



**Annual Action Plan: June 1, 2004–May 31, 2005**

**Unit:** Department of Modern Languages and Literature

**UTPA Mission:** The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master's and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

**Division:** Academic Affairs      **Unit Head:** Dr. Glenn Martínez

**Unit Mission:** The Department of Modern Languages and Literatures is dedicated to achieving excellence in research, teaching and public service related to the languages, literatures and cultures taught in the Department. Research, teaching, and service are interrelated pursuits with common goals. The Department strives to maintain effective undergraduate and graduate programs whose quality is enhanced by the constant intellectual and professional development of the Department's faculty, as well as by their strong commitment to service. Consistent with the Mission Statement of The University of Texas-Pan American, the Department of Modern Languages and Literatures "is committed to excellence in instruction, student performance, research, scholarly accomplishment and professional service and to expansion of international emphasis in all major areas of institutional endeavor".

The Department's primary purpose is to provide an exceptional teaching/learning experience, designed to meet the changing needs of our students through the creation of a student-centered, intellectually stimulating, multicultural learning environment that promotes lifelong learning.

**Unit Goal:** The Modern Languages and Literature Department will provide a variety of quality academic programs that cultivate active learning, critical thinking, and interdisciplinary perspectives.

**Link to UTPA Goal(s):**  
 1: Ensure undergraduate student access and success  
 2: Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Assessment of the majors (1)	2, 4	Implement program learning outcomes assessment in the	Establish learning outcomes for all department	The Chair's Office will verify that all the departments' programs	None

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		majors in the department by the end of AY 2004-05.	undergraduate and graduate programs.  Develop learning outcomes assessment plans for undergraduate and graduate majors.  Use the results of assessments to improve the curriculum.	have implemented the outcomes assessment process. Documentation of the results for the first cycle of the process will be sent to the Dean's office for all programs and affected courses which can be used to meet core requirements.	

**Unit Goal:**

Facilitate excellence in scholarship, research, and/or creative activities for the enhancement of knowledge that can be shared with the public through presentation, publication, or performance.

**Link to UTPA Goal(s):**

2: Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Improvement of faculty scholarly research and external research support (2)	5	Increase the level of faculty involvement in scholarly research during AY 2004-2005 by 10% over AY 2003-2004.	Support the professional development of the faculty as researchers.  Increase the number of faculty members submitting a three-year plan for scholarship.  Seek space, equipment and materials for research activities.  Recognize and reward faculty members for commitment to research	The Office of the Chair will determine the level of faculty involvement in scholarly research in AY 2004-2005 and compare the results to AY 2003-2004 data.	Funding for workshops, speakers, travel          Research space, equipment, materials

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			activities.		

**Unit Goal:**

The Modern Language and Literature Department will provide a variety of quality academic programs that cultivate active learning, critical thinking, and interdisciplinary perspectives.

Provide effective student recruitment, development, retention, and placement programs designed to promote and serve a diverse student population.

**Link to UTPA Goal(s):**  
1: Ensure undergraduate student access and success

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Approval and initiation of freshman success courses (3)	2	Participate in providing a Learning Framework course for entering freshmen in every major in the College of Arts and Humanities.	Participate in the development of a Learning Framework course for entering freshmen in every major.  Participate in seeking professional development activities for faculty and staff who teach the Learning Framework and Learning Community courses.  Monitor the effectiveness of the Learning Framework course in the department.	The Office of the Chair will verify that a Learning Framework course for entering freshmen has been provided for every major in the department. The number of entering freshmen enrolled in the sections of the Learning Framework course will be tallied and reported to the Office of the Dean.	None







