to publish for its own sake or win grant dollars because the research has commercial possibilities. We do not want to be a stuffy, ivory tower discipline (we never have been actually), but we also do not want to prostitute our work and our methods to neoliberal accountability measures. As well, anthropologists need to take much more active roles in university affairs to ensure that professionalization and corporatization don't swamp and kill the system.

Many are worried about the future of anthropology departments, and quite frankly, about the future of the discipline itself.

> Survivre en tant que discipline

> Anthropology must fight against its own extinction, its own irrelevance.

> The undermining of the humanities and social sciences in the university will have an impact on the capacity to keep our field alive. Also, anthropologists need to learn to re-connect with the public to whom they have much to offer.

More emphasis needs to be placed on research – getting funding for it and showing how it can be applied. Through research, we will develop new approaches and then apply them.

> 1. Methodology - striving for strong research methodological training and practice that can be promoted and translated to a variety of civic research needs. 2. Relevance - seeking to research topics and issues of immediate and long-term relevance to social and cultural matters in Canada.

Respondents also speak of keeping the plural nature of anthropology alive, but not at the expense of dividing the discipline to the point of fracture. Academic versus applied, scientific versus non-scientific, the four sub-disciplines; how do we promote both distinction and dialogue between the various facets of anthropology; how do we ensure unity of the discipline.

> remaining relevant - an increasing need for the practical applications of our work to be evident 2. the increasing fragmentation of the discipline, as the traditional 'four-field' approach is eroded (and many see little value in maintaining that view)

> The acceptance or reconciliation of science in anthropology. The profession is clearly divided along this fault line.

> The continuing tension and potential disrespect between the two sides: post-modern/post-processual versus scientific/materialist. I don't know what broad terms to use, but the dichotomy is pervasive.

> Returning to the Boasian vision of a complete anthropologist. One who understands the integration of our cultural, linguistic, physical and archaeological humanity.

Q. Do you have any other comments or initiatives you think CASCA should be engaging to serve you and our discipline?

Several themes crystallised out of the responses to this question.

First, respondents are urging CASCA to be more inclusive, in many ways. More inclusive of the four sub-disciplines, with suggestions to join with other associations like the Canadian Archaeological Association or hold (more) joint conferences with the CAA or other associations like the CFHSS. Be more inclusive

of those in anthropology's close counterpart, sociology. Other respondents are worried that CASCA will turn its back on its science-based sister disciplines. Some want CASCA to promote more French-language publication. Anthropologists working outside the academy want to be better represented by CASCA. Respondents are worried about the splintering of CASCA and anthropology in general.

> You might want to try and reconnect with the Canadian Archaeological Association. It's also small and is struggling to define its role.
>
> I think perhaps, given the way things have gone in the US with the AAA, that CASCA should give some serious consideration to its relationship with the science-based sub-disciplines. I encourage inclusion over exclusion.
>
> Yes, become a four-field organisation. Maybe merge with, or arrange the annual meetings in conjunction with the Canadian Archaeological Association so we can hear what each other is doing and make more holistic contributions to the study of Anthropology.
>
> I recognize that the (natural?) evolution and splintering of our discipline is occurring...making the work of CASCA (likely) more difficult... to find unity where there is less and less... My suggestion, be more inclusive...
>
> Definitely do not ignore sociological work and include sociologists interested in anthropology on any list you might have.
>
> Make linkages with scholars and Sociology and Education and other related disciplines
>
> Take the initiative to build bridges to the archaeologists and biological anthropologists!
>
> Encourager la publication d'un plus grand nombre d'articles en français.
>
> Let the conferences be organized at the same time as the Congress of Humanities & Social Sciences. I usually attend these as one society, Society for Socialist Studies has a travel grant.
>
> Canadian anthropologists in private practice have no professional association to which they can belong or by which they can be appropriately represented. While we are

> presumably a small group (perhaps - who knows), CASCA has failed to recognize or be of relevance to anthropologists who choose to practice as consultants and contract researchers.
>
> Publiciser ses activités et mettre un effort de recrutement et d'activités envers les anthropologues autres que les profs d'université.
>
> Cross-link with other professional organisations - for example, the Paleoanthropology society holds meetings in conjunction with the SAA and the Physical Anthropology meetings on alternate years. CASCA could 'twin' with the Canadian Archaeology Meetings.

