

# **Administrative and Educational Support Report\***

**Department of Modern Languages & Literature**

**Annual Action Plan  
Annual Assessment Report**

**June 2007 – May 2008**

**\*Student Learning Outcomes for this department are available at  
<http://oire.panam.edu/IE/CoAHLearningOutcomes.htm>**



**Annual Action Plan: June 1, 2007–May 31, 2008**

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

**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:** **Glenn Martinez**

**Unit Mission:** The Department of Modern Languages and Literatures exists to achieve 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 programs of undergraduate and graduate instruction whose quality is sustained by the constant intellectual and professional development of the faculty in the Department, 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 providing an environment of academic freedom in which faculty engage in teaching, research, and service. Students learn from faculty scholars who engage in research and creative activity to promote excellence in teaching, to develop and maintain scholarship, and to extend human knowledge.

**UTPA Goal:** **1: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.**

**Academic Affairs Objective:** 1.A. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and improving continuance of students in degree programs as measured by key outcome measures associated with students in continuance degree programs.

**College/AVP Objective:** 1.A.1. The College of Arts and Humanities (COAH) will establish a systematic methodology for collecting, reporting, and benchmarking.  
1.A.2. The College of Arts and Humanities (COAH) will improve continuance of students in degree programs in the College as

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measured by the outcome measures associated with continuance of students (graduation, retention, persistence, and success in gatekeeper courses).

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.A.1. The Department of Modern Languages and Literatures (MOLL) will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures (indicators) for students in degree programs in the Department.</p>	<p>100% completion of a plan to collect, report, and benchmark performance on key indicators of students in degree programs.</p>	<p>Obtain national, state and institutional data for graduation, retention and persistence rates of majors in Spanish and French.</p> <p>Identify a repository of all the data for each program in the department.</p> <p>Work with the Office of Institutional Research and Effectiveness and the Division of Academic Affairs Research Analyst to design methodology for collecting data not currently available.</p>	<p>The College will identify an Office or person who will compile all of the data for all departments in the College each year.</p> <p>A database of all data will be created.</p>	<p>Clerical assistance and data from the Provost's office.</p>
<p>1.A.2. MOLL will improve continuance of students in degree programs as measured by the outcome measures associated with continuance of students (graduation, retention, and persistence).</p>	<p>Increase of 1% in graduation rates for majors in each program as compared to benchmark year.</p> <p>Increase of 1% in retention rate for majors in each program as compared to the previous year.</p>	<p>Set yearly graduation, retention and persistence targets for each program.</p> <p>Compare data collected for each major with national, state and peer institutions data.</p>	<p>Collect data for the previous years and set benchmarks for AY 2007-2008.</p> <p>At the end of the academic year, collect data for AY 2007-2008.</p> <p>Analyze the data by comparing AY 2007-2008 to the benchmarks set.</p>	<p>Clerical assistance and data from the Provost's office.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	Increase of 1% in persistence rate for majors in each program as compared to the previous year.	Write a report summarizing the analysis, synthesis and evaluation of data.  Set targets for the next year.  Develop strategies for improvement in each measure.	Report the results of the analysis on the Annual Assessment Reports. Using the results of the data, initiate and plan for improvements for AY 2008-2009.	

UTPA Goal:

**1. Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.**

Academic Affairs Objective:

1.B. The Provost's Office will work with the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and improvement of the key outcome measures associated with enhancing student learning outcomes.

College/AVP Objective:

1.B.1. The College of Arts and Humanities (COAH) will develop a systematic methodology for the collection, reporting, and benchmarking outcome measures associated with enhancing student learning outcomes.

