

**The University of Texas at San Antonio
College of Liberal and Fine Arts**

**Doctorate of Philosophy in
Anthropology**

Handbook

2023-2024

NOTE: *Information contained herein may be date sensitive. It is the student's responsibility to ensure that the material is current and applicable to her/his program of study. The information should be considered a supplement to the appropriate Graduate Catalog, deadlines, and information found on The Graduate School's website.*

For questions, please contact the PhD Graduate Advisor of Record (PhD GAR), Dr. Jamon Halvaksz (jamon.halvaksz@utsa.edu).

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I. PROGRAM OVERVIEW

The University of Texas at San Antonio's Ph.D. program in Anthropology offers a holistic approach to basic and applied research in *environmental anthropology*. Students will develop empirical understandings of how humans culturally construct and organize past and present environments; how power relations are embedded in these activities; and the impact socio-physical environments have upon human and non-human primates. Graduate course offerings reflect the research interests of our faculty including: political and cultural ecology; landscape perspectives; the archaeology of complexity; archaeology of hunter-gatherers; indigenous and environmental politics; primate behavioral ecology and evolution; statistical and computational anthropology; medical and psychological anthropology; perspective on sociocultural change; resource extraction and agriculture; and conservation policy and practice. Geographical research areas include: Paleo-Indian North America, American Southwest, Texas, Northwest Mexico, Maya Lowlands, and Andean South America (archaeology); Southeast Asia, tropical Africa, and Neotropics (biological anthropology); and United States, Mexico, US-Mexico borderlands, Caribbean, Central America, Lowland South America, and Island Pacific (sociocultural anthropology).

II. ORGANIZATION AND ADMINISTRATION OF THE DOCTORAL PROGRAM

The **PhD Graduate Program Committee (PhD GPC)** administers the doctoral program in the Department of Anthropology within the College of Liberal and Fine Arts. The committee is constituted according to department, college, and university (i.e. Graduate Council) bylaws:

A Graduate Program Committee will be established for each graduate degree program. The Committee shall consist all Members who conduct research pertaining to the disciplinary area and/or who teach in the program. The Graduate Program Committee may elect Special Members of the Graduate Faculty to participate. Each Graduate Program Committee shall elect its own Chairperson for a term defined by the bylaws of the appropriate academic unit. A Graduate Program Committee may choose to form an executive committee to facilitate its operations.

The PhD GPC recommends admission of students into the program, as well as for admission to candidacy for the PhD, and oversees the implementation of degree requirements. This committee formulates academic policy, guidelines, and curricula. In Anthropology, the committee is composed of all graduate faculty.

The Department Chair appoints the **Graduate Advisor of Record for the PhD program (PhD GAR)** for a three-year term in accordance with department, college, and university bylaws. The PhD GAR will handle most day-to-day operations of the program, advise all doctoral students, maintain records, and represent the Department in most matters relating to doctoral students. The certification of students to doctoral candidacy and the monitoring of a student's progress before he or she advances to candidacy will also be the responsibility of the PhD GAR, along with the chair of the student's advisory and PhD committees and the PhD GPC. Questions about degree requirements and academic policies will be directed to the GAR, but final authority for the PhD Program rests with the Office of the Dean of the Graduate School.

III. ANTHROPOLOGY FACULTY AND STAFF

A. Administrative Faculty and Staff

Chair: Dr. Thad Bartlett (thad.bartlett@utsa.edu)

Administrative Assistant: Jean Antao (Sr Admin), (jean.antao@utsa.edu)

Undergraduate Advisor: Deborah E. Moon (Deborah.wagner@utsa.edu)

MA Graduate Advisor of Record (MA GAR): Dr. Kathryn Brown (kathryn.brown@utsa.edu)

PhD Graduate Advisor of Record (PhD GAR): Dr. Jamon Halvaksz
(jamon.halvaksz@utsa.edu)

Graduate Council Representative: Dr. Michael Cepek (michael.cepek@utsa.edu)

B. Full-Time Faculty

Thad Q Bartlett (PhD Washington U 1999; Professor; Department Chair); Biological anthropology, primate behavior and ecology, human origins; Thailand; thad.bartlett@utsa.edu

Rebecca E Bria (PhD Vanderbilt U 2017; Asst Professor); Archaeology, complex societies, ritual and religion, food production and consumption, historical ecology, communities, digital archaeology and GIS, collaborative archaeology, educational outreach; Peru, Andes; rebecca.bria@utsa.edu

M Kathryn Brown (PhD Southern Methodist U 2003; Lutchter Brown Endowed Professor); Archaeology, complex societies, warfare and conflict and ancient societies, ritual and religion; Mesoamerica, Texas; kathryn.brown@utsa.edu

Fernando A Campos (PhD U of Calgary 2014; Assoc Professor); Primate behavioral ecology, health and disease, biodemography, life history evolution, climate change, conservation; Neotropics and Africa; fernando.campos@utsa.edu

Michael L Cepek (PhD U Chicago 2006; Prof); Sociocultural anthropology, indigenous and environmental politics, theories of practice/value/identity, science and conservation, oil industry, activism; Amazonia, Ecuador; michael.cepek@utsa.edu

Devin Flaherty (PhD U California-Los Angeles 2018; Assistant Professor); Medical anthropology, psychological anthropology, anthropology of care, anthropology of morality, phenomenology, aging/end of life, narrative; Caribbean, U.S. Virgin Islands, St. Croix; devin.flaherty@utsa.edu

K Jill Fleuriet (PhD Stanford U 2003; Professor; Vice Provost for Honors Education); Medical anthropology, production of health inequalities in the United States, immigration, gender and health; US-Mexico borderlands; jill.fleuriet@utsa.edu

Patrick M Gallagher (PhD Stanford 2015; Asst Professor); Sociocultural anthropology, environmental anthropology, political ecology, environmental knowledge production, anthropology of science; Mesoamerica, the Caribbean, Belize; patrick.gallagher@utsa.edu

Jamon Alex Halvaksz (PhD U Minnesota 2005; Assoc Professor); Environmental anthropology, politics of nature, mining and conservation areas, indigenous epistemologies and the sciences, agriculture; Papua New Guinea, Pacific; jamon.halvaksz@utsa.edu

Marcus J Hamilton (PhD U New Mexico 2008; Assoc Professor); Archaeology/Biological

