






***Online Assessment Tracking Database***

Sam Houston State University (SHSU)  
*2014 - 2015*

**Foreign Languages, Department Of**

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<b>Goal</b>	<b>Quality Instruction DRAFT</b>  Faculty in the Department of Foreign Languages will demonstrate quality in the instruction of their classes, specifically to ensure the most effective delivery of target language acquisition.
<b>Objective (P)</b>	<b>Quality Instruction DRAFT</b>  The Department of Foreign Languages will maintain a level of instruction at or above the average for all departments at SHSU.
<b>KPI Performance Indicator</b>	<b>Quality Instruction DRAFT</b>  Successful teaching will be demonstrated by faculty performance on the Individual Development and Educational Assessment (IDEA) Class Evaluation System. This survey is a nationally normed, university-adopted evaluation instruction, which measures student perception of instructor teaching. The Foreign Languages faculty will average at least 4.1 on the IDEA student evaluations of teaching, which is the average of all instruction at SHSU.
<b>Result</b>	<b>Quality Instruction Results DRAFT</b>  Overall, FOLG faculty not only met the 4.1 benchmark for Quality of Instruction but actually achieved a 4.2. Two faculty members were identified as performing below the 4.1 benchmark for teaching (3.8 and 3.0)
<b>Action</b>	<b>Teaching Development For Faculty DRAFT</b>  Both faculty members reporting teaching scores below the benchmark of 4.1 have entered into professional development: in one case, through individual consultation with the department chair and through university remediation via post-tenure performance review in the other.

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<b>Goal</b>	<b>Faculty Scholarly Excellence DRAFT</b>  The Department of Foreign Languages faculty (tenured and tenure-track) will engage in scholarly activities.
<b>Objective (P)</b>	<b>Research Agenda DRAFT</b>  The tenured and tenure-track faculty in the Department of Foreign Languages will develop and maintain an active research agenda.
<b>KPI Performance Indicator</b>	<b>Research Agenda DRAFT</b>  The number of peer-reviewed publications, conference presentations, conference participation (as a chair or discussant), and grant proposals by the faculty in the department (tenured and tenure-track) serve as the indicators of an active research agenda.
<b>Result</b>	<b>Research Agenda Results DRAFT</b> 

Faculty produced on average 7.5 scholarly works; however, this number is inflated and is skewed by conference presentations. If we look solely at publications in peer reviewed journals, the average drops to 2.3 works per faculty member

**Action****Publication Production DRAFT** 🔑

Under the present system of accounting, FOLG faculty have relied too heavily on conference presentations (as opposed to refereed publications) to meet expected scholarly performance goals. The chair, in consultation with the faculty, will introduce a weighting system to incentivize the precedence of referee publications over conference presentation

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**Goal****Faculty Service Excellence DRAFT** 🔑

Service is a key to the operation of the academic unit and as such the department's faculty will engage in departmental, college, university, and professional activities at a level appropriate for the individual's faculty member's academic rank.

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**Objective (P)****Service Participation DRAFT** 🔑

The faculty in the Foreign Languages department will enhance the operation, standing, and visibility of the department by participating in department, college, and university service activities.

There are no actions for this objective.

**Objective (P)****Professional Service Activities DRAFT** 🔑

Foreign Languages faculty will take part in service to the profession at local, state, regional, national, and/or international levels.

There are no actions for this objective.

**Objective (P)****Recruitment Activities DRAFT** 🔑

The Department of Foreign Languages will actively engage in recruitment activities for undergraduate and graduate programs in the department.

**KPI  
Performance  
Indicator****Recruitment DRAFT** 🔑

The department will utilize associations such as the Hispanic Association of Colleges and Universities and the Houston Hispanic Forums as avenues for recruitment.

There are no actions for this objective.

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### **Previous Cycle's "Plan for Continuous Improvement"**

Not all Foreign Languages faculty regularly attend monthly meetings, either as a department or by section--or have interest in teaching proficiency or measuring same. Inviting visiting expert speakers on teaching may motivate attendance and/or interest.

Foreign Languages will begin to compile spreadsheets of faculty participation in professional and/or community service activities.

**Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.**

As of September 2014, Associate Deans from CHSS became co-chairs of the department and initiated a review of the OATDB and assessment for the department. The resulted in the creation of departmental goals focusing on research, teaching, and service. Consequently the objectives are focused on improving quality of teaching, research, and service. The department of foreign languages is underperforming in the face of already decreasing trends in the discipline. In addition, unrealistic assessment goals were implemented, thus an overhaul of the departmental goals was warranted.

While these new assessment tools are not fully mature, we anticipate an increase in sophisticated responses over the next several years.

**Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.**

No plan has been added to this level.

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