1.B.2. The College of Arts and Humanities (COAH) will improve student learning based on measures associated with enhanced student learning outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.B.1. MOLL will develop a systematic methodology for the	100% completion of a plan for systematically collecting, reporting, and	Appoint key faculty in each program to develop the plan.	The faculty committee in each program area will review national, state, and professional entity	Funding for new instructional technology.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes.	benchmarking performance on key indicators of student performance associated with student learning outcomes.	Identify key indicators or measures of student performance that are consistent with state and professional standards.	norms or averages on associated student learning outcome measures to use in benchmarking. The faculty committee will review performance of students in peer institutions and at institutions with similar student population.	Funding for new laboratory equipment.
1.B.2. MOLL will improve student learning based on measures associated with enhanced student learning outcomes.	All students will demonstrate increase in student learning as measured by assessment of student learning outcomes in each major.	<p>Analyze Student Learning Outcome Assessment Reports/ results every semester in each program.</p> <p>Set improvement targets for AY 2008-2009.</p> <p>Review, revise and improve the Student Learning Outcomes (SLO) Assessment Plans (procedures and methodology) for majors in each program using results of AY 2006-2007 to improve student success.</p> <p>Analyze and revise programs, curricula and/or assessment procedures, as appropriate, based on assessment results.</p>	<p>At the beginning of each Fall and Spring semester, the faculty in each program will review the results of the Student Learning Outcomes assessment for the previous semester and/or year.</p> <p>The faculty and department chair of each program will analyze the implications for the program of student learning outcomes.</p> <p>The program will make necessary changes to curriculum, instruction, and/or assessment processes to improve student learning.</p>	None

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**UTPA Goal:** 1. Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** 1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

**College/AVP Objective:** 1.C. The College of Arts and Humanities will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.C. MOLL will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p>Increase access to our education programs as compared to 2006-2007 using the key outcome measures:</p> <ul style="list-style-type: none"> <li>a. Undergraduate and graduate SCH enrollments</li> <li>b .Students involved in research/creative works activities</li> <li>c. Students involved in the Honors Program</li> </ul>	<p>Form departmental recruitment committee to increase awareness of college programs.</p> <p>Participate in new student/transfer orientations.</p> <p>Update recruitment materials.</p> <p>Expand opportunities for students engaged in creative/research activities.</p> <p>Develop new programs in areas of need.</p> <p>Request new faculty positions in areas of</p>	<p>Monitor key indicators for each of the programs and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Increase funding for department recruitment.</p> <p>Increase funding for students engaged in creative/research activities.</p> <p>Increase new faculty positions.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		need. Ensure baseline data is available for all key indicators.		

**UTPA Goal:**

**2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.**

**Academic Affairs Objective:**

2.A. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

**College/AVP Objective:**

2.A The COAH will support the Departments to establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.A MOLL will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of	Increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome outcome indicators: a. number of	Publicize scholarly productivity successes.  Publicize availability of internal and external sources of funding.  Facilitate full utilization of research assistants.	Monitor the key outcome indicators for each faculty member and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.	Increase funding for research assistants.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
its tenured/tenure track faculty as measured by these outcomes.	refereed/juried works in journals b. number of state, regional, national and international performances/presentations c. number of books. d. number of book chapters.	Revise merit policy to reflect and reward ongoing research on major scholarly projects.  Ensure that baseline data for benchmarking is available.		

**UTPA Goal:**

**2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.**

**Academic Affairs Objective:**

2.B. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures and will increase the acquisition of external funds as measured by the key outcome measures.

**College/AVP Objective:**

2.B. The COAH will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.B.MOLL will establish a systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of	Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:  a. number and amount of non-research projects	Publicize internal and external sources of funding  Encourage PIs to write	Monitor key indicators for each faculty member and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.	Seed money for revenue generating activities.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
external funds and will improve the acquisition of external funds as measured by these outcomes.	submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated	paid release time into their externally funded projects.		

**UTPA Goal:**

**3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.**

**Academic Affairs Objective:**

3.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and to increase credit and non-credit course offerings as measured in the key outcome measures.