Anthropology, hunter-gatherers, paleoindians, sociopolitical and economic complexity, biocultural diversity, evolutionary ecology, complexity science, macroecology, biogeography; US SW and Southern Plains; marcus.hamilton@utsa.edu

Robert J Hard (PhD U New Mexico 1986; Professor); Archaeology, early agriculture, hunter-gatherers, method and theory, stable isotope ecology, ethnoarchaeology, cultural ecology; Northern Mexico, American SW, Texas; robert.hard@utsa.edu

Steve Kosiba (PhD U Chicago 2010; Associate Professor); Archaeology and Historical Anthropology; Environmental anthropology and Landscape archaeology; Political and religious theory; Colonialism and urbanism; Museum Studies and indigenous American heritage; Geographic Information Systems and digital anthropology; Andes, Amazon, Mesoamerica steve.kosiba@utsa.edu

Laura J Levi (PhD U Arizona 1993; Assoc Professor); Archaeology, landscape production, household organization, agrarian economy, culture theory, complex societies; Mesoamerica, US SW; laura.levi@utsa.edu

Melissa B Manus (PhD Northwestern U 2022; Asst Professor); Human biology; biological anthropology; microbiome; ecology; global health; evolutionary medicine; earl

y life environments; melissa.manus@utsa.edu

Luca Pozzi (PhD New York U 2013; Assoc Professor); Biological anthropology, primate biodiversity, evolution and conservation, systematic biology and phylogenetics, population genetics, biogeography; Africa and Madagascar; luca.pozzi@utsa.edu

Deborah Moon Wagner (MA/MS UTSA 2008; Professor of Instruction); Public memorialization and contested space, public space and social memory, ritual and religion, sociolinguistics; discourse and power, ethnographic film, anthropology of gender and sexuality, folklore, North American Indians; North America; deborah.wagner@utsa.edu

Eva C Wikberg (PhD U Calgary 2012; Assoc Professor); Biological anthropology, primate conservation, behavioral ecology, gut microbiome, social structure, genetic structure, Ghana and Costa Rica; eva.wikberg@utsa.edu

Jason Yaeger (PhD U Pennsylvania 2000; UTSA President's Endowed Prof; Associate Dean, COLFA); Archaeology, complex societies, identity, households and communities, landscapes, theory and method, ethnohistory; Mesoamerica, Andes; jason.yaeger@utsa.edu

C. Researchers

Raymond P Mauldin (PhD U New Mexico 1995; Researcher, Center for Archaeological Research); Hunter-gatherers, early agricultural transition, quantitative analysis; Texas, American SW; raymond.mauldin@utsa.edu

D. Anthropologists in Other Department, School or Institute

Anne Hardgrove (PhD U Michigan 1999; Assoc Prof, History); Modern South Asia, Asian-

American studies, migration and globalization, comparative colonialism, gender studies, cartography, visual practices, public history; anne.hardgrove@utsa.edu

Armando L Trujillo (PhD U Texas-Austin 1993; Assoc Professor, Bicultural- Bilingual Std); Anthropology of education, anthropology of development, ethnicity, bilingualism, biculturalism; US SW, Mexico; armando.trujillo@utsa.edu

F. Emeriti Faculty

Carolyn L Ehardt (PhD U Texas-Austin 1980; Professor Emerita); Biological anthropology, primate behavior/ecology/conservation, epidemiology and ecology of tropical diseases; Africa, Neotropics; carolyn.ehardt@utsa.edu

Daniel J Gelo (PhD Rutgers U 1986; Professor Emeritus; Stumberg Distinguished Univ Chair; Dean, College of Liberal and Fine Arts); Symbolic anthropology, religion, social organization, language and culture, ethnomusicology, folklore, history of anthropology, visual anthropology; North America; daniel.gelo@utsa.edu

María Luísa Urdaneta (PhD Southern Methodist U 1977; Professor Emerita); Medical anthropology, urban and applied anthropology, Mexican Americans, gender studies, folk healing, health care and nursing; US Southwest, Latin America; mlurdaneta@aol.com

IV. ADMISSION TO THE PROGRAM

To apply for admission to the PhD program in Anthropology, applicants must complete [The University of Texas at San Antonio Graduate Application for Admission](#). The application consists of an application form, a CV, an essay (statement of purpose), and three letters of recommendation (see below). Official academic transcripts and Graduate Record Examinations® (GRE®) General Test scores must also be submitted to the Graduate School. These scores will be considered only as one element in the evaluation of applicants.

Admission to the PhD program is competitive. Satisfying the minimum requirements does not guarantee admission. Only completed applications will be reviewed. Applicants whose native language is not English must submit scores from the Test of English as a Foreign Language (TOEFL). See Chapter 1, [Admission](#), of the graduate catalog for details.

Applicants to the PhD program must request degree-seeking status (see Admission Statuses, below). Non-degree seeking students should refer to the Admission Statuses section of Anthropology's MA program description. Applicants for admission to the PhD in Anthropology will be evaluated on the basis of prior academic performance, the application essay, letters of recommendation, and GRE test scores.

A. Application Materials for the PhD in Anthropology

- 1. Resume or CV.** The resume or *curriculum vitae* should provide summary information about the applicant's academic and professional backgrounds.
- 2. Record of Academic Performance.** Applicants must provide official transcripts documenting undergraduate and graduate coursework and degrees.
- 3. Essay.** Include a statement describing your reasons for entering UTSA's PhD program in Anthropology. This document should be 750-900 words in length (approximately three-to-five double-spaced pages) and should answer the following questions as completely as possible:

- What particular facet of anthropology do you wish to pursue in your graduate education, including topical and regional specializations?
- How have your prior coursework and related experiences prepared you for graduate work in anthropology?
- How do your graduate interests mesh with an ecological emphasis in anthropology?
- What is your commitment to a four-field approach to anthropology? What experiences have you had, if any, which might illustrate your commitment to a four-field approach?
- How do your interests mesh with our faculty and resources?
- Which of our faculty members (at least 2) would you be interested in working with? Please outline the reasons for this designation.

4. Three Letters of Recommendation. As part of your application, you will need three letters of recommendation. Recommendations should preferably be from Anthropology faculty with whom you have worked during your academic training. We realize that this is not always possible, especially if you were trained at a smaller institution or Anthropology was not your major. In such cases, recommendations from other social science faculty or faculty in related fields are appropriate. Recommending faculty should be given information about how to submit an electronic recommendation.