Respondents want CASCA to do more research and lobbying on behalf of Canadian anthropology and anthropologists. Who is getting funding, who is getting jobs? They also want CASCA to expand information services, to offer more resources to facilitate communication of information between members of the Canadian Anthropology community.

> Il est important que la CASCA continue de faire des représentations auprès des organismes subventionnaires pour que la part revenant aux sciences sociales en général et à l'anthropologie en particulier corresponde aux besoins grandissant de la recherche.
>
> CASCA should lobby the federal government to reorient SSHRC's present funding focus that prioritizes business applications of research projects.
>
> I am very worried about the trend toward 'lab-model' research grant funding, and rules in SSHRC that are making it increasingly difficult to do first-hand ethnographic field research in a variety of settings. It is affecting our research questions.
>
> 2000 chars were insufficient. I'd LOVE to help promote Anth in Canada & CASCA too, but there needs to be $$ support outside of academe. We need a national discussion on funding generation, political positioning, sustainability, how NOT to be the AAA.
>
> CASCA should do its utmost to help consolidate a CANADIAN tradition of Anthropology. Do more to advocate on behalf of Canadian-trained Canadian citizens. We are CONSISTENTLY passed over in favour of US- and UK-trained foreigners in tenure-track positions.

...Namely, I am referring the disastrous practice (for Anthropology in Canada) of consistently passing over Canadian-trained Canadians in tenure-track hires in favour of US- and UK-trained Americans, Britons, and Canadians. There are several departments in Ontario now staffed primarily by non-Canadian-trained anthropologists (mostly US citizens) by ratios that should give us all some serious pause. As a Canadian-trained Canadian anthropologist [university and year of graduation] I have had an impossible time securing anything more than contractually-limited teaching appointments, and I know that I speak for Canadian-trained anthropologists far and wide. I am far from being alone in this predicament, and, as my friends and I look around us, we see countless Americans staffing Canadian departments of Anthropology. All of this makes me (and, again, my Canadian friends and associates, all juniors) wonder about the significance, and indeed the legal meaning, of that phrase, tacked onto every Canadian academic job ad, "Canadians and permanent residents will be given priority." Does this issue come up very much in discussions within CASCA?

I completed the form, but wish you had asked a few questions that are of key concern to Canadians graduating with a PhD from Canadian Institutions of Anthropology. A lack of employment and the inability to compete with graduates from American schools is without question the number one concern of anthropology graduates in Canada. Even when well published and recipients of funding, they cannot compete with graduates of big American schools.

CASCA might consider undertaking a survey of international organizations to find out if they are aware of the skills and expertise available to them among Canadian anthropologists. We need to promote our knowledge and be visible.

One urgent matter is the question of research funding. The present government is likely to further cut SSHRC resources. The importance of anthropological research should be made more public.

CASCA should be tracking the amounts of money available for research funding, the overlapping as well as distinct institutional pressures affecting anthropologists in different institutions and patterns of hiring.

Are Canadian PhDS being hired in Cdn universities? What do Cdn Anthropology PhDs end up doing? A compendium

of Anthropology programmes and courses offered in Canada A Canadian Anthropologist Directory.

I think CASCA should track and keep statistics on all hiring practices in Canada.

CASCA should be advocating for the hiring of Canadian PhDs in Canadian institutions. Or at least publishing the data on how many Canadian PhD hold TT appointments in Canada.