**College/AVP Objective:**

3.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.A. MOLL will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for	Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year: a. fully online courses	Publicize financial incentives for faculty to develop fully online courses.  Coordinate faculty	Monitor key indicators for each activity and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding for financial incentives for faculty to develop fully online courses.  Seed money to initiate

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.	b. continuing education programs c. weekend classes	activities with the COAH Director of Online Course Development.  Advocate for flexible class scheduling including weekends.  Provide mentoring on conducting continuing education programs.		continuing education programs

**UTPA Goal:**

**3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.**

**Academic Affairs Objective:**

3.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the integration of University and community resources as measured in the key outcome measures.

**College/AVP Objective:**

3.B. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. MOLL will establish a systematic methodology for collecting, reporting and	Increase the overall number of activities that demonstrate participation in professional and community	Advocate for funding for a university coordinator for service learning activities.	Monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an	None needed.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p>	<p>activities by 5% as compared to the baseline year of 2006-2007:</p> <ul style="list-style-type: none"> <li>a. number of co-sponsored events - FESTIBA</li> <li>b. number of programs with service learning activities</li> <li>c. number of community-based activities</li> <li>d. number of external proposals to secure funding in collaboration with community groups</li> <li>e. number of memberships on advisory boards</li> <li>f. number of faculty engaged in discipline specific consulting</li> <li>g. number of faculty holding office in professional organizations</li> <li>h. number of faculty serving on committees in professional organizations</li> </ul>	<p>Publicize outstanding service and major appointments.</p> <p>Publicize department activities and events through the COAH Calendar and FESTIBA Brochure.</p> <p>Revise merit policy to reward community and professional activities.</p>	<p>overall increase in the key outcome measures</p>	

**UTPA Goal:**

**4. Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.**

**Academic Affairs Objective:**

4.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

**College/AVP Objective:**

4.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
4.A. MOLL will establish a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes	a. Strengthen and expand teacher development programs. b. Increase service-related summer camps c. Participate in 10 recruitment activities at the local high schools.	Engage in more visible promotion of the Spanish Literature AP Certificate Program.  Create more opportunities for teacher professional development in the summer.	Verify activities for each of the measurable outcomes for this objective and ensure that all criteria have been met.	Funding for promotion of professional development summer programs.

**UTPA Goal:**

**5. Infuse inter-American and global perspectives throughout the University community.**

**Academic Affairs Objective:**

5.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

**College/AVP Objective:**

5.A. The College of Arts and Humanities will assist Departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>5.A.MOLL will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p>	<p>Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <ul style="list-style-type: none"> <li>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</li> <li>b. number of students who study abroad for either credit or non-credit.</li> <li>c. number of faculty with international experiences through Fulbright or similar faculty experiences</li> <li>d. number of visiting international scholars</li> <li>e. number of international presentations</li> <li>f. number of courses/ special programs addressing cultural diversity issues in the curriculum</li> </ul>	<p>Strengthen active international partnerships (China, France, Mexico) and build new partnership in key regions (Brazil, Spain).</p> <p>Encourage faculty involvement in Fulbright opportunities.</p> <p>Explore new mechanisms to increase funding for international presentations.</p> <p>Address cultural diversity throughout the curriculum.</p>	<p>Monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding to allow faculty participation in international activities.</p>

**UTPA Goal:**

**6. Optimize institutional effectiveness and efficiency with high quality organization standards.**

**Academic Affairs Obj**

6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize course offerings through careful planning as measured in the key outcome measures.

**College/AVP Objective:**

6.A. The College of Arts and Humanities will assist Departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.A. MOLL will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.	The difference between scheduled seats and filled seats will be less than 20% for the majority of classes offered during AY 2007-2008.	Prepare a two-year schedule of course offerings by January 2008.  Systematically monitor course enrollments throughout the enrollment season.	Determine the difference between scheduled seats and filled seats during the fall and spring semester.	None needed.