5. Graduate Record Examination (GRE) Test Scores. For information about the GRE, including test locations and dates, please see www.ets.org. At the University of Texas at San Antonio, GRE scores will be considered only as one element in the evaluation of applicants. Other elements include undergraduate and graduate academic performance, the application essay, and letters of recommendation. These tests are currently optional, and not part of the required application materials.

B. Admissions Statuses. In any given application cycle, PhD applicants will be evaluated on the strength of their application materials and also against other applicants in the same pool. Based on this evaluation degree-seeking applicants admitted to the PhD program may receive *unconditional*, *conditional*, or *probationary* admission status. Please see UTSA's Graduate Catalog for clarification of these terms.

Applicants for the PhD program may be denied admission but asked to reapply to the MA program. If admitted to the MA program, such students may reapply to the PhD program upon successful completion of their MA degrees.

C. Tuition and Fees. According to Fall 2022 figures, in state tuition and fees for full-time students are approximately \$923.76 per credit hour. Accordingly the total credit hour cost of a PhD for a full time student is approximately \$60,968 (\$923.76 x 66 hours). Students admitted with an MA transfer up to 30 hours from another school or program (see below), which reduces the total cost and time to degree Tuition for nonresident and international students is substantially higher. Note that tuition and fees fluctuate from year to year. For current information students should consult the [Cost of Attendance](#) web site.

General information about establishing Texas [residency](#) can be obtained from the Graduate School website. According to the information provided there, a domicile in Texas is presumed if, at least 12 months prior to the census date of the semester in which an applicant or student is to enroll, at least one the following applies:

- The person owns real property in Texas
- The person owns a business in Texas,
- The person is married to someone who has established a domicile in Texas,
- The person has had gainful employment *other than work-study and other such student employment* in Texas.

D. Graduate Student Support. Each year a certain number of competitive fellowships will be awarded to entering doctoral students. The Graduate Committee will award Teaching Assistantships and/or Stipends to the applicants of the PhD program based on the committee's competitive analysis of the application materials. If indicated, fellowships will be renewed for consecutive years pending annual review by the Graduate Program Committee in Anthropology.

University and Departmental grants and scholarships are also available (see Section X).

V. DEGREE REQUIREMENTS AND PROCEDURES

A. Course Requirements & Program of Study. The PhD degree requires a minimum of 66 semester credit hours beyond the baccalaureate degree (exclusive of coursework or other study required to remove conditions of admission). For all students, the entire program of study must be approved by the student's dissertation director and the PhD GAR in consultation with the GPC, and must be submitted to the Dean of the Graduate School through the Dean of the College for final approval.

Course requirements differ depending on whether or not a student enters the PhD program with a MA degree. For detailed requirements and a list of courses please refer to the [UTSA Graduate Catalog](#).

Note that the Graduate Schools' General Academic Regulations stipulate that no more than six hours of independent study courses or directed research, regardless of discipline, will apply toward a degree.

B. Overview of Sequential Procedures for Obtaining the PhD Degree

1. Selecting a Dissertation Advisor. Upon admission to the PhD program students will be assigned a temporary advisor based on their general area of interest and requests made in the application process. During the first semester of study, students are urged to meet with individual faculty to discuss research interests. A formal relationship between the student and his/her advisor is established once the student has filed the "Appointment of Advisory Committee" form available from the PhD GAR.

2. Formation of the Doctoral Advisory Committee. At least three months prior to taking the qualifying examination, the student and the Supervising Professor will establish a Doctoral Advisory Committee, and schedule dates for the qualifying examination. The Advisory Committee will consist of no fewer than three (3) individuals including the Supervising Professor who will serve as its Chair. The composition of the committee must be approved by the Chair of the Graduate Program Committee and the Chair of the Department. All committee members must hold terminal graduate degrees in their respective disciplines. The majority of committee members, including the chair, must hold the PhD in anthropology. Additional members may be drawn from anthropology or related disciplines. The majority of committee members, including the chair, must be full-time teaching faculty in UTSA's anthropology program. All committee members must be approved as members of UTSA's Graduate Faculty. See discussion of Special membership for outside members below

3. Qualifying Examination. The qualifying exam tests doctoral students on their abilities to comprehend, synthesize, and critique three (3) bodies of anthropological literature related to their disciplinary interests. Beyond overall competency, demonstration of a level of proficiency

sufficient to undertake doctoral dissertation research is key to the successful completion of the exam.

Students may take the qualifying examination upon successful completion of 30 hours of coursework; this coursework must include all required Doctoral Core and Foundation courses. Students admitted with an accepted MA will already have 30 hours and will work with their advisor and committee to establish a timeline for completing their qualifying exams, typically near the end of their organized coursework requirements. The Doctoral Advisory Committee is charged with creating a written exam in consultation with the student and in relation to the student's disciplinary interests and anticipated thesis research. The examination consists of three (3) written literature reviews in areas most relevant to the student's research and will cover issues of *geographical/topical*, *methodological*, and /or *theoretical* relevance. It is intended that the qualifying examination will help lay the groundwork for subsequent dissertation research.

Students planning to take the qualifying exam must submit the form, "Appointment of the Advisory Committee and Scheduling of Qualifying Exams." The form is obtained from the PhD GAR and must be signed and dated by all members of the Advisory Committee.

In preparation for the exam it is recommended that the student meet regularly with members of the Advisory Committee in order to establish a reading list for each question area. It is the student's responsibility to schedule these meetings. The bibliography for each question area should be comprehensive.

The Advisory Committee Chair is required to construct the exam in consultation with committee members. The entire committee must approve all three questions. Students will have two options for completion:

- 1) On the scheduled date of the exam, the Advisory Committee Chair will reveal the exam questions to the student. The student will have three weeks (21 days) to complete the entire exam.
- 2) With approval of the Advisory Committee, the student can schedule to receive exam questions individually. In this option, students take one question at a time with one week (7 days) to complete each question. The student will have five months from the time that they receive the first question to complete all three. Evaluations of each question will only occur after the completion of the final question. Failure to complete all three in this time will result in a failing score on the incomplete question.

Regardless of timing, students must adhere to the following requirements

- Exam responses must be typewritten. Page formatting must be double-spaced in a 12- point font with a 1-inch margin on all sides.
- Each response should not exceed 20 pages exclusive of bibliography. The student should contact the Advisory Committee Chair for instruction concerning bibliographic style.
- Upon completion of the exam, students should have a hard copy of their responses time-stamped in the department office. Both the hard copy and an electronic Word document containing the exam responses should then be turned in to the Advisory Committee Chair.