I am not an Assistant prof - I am a sessional yet this program forced me to check it or it wouldn't go on. Does that tell you something? Over half of university teaching is now done by sessionals who make about $10-30k Does that concern you?

L'emploi est ma préoccupation. Casca devrait offrir un encadrement actif pour faciliter la recherche d'emploi de ses membres canadiens. Plusieurs postes sont comblés par des chercheurs d'autres pays et nos propres diplomes sont boudés ailleur.

Monitoring gender equity in university anthropology departments. Monitoring hiring practices re considering Canadians.

Provide resources for professionalization of students. Provide information to public on the discipline and its principles and findings, or direct it to sources of that information.

A forum for 'anthro related' activities and issues. for example I am currently working on a [...] project in [place] that has to do with technology and education but might be of contextual interest to the anthropological community.

Regarding the conference: There used to be a forum for department heads to get together and discuss the issues that we collectively face. I would REALLY like to see that reinstated.

a list of current PhD research by Anthropology students in Canada would be of interest....

Monitoring tuition fees. Monitoring funding changes. Monitoring other facets of Canadian law, policy, and regulations that affect anthropological research and providing a webpage of important links. ESPECIALLY: monitoring gender biases and other biases

Two databases - one for anthropologists, one for the media/policy analysts, etc. would be great. A student section might be good to build/grow the discipline.

Once again, respondents feel that CASCA and anthropologists are largely invisible. Anthropologists and CASCA need to promote themselves and the discipline, be more accessible to those outside the discipline and be more visible in public debates.

advertise yourselves so that people who didn't come up in the Canadian system know that you exist

again make itself better known

I have never been invited to participate in CASCA in the [number] years I've lived in Canada. I'm delighted to finally be contacted and would enjoy meeting with other anthropologist in [city].

you need to help anthropology depts learn how to promote themselves better - to their deans(funding) and students (seats). but also to the public. to this day, most people are clueless about what we do and why it is such an important field. vital to us all.

Developing tools to communicate to students and potential students demonstrating that anthropologists do get jobs and not all anthropologists end up in academia. CASCA should be promoting the discipline to the larger public.

I've learned from the US's AAA that it is important to disassociate listserves from actual membership: you should reach more people than those who are members. Also, it would be important for CASCA to reach all anthro department heads continuously.

CASCA should make a great effort to get information out to anthropology departments about participating in the annual meeting and subscribing to the journal. Many young colleagues know virtually nothing about it and also often have other commitments in May.

I would like an anthropology/social science 'popular' magazine in the style of New Scientist wherein there are short summaries of current work across the social sciences, longer articles, book reviews etc, all written for the educated public.

Prendre position lors de débats publics lorsque l'avis des anthropologues est pertinent. (Débats sur les accommodements raisonnables; débats sur l'environnement; définition de la 'culture' à l'Unesco). Lors de tous ces débats, le silence des anthropologues et de la CASCA a été retentissant...

Many want to see Anthropologica play a more prominent role. The journal should be more readily available in its electronic format.

Make the effort to reach every Canadian institution where there is anthropology. Make yourself visible. It is sad that a large number of anthropologists working in Canada don't know about the journal.

Make more opportunities for peer-reviewed publication available.

Membership will rise well if Journal articles are understood more broadly.

Get the journal into Anthrosource.

Publish Anthropologica more frequently, or issue more journals with specific foci. This would expand individual contributions re: publishing, editing and is now manageable owing to electronic media.

Respondents want to see anthropology better represented in the secondary educational system.

Du lobby pour l'enseignement obligatoire de l'anthropologie au secondaire et au CÉGEP !!!

More involved in advocating for hiring teachers with anthropology background when teaching anthropology at high school level

Promoting more Canadian anthropological content in Canadian high school curriculum.

High schools could be targeted (info on what is Anthropology).

CASCA is most appreciative of all those who took the time to complete the survey. We shall be using your information to guide our activities in the coming years. STAY TUNED!