**UTPA Goal:**

**6. Optimize institutional effectiveness and efficiency with high quality organization standards.**

**Academic Affairs Objective:**

6.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

**College/AVP Objective:**

6.B. The College of Arts and Humanities will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>6.B. MOLL will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruitment and retention of quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p>	<p>Increase the number of new to UTPA tenured/tenure track faculty who remain for 5 years.</p>	<p>Participate in the Provost’s Office New Faculty Support Program.</p> <p>Develop standard professional development meetings between faculty members and chair (2 times per year).</p>	<p>Review the the data for the measurable outcomes for this objective and determine if all criteria have been met.</p>	<p>None needed.</p>

# AES FY08 Assessment Results Report

## UTPA

### Dept - Modern Languages & Literature

**Unit Mission:** The Department of Modern Languages and Literatures exists to achieve 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 programs of undergraduate and graduate instruction whose quality is sustained by the constant intellectual and professional development of the faculty in the Department, 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 providing an environment of academic freedom in which faculty engage in teaching, research, and service. Students learn from faculty scholars who engage in research and creative activity to promote excellence in teaching, to develop and maintain scholarship, and to extend human knowledge.

**Unit Head:** Glenn Martinez

**College:** College of Arts and Humanities

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Modern Languages &amp; Literature - Degree Programs - Systematic Methodology - 1.A: The Department of Modern Languages and Literature will establish strategic and tactical plans to A.1. improve student retention and increase 4, 5, and 6-year graduation rates; A.2. increase acquisition of students from extant resources (e.g. transfer students from STC, Coastal Bend, etc., and stop-outs); increase the average semester credit hours for which students enroll; A.3. improve pass rates on Gatekeeper courses; increase student mean continuous enrollment rate w/o stopping out</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p>	<p><b>Assessment Method:</b> A database of all data will be created.</p> <p>Collect data for the previous years and set benchmarks for 2009-2010.</p> <p>Analyze the data by comparing AY 2008-2009 data to the benchmarks set.</p> <p>Report the results of the analysis on the Annual Assessment Reports.</p> <p>Using the results of the data, initiate and plan for improvements for AY 2009-2010</p> <p><b>Criterion for Success:</b> 100% completion of a plan to collect, report, and benchmark performance on key indicators of students in degree programs.</p> <p>Increase of 1% in graduation rates for majors in each program as compared to benchmark year.</p> <p>Increase of 1% in acquisition of students from extant resources and semester credit</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Obtain national, state and institutional data for graduation, retention and persistence rates of majors in MLL.</li> <li>2. Identify a repository of all the data for each program in the department.</li> <li>3. Work with the COAH to design methodology for collecting data not currently available.</li> <li>4. Set yearly graduation, retention and persistence targets for majors in each program.</li> <li>5. Analyze data by comparing to previous benchmarks.</li> <li>6. Compare institutional data collected for each major with national, state and peer institutions data.</li> <li>7. Write a report summarizing the analysis, synthesis and evaluation of data</li> </ol>	<p>hours for which they enroll.</p> <p>Increase of 1% in pass rates on Gatekeeper courses</p>		