The Advisory Committee is also responsible for rating the student's performance on the exam. All committee members evaluate a student's exam responses. Evaluations are reported to the committee Chair as expeditiously as possible. Each of the three literature reviews is evaluated independently of the other two. It is possible, therefore, for a student to pass all or only a part of

the exam. Grading of each question will be based on majority decision of the committee. The Chair may convene the committee to discuss its evaluations.

Students may receive a *high pass*, *pass*, or *fail* on any given question. The majority decision on all three questions must be at least a pass in order for a student to pass the entire exam. In lieu of a fail, the committee can request that the student revise and resubmit a response within a week (per question) after receiving the results. The committee chair is responsible for communicating exam results to the student within a month of the exam's completion. The committee chair also will report the exam outcome to the PhD GAR and to all committee members. Students must retake failed question topics within six months of receiving notice of exam results. Students have one chance to retake failed portions of the exam. Students will not be allowed to advance further in the doctoral program if, after their two allotted attempts, they are unable to pass all or a portion of their qualifying exam.

3. Proficiency in Foreign Language, Statistics, or Computer Programming. Doctoral students are required to have proficiency in a foreign language, statistics, or computer programming as deemed necessary by the Graduate Program Committee. This requirement must be fulfilled prior to the oral defense of the dissertation proposal. Should coursework be necessary, students may apply their credit hours to the free electives requirement of the Doctoral degree. Students work with their advisors and the Graduate Advisor of Record on setting expectations for demonstrating mastery. This might take the form of an oral and written language exam, a publication or poster demonstrating mastery of statistical procedures, or a certificate/degree in the chosen area. **[policy under revision, consult with GAR or Advisor]**

4. Formation of the Dissertation Committee. Following successful completion of the Qualifying Exam, the student and the Supervising Professor will establish a Dissertation Committee. To ensure continuity in expectations and mentoring, it is recommended that the constitution of a student's Advisory Committee and Dissertation Committee be similar.

Forms for this stage can be found on the website for the [Graduate School](#).

The Dissertation Committee will consist of no fewer than four (4) individuals and must be approved by the Chair of the Graduate Program Committee, the Chair of the Department, the Dean of the College, and the Dean of the Graduate School. All committee members must hold terminal graduate degrees in their respective disciplines. The majority of committee members, including the chair, must hold the PhD in anthropology. Additional members may be drawn from anthropology or related disciplines. The majority of committee members, including the chair, must be full-time teaching faculty in UTSA's anthropology program. All committee members must be approved as members of UTSA's Graduate Faculty. Members from other universities must also be approved by Graduate Council and are appointed for a 3-year term. Processes can be found on the website for the [Graduate School](#). Please speak with your advisor about such appointments first.

5. Doctoral Dissertation Proposal. Following successful completion of required doctoral coursework and the qualifying exam (51 semester credit hours), students will produce a dissertation proposal that will be submitted to their Dissertation Committee for review. Students must orally defend the proposal in order to qualify for doctoral degree candidacy. Students will enroll in 3 credit hours of ANT 7003 (Dissertation Proposal), in order to conduct preliminary research and write a successful proposal.

The proposal defense must be done within 18 months of completing 51 hours of course work (inclusive of all required Doctoral Core, Foundational and Designated Elective courses). If more

than 18 months have elapsed the student must petition the Graduate Program Committee in anthropology for approval to conduct the defense.

The form and content of the doctoral dissertation proposal are negotiated with the student's supervisor in coordination with the Dissertation Committee. Students should keep their committee informed of progress and circulate drafts in coordination with their advisor to facilitate feedback on the proposal's development. Typically, the written proposal will be in the format of a grant proposal of a type appropriate for dissertation research (e.g., The National Science Foundation Dissertation Improvement Grant). It should include a problem statement, review of literature, statement of objectives, discussion of methods, and a statement of significance. In addition, the proposal should include a timeline for completion of the dissertation. The dissertation proposal should be approximately 20 double spaced pages.

After a draft of the proposal is approved by the academic advisor, the student and their Dissertation Committee will schedule a date for the Proposal Defense. The date must be at least 2 weeks or more after the approval. The dissertation proposal will be defended in front of the student's Dissertation Committee and consists of an oral presentation, a closed-door question and answer session, and a deliberation period. At the discretion of the student and in consultation with his/her supervising professor, the oral presentation of the doctoral dissertation may be presented in an open forum. The presentation should be approximately 40 minutes long. If applicable, additional time will be allotted for questions from attendees not on the committee.

Following the presentation, the Dissertation Committee will hold a closed-door oral examination of the student based on the proposal. Only the committee members and other graduate faculty may attend the closed-door examination. The total length of the presentation and the examination should not exceed three hours. After the examination, the student will be asked to leave while the committee deliberates. The committee will discuss and vote on the student's performance in the dissertation proposal defense. Unanimous approval of the Dissertation Committee is required for the student to pass the examination. If the student is unsuccessful, then no more than two attempts may be made to pass a dissertation proposal exam.

If a student changes the research direction after passing a dissertation proposal exam, as determined by the PhD Dissertation Committee, the student will be required to defend the new dissertation proposal.

6. Advancement to Candidacy. Doctoral students can apply for admission to candidacy once they have met all requirements for the Doctoral degree other than dissertation research and write-up. The requirements include successfully completing all coursework, passing the qualifying examination, passing a foreign language examination or demonstrating statistical or computer competency, as applicable, forming a dissertation committee approved by the University, and submitting and successfully defending the dissertation proposal.

7. Dissertation. Candidates must demonstrate their ability to conduct independent research by completing and defending an original dissertation that makes a significant contribution to the field. The student, in consultation with his or her Supervising Professor, determines the research topic. The student's Dissertation Committee will guide and critique the candidate's research. Students should be continually registered in Directed Doctoral Research (ANT 7011-3) or Doctoral Dissertation (ANT 7021-3) each semester the dissertation is in progress. Preparation guidelines for the PhD Dissertation are published in the [*Guide for the Preparation of the Master's Thesis/Recital Document or Doctoral Dissertation*](#) available from the Graduate School. With the approval of their

committee students have the option of following a manuscript format (i.e., using articles and/or book chapters to replace the standard dissertation chapters).

