

Foreign Languages, Department of  
Assessment Plan Summary

Foreign Languages, Department of

Faculty Scholarly Excellence

Goal Description:

The Department of Foreign Languages faculty (tenured and tenure-track) will engage in scholarly activities.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Recruitment Activities

Performance Objective Description:

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

RELATED ITEM LEVEL 2

Recruitment

KPI Description:

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

Results Description:

Recruitment activities at the Hispanic Association of Colleges and Universities and the Houston Hispanic Forums as well as “Saturday at Sam” and other related hand-on recruitment efforts haves resulted in 21 additional Spanish majors for Fall 2016; this number is up 15 majors from Fall 2015.

RELATED ITEM LEVEL 3

Recruitment

Action Description:

Given the results of hands-on recruitment activities, the department has set aside an additional \$2000 recruitment budget to increase student numbers not only in the BA in Spanish, but also in all language minors housed in the department

RELATED ITEM LEVEL 1

Research Agenda

Performance Objective Description:

The tenured and tenure-track facutly in the Department of Foreign Languages will develop and maintain an active research agenda.

RELATED ITEM LEVEL 2

Research Agenda

KPI Description:

The number of peer-reviewed publications, conference presentations, conference participation (as a chair or discussant), and grant proposals by the faculty in the deparment (tenured and tenure-track) serve as the indicators of an active research agenda.

Results Description:

Faculty produced on average 8.0 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 3.0 works per faculty member.

RELATED ITEM LEVEL 3

Scholarly Works

Action Description:

As per the reported average in scholarly works, the department is performing adequately for overall research production; however, over the next year (2016-2017, the scope and quality of publications has been targeted for improvement, and we anticipate increasing the number of scholarly peer-reviewed publications to 4.0

Quality Instruction

Goal Description:

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.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

**Quality Instruction**  
**Performance Objective Description:**

The Department of Foreign Languages will maintain a level of instruction at or above the average for all departments at SHSU.

RELATED ITEM LEVEL 2

**Quality Instruction**  
**KPI Description:**

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.

**Results Description:**

Overall, FOLG faculty not only met the 4.1 benchmark for Quality of Instruction but actually achieved a 4.4. One faculty member was identified as performing below the 4.1 benchmark for teaching, but has retired as of August 2016.

RELATED ITEM LEVEL 3

**Quality of Instruction**  
**Action Description:**

The quality of faculty teaching is good, and we anticipate additional improvement over the next year (2016-2017). As a result, we are targeting an overall average performance of 4.6 on the IDEA metric.

**Update to Previous Cycle's Plan for Continuous Improvement**

**Previous Cycle's Plan For Continuous Improvement (Do Not Modify):**

No PCI was created during the 2014-2015 assessment cycle.

**Update of Progress to the Previous Cycle's PCI:**

Over the last two years, the department has experienced significant change in leadership, going from interim co-chairs to a full-time permanent chair in 2015. The 2015-2016 year was largely spent creating new directions and a new vision the department. In particular, an effort was made to increase faculty's awareness of the importance of publishing peer-reviewed research in order to increase the visibility of the department both on campus and away. In addition, new emphasis was also placed on the importance of developing a common goal for the quality of instruction at all levels across all programs and languages. To this end, a plan has been put into place to increase teaching quality (as referenced by IDEA scores) by creating clear learning objectives for all classes including the 1000 and 2000 levels, and for both face-to-face and online contexts. Finally, given the ongoing trend of a decrease in Spanish enrollment (in all programs), the department is now developing a hands-on approach to recruitment and thus relying less on enrollment management to carry out all program-related recruitment. During the 2016-2017, new goals will be proposed for quality of instruction and research as well as student recruitment. These goals will be detailed in the December 2016 Campuslabs update.

**2015-16 Plan for Continuous Improvement**

**Closing Summary:**

WOLC has for the first time set tangible departmental goals for 2016-2017:

- 1) With recent retirees and improved enrollment in Spanish and French, we plan to hire two new tenure-track faculty, one in Spanish (to coordinate lower-level Spanish courses) and one in French to handle the increasing enrollment.
- 2) As WOLC currently does not have guidelines for evaluating service and peer-reviewed research, we plan on producing the following :
  - a. a rubric to evaluate faculty service;
  - b. a rubric to evaluate faculty research.
- 3) Conduct a thorough self-study review of the MA in Spanish to order to understand how to further develop the existing curriculum.
- 4) Propose curriculum for a new major in French.
- 5) Propose curriculum for a new minor in Spanish translation / interpretation.
- 6) Obtain funding approval from CHSS for a new T-T ASL position in order to create a Deaf Studies minor.