<p>Dept - Modern Languages &amp; Literature - Degree Programs - Systematic Methodology (SLOs) - The Department of Modern Languages and Literature will establish a systematic methodology for collection, reporting, benchmarking and improving the key outcome measures associated with enhancing student learning outcomes. B.1. Review student learning outcome data focusing on areas of excellence and areas needing improvement, considering department goals and objectives. B.2. Based on analysis of student learning outcome data, develop strategies and tactical plans for use of results to affect improvements.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b></p> <p>At the beginning of each Fall and Spring semester, the faculty in each program will review the results of the Student Learning Outcomes for the previous semester and/or year.</p> <p>The faculty and department chair of each program will analyze the implications for the program of student learning outcomes.</p> <p>The program will make necessary changes to curriculum, instruction, and/or assessment processes to improve student learning.</p> <p><b>Criterion for Success:</b></p> <p>Students will demonstrate increase in student learning as measured by assessment of student learning outcomes in</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Analyze Student Learning Outcome Assessment Reports/results every semester in each program.</li> <li>2. Set improvement targets for 2009-2010.</li> <li>3. Review, revise, and improve the Student Learning Outcomes Assessment Plans for majors in each program in MLL using results of AY 2008-2009 to improve student success.</li> <li>4. Analyze and revise programs, curricula and/or assessment procedures as appropriate based on assessment results.</li> </ol>	<p>Eighty-five percent (85%) of the programs will attain pass rates on certification exams.</p>		
<p>Dept - Modern Languages &amp; Literature - Degree Programs - Continuance of Students - 1.C: The Department of Modern Languages and Literature will establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs. Indicators: C.1. Undergraduate and graduate enrollments; C.2. Paid and unpaid experiential educational experiences; C.3. Number of students involved in research/creative activities; C.4. Number of students involved in the Honors Program.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b> Monitor key indicators for each program and compare figures for 2008-2009 against the previous years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Increase access to our educational programs as compared to 2007-2008 by 3 to 5 % in</p> <p>Undergraduate, graduate and doctoral enrollment</p> <p>Increase the number of faculty engaged in University or wider teaching development activities by 10%</p> <p>Paid and unpaid experiential educational experiences</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Utilize department recruitment committee (Majors Fairs and other events) to increase awareness of programs.</li> <li>2. Promote faculty participation in orientations.</li> <li>3. Update recruitment materials.</li> <li>4. Expand opportunities and funding for students engaged in research/creative activities.</li> <li>5. Advocate for new faculty positions in areas of need.</li> <li>6. Ensure that baseline data is available for all key indicators</li> </ol>	<p>Increase in number of students involved in research/creative activities</p> <p>Increase in number of students involved in the Honors Program.</p>		
<p>Dept - Modern Languages &amp; Literature - Scholarly Productivity - Systematic Methodology - 2.A: The Department of Modern Languages and Literature will establish strategic and tactical plans for increasing: A.1. Standardized number of refereed/juried works in journals, separated by top tier (high impact) and non-top tier; A.2. Standardized number of state, multi-state, national, and international presentations by faculty and students; A.3. Standardized number of books by faculty and students; A.4. Standardized Number of book chapters by faculty and students; A.5. Percentage of TT/tenured faculty contributing works by rank.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b> Monitor key indicators and compare figures for 2008-2009 against the previous years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2007-2008 by 3 to 5% using the key outcome indicators of:</p>		