8. Final Oral Examination. Students must orally defend their dissertation as the final degree requirement. Students must circulate a draft of the dissertation to their committee, and receive approval to proceed *before* scheduling an oral defense. After the Dissertation Committee makes a decision, which must be unanimous, to accept a dissertation for examination, the supervising professor notifies the Graduate School at least two weeks in advance of the date of the final oral examination. Accordingly, the department is required to submit the following: 1. Name of the Student, 2. Program of Study, 3. Name/topic of the Dissertation, 4. Name, Dissertation Chair, 5. Date--, time--, and location-- of the defense.

The dissertation shall then be defended publicly before the Dissertation Committee.

- The final oral examination consists of an open presentation of the dissertation of no more than 1 hour.
- The open presentation is followed by a closed oral examination in front of the dissertation committee. Other graduate faculty members may attend.
- The length of the examination is no more than 2 hours.
- Unanimous approval by the Dissertation Committee is required to pass the final oral examination.

Once this is complete, the Dissertation Committee members sign the approval sheets for the doctoral dissertation and make an official recommendation to the Graduate School that the doctoral degree be awarded.

Awarding of the degree is based on the approval of the Dissertation Committee and the acceptance of the Graduate School. The Dean of the Graduate School certifies the completion of all University-wide requirements (see Chapter 5 of the Graduate Catalog, [Doctoral Degree Regulations](#), for further information).

9. Submission and Publication of Dissertation. When the student has successfully defended the dissertation, he or she **must** arrange for its publication, usually through the ProQuest UMI website. Please see the Graduate School web page for details on formatting requirements and ProQuest information for electronic submission. In addition, all doctoral candidates are **required** to complete the “Survey of Earned Doctorates” and turn it in to the Graduate School on the day that they turn in the final copies to the Graduate School.

VI. TRANSFER OF CREDITS

Students are expected to complete all coursework at UTSA. UTSA awards credit for college-level transfer coursework, earned with a grade of “B” or higher, from regionally-accredited colleges and universities. Admitted students may submit a petition for credits to the related Graduate Program Committee and academic College to receive credit earned from foreign institutions and non-regionally accredited colleges or universities. Based on course level, rigor, quality, comparability, and degree program relevance, credits may be awarded on an individual basis at the discretion of the Graduate Program Committee, academic College and the Graduate School.

UTSA reserves the right to refuse recognition of credit from a college or university if it is determined the course does not meet the department’s standards of level, rigor, quality, comparability, and degree program

relevance. Applicability of such coursework toward the UTSA degree plan is at the discretion of the major academic department. Work counted toward a degree at another institution cannot be transferred.

Conditions for transfer of credit:

1. Students must complete the form “Transfer of Graduate Credit towards Doctoral Degree.”
2. The courses must have been completed with a “B” (3.0) or better.
3. Coursework cannot be used in another degree program.
4. An official transcript from the institution where the coursework was completed must be submitted.
5. All coursework must have been completed no more than six years before the degree was awarded.
6. Coursework is subject to approval of the appropriate Graduate Program Committee and academic College in which the program is administered.
7. Courses must be defined as graduate-level work at the institution where the credit was earned.
8. International transcripts must be evaluated by a UTSA approved foreign credential evaluation service agency.

Students should not take courses they plan to transfer from another institution the semester they plan to graduate due to the time limitation on receiving the grades and certifying the student for graduation. Applicants with a master’s degree in the field of the doctoral program of interest or related field do not need to transfer credits. Instead, they follow the degree plan for students admitted with an MA (requiring 36 credit hours completed at UTSA), pending approval from the Graduate Program Committee, academic College, and Dean of the Graduate School; provided the credit has not been used toward another doctoral degree.

VII. WAIVERS AND SUBSTITUTIONS

In exceptional circumstances students may request a waiver or substitution of the above requirements by writing a memo addressed to the Department of Anthropology Graduate Program Committee (GPC) describing the request and explaining why the proposed action is appropriate. To your memo you should attach a letter of support from your faculty advisor and appropriate supporting documents. The complete petition (i.e. memo plus attachments) should be delivered to the PhD GAR and the GPC, which is comprised of the faculty of the whole, will then vote at the next faculty meeting.

VIII. TEACHING ASSISTANT RESPONSIBILITIES

Teaching Assistant Responsibilities. Undoubtedly, TA responsibilities will vary from week to week. Appropriate responsibilities may include:

- Attending lectures
- Staying current with readings and assignments
- Holding weekly office hours (~2 hrs per week)
- Photocopying course materials
- Helping write, grade and proctor exams (with appropriate supervision on written work)
- Preparing and grading class assignments or labs
- Entering grades and managing grade books
- Offering supplemental study sessions
- Delivering 1-2 lectures per semester

Additionally, TAs should only be assigned tasks that are clearly course related. Insofar as possible, TA responsibilities should normally be performed on campus. Each instructor should indicate whether student

work may be removed from the MH building by the TA and whether it may be graded off campus. It should be possible for the TA to perform all tasks during the University's normal hours of operation.

Further information will be provided by the TA committee.

IX. ADDITIONAL REQUIREMENTS AND REGULATIONS

A. Milestones Agreement Form. During their first semester in the program all students will complete a Milestones Agreement Form appended at the end of this document. This form is provided for the purpose of informing students about the academic milestones that they will be expected to reach in order to earn their PhD degree as well as when they are expected to complete these milestones. Students are expected to reach each milestone within the specified time period in order to make satisfactory progress through the program. Students who are not making satisfactory progress may lose funding, be placed on academic probation, or be dismissed from the program.

B. Annual Doctoral Progress Report. The PhD GAR will notify students of the upcoming annual review of student progress. In the spring of each year, graduate students will contact their advisor and schedule an appointment to discuss their accomplishments and future progress in meeting their program requirements. Students must come to these meetings with their completed End of Year Evaluation Form. Faculty advisors will review a student's assessment and complete their own evaluation.

The Graduate Program Committee in Anthropology will meet in March or April of each year with the express purpose of reviewing graduate student progress. During this annual review, progress reports will be delivered by students' faculty advisors. Progress reports will consist of student self-assessments and advisor evaluations. Where necessary, the PhD GAR will provide additional supporting documentation.

Results of the Committee review will be disseminated to the students by the PhD GAR, and will include any conditions set by the Committee on the student's progress. A student whose progress is deemed unsatisfactory by the Committee may be placed on academic probation and, together with their advisor, must devise a plan of remediation within a month of notification of unsatisfactory progress. The remediation plan must include a detailed timeline, and should be turned in to the PhD GAR.