# AES FY08 Assessment Results Report

## UTPA

### Dept - Modern Languages & Literature

**Unit Mission:** The Department of Modern Languages and Literatures exists to achieve 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 programs of undergraduate and graduate instruction whose quality is sustained by the constant intellectual and professional development of the faculty in the Department, 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 providing an environment of academic freedom in which faculty engage in teaching, research, and service. Students learn from faculty scholars who engage in research and creative activity to promote excellence in teaching, to develop and maintain scholarship, and to extend human knowledge.

**Unit Head:** Glenn Martinez

**College:** College of Arts and Humanities

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Modern Languages &amp; Literature - Degree Programs - Systematic Methodology - 1.A: The Department of Modern Languages and Literature will establish strategic and tactical plans to A.1. improve student retention and increase 4, 5, and 6-year graduation rates; A.2. increase acquisition of students from extant resources (e.g. transfer students from STC, Coastal Bend, etc., and stop-outs); increase the average semester credit hours for which students enroll; A.3. improve pass rates on Gatekeeper courses; increase student mean continuous enrollment rate w/o stopping out</p> <p><b>Outcome Types:</b>                      Administrative - Fiscal Year 2008                      Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>                      06/01/2008</p> <p><b>End Date:</b>                      05/31/2009</p> <p><b>Outcome Status:</b>                      Active/Ongoing</p>	<p><b>Assessment Method:</b>                      A database of all data will be created.</p> <p>Collect data for the previous years and set benchmarks for 2009-2010.</p> <p>Analyze the data by comparing AY 2008-2009 data to the benchmarks set.</p> <p>Report the results of the analysis on the Annual Assessment Reports.</p> <p>Using the results of the data, initiate and plan for improvements for AY 2009-2010</p> <p><b>Criterion for Success:</b>                      100% completion of a plan to collect, report, and benchmark performance on key indicators of students in degree programs.</p> <p>Increase of 1% in graduation rates for majors in each program as compared to benchmark year.</p> <p>Increase of 1% in acquisition of students from extant resources and semester credit</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Obtain national, state and institutional data for graduation, retention and persistence rates of majors in MLL.</li> <li>2. Identify a repository of all the data for each program in the department.</li> <li>3. Work with the COAH to design methodology for collecting data not currently available.</li> <li>4. Set yearly graduation, retention and persistence targets for majors in each program.</li> <li>5. Analyze data by comparing to previous benchmarks.</li> <li>6. Compare institutional data collected for each major with national, state and peer institutions data.</li> <li>7. Write a report summarizing the analysis, synthesis and evaluation of data</li> </ol>	<p>hours for which they enroll.</p> <p>Increase of 1% in pass rates on Gatekeeper courses</p>		
<p>Dept - Modern Languages &amp; Literature - Degree Programs - Systematic Methodology (SLOs) - The Department of Modern Languages and Literature will establish a systematic methodology for collection, reporting, benchmarking and improving the key outcome measures associated with enhancing student learning outcomes. B.1. Review student learning outcome data focusing on areas of excellence and areas needing improvement, considering department goals and objectives. B.2. Based on analysis of student learning outcome data, develop strategies and tactical plans for use of results to affect improvements.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b></p> <p>At the beginning of each Fall and Spring semester, the faculty in each program will review the results of the Student Learning Outcomes for the previous semester and/or year.</p> <p>The faculty and department chair of each program will analyze the implications for the program of student learning outcomes.</p> <p>The program will make necessary changes to curriculum, instruction, and/or assessment processes to improve student learning.</p> <p><b>Criterion for Success:</b></p> <p>Students will demonstrate increase in student learning as measured by assessment of student learning outcomes in</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Analyze Student Learning Outcome Assessment Reports/results every semester in each program.</li> <li>2. Set improvement targets for 2009-2010.</li> <li>3. Review, revise, and improve the Student Learning Outcomes Assessment Plans for majors in each program in MLL using results of AY 2008-2009 to improve student success.</li> <li>4. Analyze and revise programs, curricula and/or assessment procedures as appropriate based on assessment results.</li> </ol>	<p>Eighty-five percent (85%) of the programs will attain pass rates on certification exams.</p>		