If a student does not fully comply with their remediation plan within the stipulated timeframe, or if the student's subsequent year evaluation results in a second Committee decision of unsatisfactory progress, the student may be dismissed from the program by unanimous vote of the Graduate Program Committee. After sitting out one long semester, a student may submit a written, fully documented appeal for re-instatement to the Graduate School (see "[Graduate Reinstatement](#)" in the Graduate Catalog). The appeal will be reviewed and voted on by Anthropology's GPC. Only one appeal is permitted; majority vote of the Committee is required to approve the student's appeal.

C. Interim Master's Degree. Students who are admitted to a doctoral program directly from the bachelor's level degree **and** who complete all requirements for the master's degree **and** who pass their doctoral qualifying exam may apply to receive their master's degree. Courses counted toward the master's degree may also be included in the overall requirements of the doctorate. The following requirements must be met:

1. Complete the appropriate semester credit hours of coursework required for a regular master's degree at UTSA in the specified area
2. Pass the doctoral qualifying examination
3. Inform both the MA and PhD GARs that you intend to seek an Interim Master's Degree
4. Apply for the master's degree before the deadline for graduation application

5. Present to the Graduate School, through the office of the Dean a memo stating the student is applying for an Interim Master's degree. It must contain a statement indicating the student has passed the qualifying exam and acknowledgement of a GPA of 3.0 or higher and current good standing
6. Present to Graduation Coordination in the Office of the Registrar the following:
 - a. Complete Program of Study indicating all the courses completed for the master's degree
 - b. Signed authorization from the Graduate School that approval for the interim Masters has been granted
 - c. Documentation that the qualifying exam has been passed (available from the PhD GAR)
 - d. Other documentation related to the master's degree such as transfer courses, condition removals, etc.

The "Doctoral Degree to Interim Master's Degree Request" form is available from the Graduate School (<http://graduateschool.utsa.edu/faculty-staff/petitions-and-other-forms/>) and should be completed by the candidate and their supervising professor before routing it to the MA GAR. Once the MA GAR has received the form they will prepare the program of study and any additional documentation required for the Degree Audit. The MA GAR submits all documents together to the Dean's office for approval and forwarding to the graduate school.

D. Policy on Reinstatement of Funding. Students on fellowship in Anthropology's PhD program will lose their appointments should their grade point averages fall below 3.3. Affected students may regain their appointments after one long semester has passed. The process for reinstatement includes: 1) notification submitted to the PhD Graduate Advisor of Record that the student intends to file a petition for reinstatement; 2) completion of the petition (consisting of a letter of justification written by the student and a letter of support written by the student's advisor); and, 3) review of the petition by the Graduate Program Committee in Anthropology. Reinstatement will be based on: (a) student GPA (must be at or above 3.3) and (b) the GPC's assessment of student progress.

E. Student Fieldwork. It is essential that students conducting research during any stage of their careers work with [The Office of Research Integrity and Compliance](#) (ORIC) to obtain appropriate research permissions. [The Institutional Review Board](#) (IRB) reviews and approves human subject research and the [Institutional Animal Care and Use Committee](#) (IACUC) reviews and approves research involving vertebrate animals. In addition, students traveling outside the United States for research must visit and process through Education Abroad Services in the [Education Abroad](#). *Note: All UTSA students who travel outside the U.S. for any reason – study abroad, volunteer abroad, service learning, conferences, etc. must be facilitated and approved through Education Abroad. This is for the safety and security of all students. Also, all UTSA students must have the UT system medical and security policy.*

F. Continuous Doctoral Enrollment. By the twelfth (12th) class day of each Fall and Spring Semester of each academic year, all doctoral students are required to be enrolled in doctoral level classes until the time of graduation. Doctoral students receiving funding may be required by their funding source to enroll on a full-time basis. Students should confirm with their doctoral program to ensure compliance with all funding requirements. If a student has been admitted to candidacy for the doctoral degree, registration in the dissertation course or the equivalent is required. The only alternative to continuous registration is a *leave of absence*.

If a student who is not on approved leave fails to register by the twelfth (12th) class day, he or she may not return to the University without applying for readmission to the graduate program and must pay the Graduate School application fee. The application is reviewed by the Doctoral Studies Committee, which may choose to readmit the student or to deny admission.

G. Leave of Absence. Students enrolled in a doctoral program may apply for a leave of absence for one Fall or Spring semester when events such as illness or injury, active military service, or the need to provide care for a family member prevent active participation in the degree program. If the student has not yet been admitted to candidacy for the doctoral degree, this request must be approved in advance of the leave by the graduate adviser. If the student has been admitted to candidacy, the application must be approved in advance by the graduate adviser and the graduate associate dean of the college and Dean of the Graduate School. A leave of absence is required for Fall and Spring semesters (and/or Summer if doctoral program mandates Summer enrollment). Under no circumstances may a leave of absence be applied retroactively. A leave of absence will prevent the student from receiving student funding from his or her program and may affect ability to receive financial aid or loans and/or to defer payments on loans. Students should contact the Office of Financial Aid with questions regarding financial aid or loan status.

A student returning from a leave of absence must enroll for the following Fall or Spring Semester or provide a written request for a leave of absence extension (a leave of absence may not exceed one year throughout the student's degree program). A student who does not register or who does not secure an approved leave of absence extension will be considered to have withdrawn and will be dropped from the program. For more information, visit the Graduate School Web site at www.graduateschool.utsa.edu.

H. 99-Hour Doctoral Credit Limitation. Doctoral students who enroll in courses in excess of 99 semester credit hours of doctoral work will be assessed an additional charge of \$913.55 per semester credit hour to defray UTSA's loss of formula funding revenue from the state."

X. Departmental Funding Opportunities

In addition to hourly appointments (e.g. *Teaching Assistants*), which are advertised in the spring semester, the Department of Anthropology provides a variety of funding opportunities to continuing students. Application deadline are typical announced in the late fall or early spring. A partial list is provided below. Additional details will be circulated via email or posted outside the department office.

A. Friends of Anthropology Endowed Scholarship in Honor of Anne Fox and Don Lewis. Primarily for Master's students in good standing (cumulative graduate GPA of at least 3.0). The application includes an essay in which students must discuss what they hope to gain from their graduate education in anthropology.

B. The Richard E. W. Adams Endowed Scholarship. Primarily for Master's students in good standing specializing in the subdiscipline of *archaeology*. Recipients are required to be enrolled full-time during the semester in which the award is disbursed (minimum of 9 semester credit hours). The application includes an essay in which students must discuss their research goals in archaeology.

C. James C. Gifford Memorial Scholarship. Must be a currently-enrolled, anthropology graduate student in good standing who has made significant progress toward the M.A. or Ph.D. degree. Preference will be given to students studying Mesoamerican and Southwestern archaeology, but students in related fields will also be considered.

D. Whisenhunt Excellence Endowment in Anthropology. Funds distributed from the endowment shall be used to provide undergraduate scholarships and/or graduate fellowships and/or provide research grants for faculty, students, and/or projects.

E. Meritorious Achievement Award. Must be an anthropology graduate student in good standing and be enrolled in a minimum 3 hours during the semester in which the award is disbursed. Application requirements include an essay describing research interest, a CV and a letter of support from a faculty member.

F. Graduate Thesis Scholarships in Anthropology. Must be an anthropology graduate student in good standing and should have completed at least 12 semester credit hours of graduate course work. Among other things, the application requests that students briefly describe their thesis research and indicate how scholarship monies will further thesis research and/or write-up.

G. The Center for Archaeological Research (CAR) Archaeology Student Research Grants. The Center for Archaeological Research is able to support, through small grants of up to \$1000 dollars, graduate student research focused on Texas archaeology or methodological topics that are of broad archaeological relevance and applicability. To apply for a grant, students should submit a short description (not to exceed 250 words) of the research project and justification for the requested amount to the Center Director. Funds are limited, and thesis and dissertation research projects are given priority.

H. Small Grants Program for Doctoral Research in Anthropology. Provides grants to assist UTSA Anthropology Ph.D. students. Awards should be put to original research and write-up costs, as well as to laboratory expenses. Award recipients must meet the following criteria: (1) they must be doctoral students in good standing, (2) they must be registered in the program during the semester that they apply for (and receive) the award; (3) they must have completed a minimum of six hours of course work, (4) and they must have their grant proposal approved by their faculty advisors

I. Travel Awards for Doctoral Students in Anthropology. These travel awards are designed to help students who are presenting original research paper or posters in symposia, conferences and professional meetings. These funds may be used to defray expenses such as plane tickets, hotel, food expenses, car rental, and meeting registration fees. Award recipients must meet the following criteria: (1) they must be doctoral students in good standing, (2) they must be registered in the program during the semester that they apply for (and receive) the award, (3) they must have completed a minimum of six hours of course work, (4) and they must have their research paper approved by their faculty advisors.

XI. Extramural Funding

Routing of most applications for external funding must be done electronically through *Cayuse* (for details <http://research.utsa.edu/research-funding/cayuse/>). It is important to note that the Office of the Vice President for Research is the main grant-approval office for the University. If you are preparing a grant, in most cases you will need to work with the Research Service Center (RSC) (<https://business.utsa.edu/faculty-and-research/pre-award-resources/>).

XII. ADDITIONAL RESOURCES FOR ANTHROPOLOGY GRADUATE STUDENTS

A. The Department of Anthropology Lecture Series. The department regularly invites scholars from all subdisciplines of Anthropology to present lectures on their current research. Regular attendance of these lectures is an important part of graduate training in Anthropology. Students benefit from exposure to ideas outside their specific research areas. These lectures can also be a valuable as a model to students as they prepare to present their own work. Furthermore, a robust and engaged audiences will help ensure that guests speakers leave with a favorable impress of UTSA and our department.

B. The Anthropology Graduate Student Association (AGSA). The Anthropology Graduate Student Association (AGSA) is comprised of graduate students interested in all fields of anthropology. It is the goal of the AGSA to strengthen the student community and foster a collegial, intellectual environment in the Department of Anthropology here at the University of Texas at San Antonio (UTSA). This is accomplished through the organization of faculty/grad student mixers, social outings, academic workshops, and conference sponsorship. Membership into the AGSA is open to all anthropology graduate students and all events and workshops are open to all UTSA students, staff, and faculty. **For information visit:** <http://agsaatutsa.org/>. **Faculty Advisor:** Dr. Eva Wikberg.

C. AnthroGrad Listserv. To facilitate communication among Anthropology students, faculty and staff, AGSA and the department maintain a listserv called AnthroGrad. If you have not been automatically enrolled you should navigate to <https://lists.it.utsa.edu/postorius/lists/anthrograd.lists.it.utsa.edu/> to subscribe. It is **very strongly recommended** that all of the department's graduate students subscribe, because the listserv will be the primary way to keep the student body informed about research grant opportunities, department funding, professional conferences, AGSA meetings and events, job openings, and other matters that are central to your professional development and success in graduate school.

The listserv is meant only for posting information relevant to the graduate program. AGSA officers, faculty members, and Office staff in the main office can all post to the listserv by sending or forwarding an email to AnthroGrad@lists.sis.utsa.edu. If you do not have posting authority and you have something you would like posted, please route your request to the current AGSA President or a faculty member.

D. Center for Archaeological Research. The Center for Archaeological Research (CAR), a research facility within the College of Liberal and Fine Arts and the Department of Anthropology at The University of Texas at San Antonio, was established in September 1974. As an organized research unit, its main objectives are: (1) to conduct archaeological research primarily in Texas; (2) to carry out archaeological surveys and excavations for federal, state, and local agencies as required by legislation and executive order; (3) to provide public and private sector assistance and advice regarding cultural resource management; (4) to sponsor regional, state, national, and international programs and conferences; (5) to provide student training in archaeology through field and laboratory work, and publication; (6) to provide archaeological information to the general public about cultural preservation. For more information call (210) 458-4378 or email car@utsa.edu

Legacy Outreach. *Legacy: Hands on the Past* is CAR's educational outreach program, providing information about archaeology and historic preservation to San Antonio students, teachers, and the general public. Legacy provides tours at the CAR facility and presents talks at local schools and community events. CAR also exchanges correspondence with students across the nation regarding archaeology and advises U.S. Customs officials regarding illegally imported artifacts. The UTSA Summer Field School utilizes CAR facilities and equipment.