<p>Dept - Modern Languages &amp; Literature - Degree Programs - Continuance of Students - 1.C: The Department of Modern Languages and Literature will establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs. Indicators: C.1. Undergraduate and graduate enrollments; C.2. Paid and unpaid experiential educational experiences; C.3. Number of students involved in research/creative activities; C.4. Number of students involved in the Honors Program.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b> Monitor key indicators for each program and compare figures for 2008-2009 against the previous years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Increase access to our educational programs as compared to 2007-2008 by 3 to 5 % in</p> <p>Undergraduate, graduate and doctoral enrollment</p> <p>Increase the number of faculty engaged in University or wider teaching development activities by 10%</p> <p>Paid and unpaid experiential educational experiences</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Utilize department recruitment committee (Majors Fairs and other events) to increase awareness of programs.</li> <li>2. Promote faculty participation in orientations.</li> <li>3. Update recruitment materials.</li> <li>4. Expand opportunities and funding for students engaged in research/creative activities.</li> <li>5. Advocate for new faculty positions in areas of need.</li> <li>6. Ensure that baseline data is available for all key indicators</li> </ol>	<p>Increase in number of students involved in research/creative activities</p> <p>Increase in number of students involved in the Honors Program.</p>		
<p>Dept - Modern Languages &amp; Literature - Scholarly Productivity - Systematic Methodology - 2.A: The Department of Modern Languages and Literature will establish strategic and tactical plans for increasing:</p> <ol style="list-style-type: none"> <li>A.1. Standardized number of refereed/juried works in journals, separated by top tier (high impact) and non-top tier;</li> <li>A.2. Standardized number of state, multi-state, national, and international presentations by faculty and students;</li> <li>A.3. Standardized number of books by faculty and students;</li> <li>A.4. Standardized Number of book chapters by faculty and students;</li> <li>A.5. Percentage of TT/tenured faculty contributing works by rank.</li> </ol> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b> Monitor key indicators and compare figures for 2008-2009 against the previous years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2007-2008 by 3 to 5% using the key outcome indicators of:</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Publicize scholarly/creative productivity successes.</li> <li>2. Publicize availability of internal and external sources of funding.</li> <li>3. Advocate for release time for faculty who demonstrate high levels of scholarly/creative activity.</li> <li>4. Facilitate full utilization of research assistants.</li> <li>5. Ensure that base-line data for benchmarking is available.</li> </ol>			
<p>Dept - Modern Languages &amp; Literature - Acquisition of External Funds - Systematic Methodology - 2.B.MOLL will establish a systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Publicize internal and external sources</li> </ol>	<p><b>Assessment Method:</b> Monitor key indicators for each faculty member and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ol style="list-style-type: none"> <li>a. number and amount of non-research projects submitted for funding</li> <li>b. number and amount of funded research by faculty</li> <li>c. number of collaborative projects</li> <li>d. amount of revenue generated through entrepreneurial activities</li> <li>e. amount of indirect funding generated</li> </ol>	<p>09/02/2008 - Criteria met as demonstrated by the following indicators:</p> <ol style="list-style-type: none"> <li>a. 36% increase in external grant submissions as compared to baseline year 06</li> <li>b. 3 new faculty members submitted grant applications for the first time</li> <li>c. 3 grant applications included collaboration from other departments</li> <li>d. Funding from external grants exceeded \$500,000</li> <li>e. Indirect cost generation reached \$75,000 in 08</li> </ol> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>of funding</p> <p>2. Encourage PIs to write paid release time into their externally funded projects.</p>			
<p>Dept - Modern Languages &amp; Literature - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3.A. MOLL will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <p>1. Publicize financial incentives for faculty to develop fully online courses.</p> <p>2. Coordinate faculty activities with the COAH Director of Online Course Development.</p> <p>3. Advocate for flexible class scheduling including weekends.</p> <p>4. Provide mentoring on conducting continuing education programs.</p>	<p><b>Assessment Method:</b> Monitor key indicators for each activity and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p> <p>a. fully online courses b. continuing education programs c. weekend classes</p>	<p>09/02/2008 - Targets partially met as demonstrated by the following indicators:</p> <p>a. Offered 3 fully online courses for the first time in 08</p> <p>b. Collaborated with English Language Institute to offer Spanish for University Faculty and Staff</p> <p>c. Unsuccessfully scheduled a section of Spanish for Journalists on Saturday</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Offer Medical Spanish courses on Saturdays for <u>community professionals</u></p>