E. Institute of Texan Cultures. UTSA's Institute of Texan Cultures is San Antonio's cultural experience museum, dedicated to enhancing the understanding of cultural history and its influence upon the people of Texas. The museum develops exhibits, programs, and special events that encourage acceptance and appreciation of our differences as well as our common humanity. The museum strives to provide a forum for diversity and a showcase for the dynamics of cultural history.

XIII. FORMS

All entering doctoral students are required to sign the **Milestones Agreement form** at the end of this

packet and to work with program faculty on a regular basis in order to assess progress toward the milestones identified by their program. The Milestones Agreement form will address time-to-completion and meeting program expectations.

Students are encouraged to consult the UTSA Graduate School's "Doctoral Forms" webpage for a list of additional required doctoral forms to be submitted prior to the completion of the Doctoral Degree. Departmental forms are available from the PhD GAR.

XIV. DEPARTMENT CODE OF CONDUCT

In addition to state and federal laws, all students are expected to adhere to the Student Code of Conduct as defined by UTSA:

<https://catalog.utsa.edu/policies/administrativepoliciesandprocedures/studentcodeofconduct/>

Beyond these basic expectations, the Department of Anthropology maintains high expectations for our faculty and graduate students. The Department seeks to foster robust intellectual debate, challenging each other, but also supporting each other as we pursue individual and collective academic excellence. In discussions within classes, seminars, workshops, and other departmental gatherings we expect that students and faculty:

- Behave in a mature and professional manner
- Employ language and conduct that are honest, civil, and respectful
- Value the intellectual diversity that each of us bring to our discussions
- Value academic freedom ([AAUP definition](#))
(<https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>)
- Allow for disagreement and discomfort
- Recognize our own biases and practice intellectual humility
(https://www.templeton.org/wp-content/uploads/2020/08/JTF_Intellectual_Humility_final.pdf)
- Practice careful listening and intellectual empathy
(https://www.press.umich.edu/8024224/intellectual_empathy)

Discussions can be rigorous, and we will not always agree as a community. Value the challenge this presents to understand differences with peers and colleagues who share the same passion for anthropology as you do.

We ask that students and faculty are mindful of how their interactions with others might be perceived. To that end, we aspire to ensure our department is as free as possible from:

Microaggression: The university defines microaggression as “types of discrimination manifested in verbal, nonverbal, or environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages or target persons based solely upon their marginalized group membership”

(<https://www.utsa.edu/inclusiveexcellence/resources/terminology.html>). Whether intentional or not, microaggressions create an exclusionary environment that can lead to further, more open and aggressive behaviors. For examples, see:

<https://diversity.nih.gov/sociocultural-factors/microaggressions>

Harassment: as per the UTSA Student Code of Conduct “harassment is defined as conduct that is sufficiently severe, pervasive, or persistent to create an objectively hostile environment that

interferes with or diminishes the ability of an individual to participate in or benefit from the services, activities, or privileges provided by the University.” Legally, the US defines Harassment as “unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history)” (<https://www.eeoc.gov/harassment>). Harassment can have legal consequences through the state and federal court.

Bullying: Academic bullying involves persons in a position of power, authority, and / or seniority using their position to belittle, shame, or harm another through overt/covert, repetitive and aggressive behavior (Gentry and Whitley 2014). It can take place between faculty and students, Doctoral and Masters students, senior and junior students, and among peers with different positions in a lab, classroom settings, departmental functions and events.

Academic Mobbing: Mobbing is a form of bullying carried out by a group of peers against one member of the community. It is often done with the intent of removing the individual from community. Mobbing members use ‘negative communication’ and microaggressive behavior to silence, label and isolate, often labeling the object of their aggression as a bully. Peers and colleagues that participate in academic mobbing often don’t consider what they are doing as wrong (Seguin 2016)

Cyberbullying involves one of the above using emails, chat rooms, social media to threaten, belittle, or humiliate another person. It can also involve sharing rumors about a person in public and private forums (like group chats, social media platforms). It can include exclusionary social media where another person is discussed in ways that support eventual public actions like harassment, bullying, or mobbing.

References:

Gentry, R. H., & Whitley, B. E. (2014). Bullying in Graduate School: Its Nature and Effects. *The Qualitative Report*, 19(36), 1-18. <https://doi.org/10.46743/2160-3715/2014.1012>

Seguin, Eve. (2016) Academic Mobbing, or How to become campus tormentors. <https://www.universityaffairs.ca/opinion/in-my-opinion/academic-mobbing-become-campus-tormentors/>

XV. REPORTING PROBLEMS

Please keep in mind that we all share a responsibility in creating and maintaining an inclusive department, both inside and outside of the classroom. However, sometimes misunderstandings, lack of awareness or experience, and ignorance can result in problems. If these issues are specific to a specific class, please speak with the instructor for that class. If you have concerns about another student, a faculty member, or others within the university, we encourage you to speak with your advisor, the GAR, or the department chair. Each of which is prepared to help, engage different resources at the university, and seek resolution to the issues raised. Please be mindful of the fact that for certain serious problems we are required to report to different offices within the university (such as assault, sexual or otherwise, threats of harm to oneself or others, criminal activity, etc.). In those cases, the faculty member will remain committed to helping as you address these concerns throughout the process.

For certain situations, you might feel the need to seek support outside of the department. Some of the support offices available to you at UTSA include:

UTSA Ombuds Services

Provides mediation, informal and impartial support in dealing with anything that is impacting your academic or work life

<https://www.utsa.edu/ombuds/>

Behavioral Concerns Assistance

Provides assistance in addressing concerning or disruptive behavior, assessing risks of harm to an individual or others.

<https://www.utsa.edu/bit/>

COLFA Associate Dean for Graduate Studies

Provides support in dealing with graduate education, funding, and broader academic concerns.

<http://colfa.utsa.edu/colfa/about/directory>

Student Conduct and Community Standards

Provides support in dealing with academic dishonesty, and upholds the standards within the student code of conduct.

<https://www.utsa.edu/conduct/>

Equal Opportunity Services and Title IX Office

As a service to students, faculty, staff and visitors of The University of Texas at San Antonio Tri-campus, the Equal Opportunity Services & Title IX Office is committed to developing and sustaining a learning and working environment that is diverse, inclusive and free of illegal discrimination and harassment in any form.

<https://www.utsa.edu/eos/>

Discrimination based upon sex, gender identity and expression, as well as incidents of sexual misconduct can be reported to the office here: <https://www.utsa.edu/eos/report-an-incident/>