<p>Dept - Modern Languages &amp; Literature - Professional and Community Participation -</p>	<p><b>Assessment Method:</b> Monitor key indicators and compare figures</p>	<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Systematic Methodology - 3.B. MOLL will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b>  1. Advocate for funding for a university coordinator for service learning activities.  2. Publicize outstanding service and major appointments.  3. Publicize department activities and events through the COAH Calendar and FESTIBA Brochure.  4. Revise merit policy to reward community and professional activities.</p>	<p>for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b>  Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007:</p> <p>a. number of co-sponsored events - FESTIBA  b. number of programs with service learning activities  c. number of community-based activities  d. number of external proposals to secure funding in collaboration with community groups  e. number of memberships on advisory boards  f. number of faculty engaged in discipline specific consulting  g. number of faculty holding office in professional organizations  h. number of faculty serving on committees in professional organizations</p>	<p>a. MLL faculty participated/organized 18 events in FESTIBA  b. MLL developed service learning activities in beginning Spanish courses  c. MLL did not sponsor community-based activities in 08  d. No external grants with community organizations  e. MLL faculty members participated on 4 advisory boards  f. 3 MLL faculty members engaged in discipline-specific consulting  g. 2 MLL faculty members held office in professional organizations  h. 4 MLL faculty members served on committees in professional organizations</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Dept - Modern Languages &amp; Literature - Qualified Applicants - Systematic Methodology - 4.A. MOLL will establish a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured</p>	<p><b>Assessment Method:</b>  Verify activities for each of the Criterion for Success for this objective and ensure that all criteria have been met.</p> <p><b>Criterion for Success:</b>  a. Strengthen and expand teacher development programs.  b. Increase service-related summer camps  c. Participate in 10 recruitment activities at</p>	<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:  a. Strengthened teacher development programs through collaboration with College of Education, through more regular offering of Graduate Spanish AP literature courses, and through development of French AP preparation course at the graduate level  b. MLL did not increase service-related summer</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>by these outcomes</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Engage in more visible promotion of the Spanish Literature AP Certificate Program. 2. Create more opportunities for teacher professional development in the summer.</p>	<p>the local high schools.</p>	<p>camps</p> <p>c. MLL did not participate in recruitment activities at the local high schools</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Dept - Modern Languages &amp; Literature - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A.MOLL will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Strengthen active international partnerships (China, France, Mexico) and build new partnership in key regions</p>	<p><b>Assessment Method:</b> Monitor key indicators and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <p>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b. number of students who study abroad for either credit or non-credit. c. number of faculty with international experiences through Fulbright or similar faculty experiences d. number of visiting international scholars e. number of international presentations f. number of courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:</p> <p>a. Active partnerships yielding instructional, research and service benefits to the institution initiated with the Secretaria de Educacion of the State of Nuevo Leon and the Universidad Autonoma de Nuevo Leon. Partnerships continued and strengthened with Universite Michel de Montaigne Bordeaux 3. b. Number of students studying abroad increased by 5%. c. One MLL faculty member applied for Fulbright in 08 d. Two visiting international scholars invited during 08 e. Seven international presentations in 08 f. One special program addressing cultural diversity issues initiated (Medical Spanish)</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>(Brazil, Spain).</p> <p>2. Encourage faculty involvement in Fulbright opportunities.</p> <p>3. Explore new mechanisms to increase funding for international presentations.</p> <p>4. Address cultural diversity throughout the curriculum.</p>		<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:</p> <p>a. Active partnerships yielding instructional, research and service benefits to the institution initiated with the Secretaria de Educacion of the State of Nuevo Leon and the Universidad Autonoma de Nuevo Leon. Partnerships continued and strengthened with Universite Michel de Montaigne Bordeaux 3.</p> <p>b. Number of students studying abroad increased by 5%.</p> <p>c. One MLL faculty member applied for Fulbright in 08</p> <p>d. Two visiting international scholars invited during 08</p> <p>e. Seven international presentations in 08</p> <p>f. One special program addressing cultural diversity issues initiated (Medical Spanish)</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Dept - Modern Languages &amp; Literature - Recruiting Qualified Faculty - Systematic Methodology - 6.B. MOLL will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruitment and retention of quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p>	<p><b>Assessment Method:</b> Review the data for the Criterion for Success for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b> Increase the number of new to UTPA tenured/tenure track faculty who remain for 5 years.</p>		
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Participate in the Provost's Office New Faculty Support Program.</li> <li>2. Develop standard professional development meetings between faculty members and chair (2 times per year).</li> </ol>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Publicize scholarly/creative productivity successes.</li> <li>2. Publicize availability of internal and external sources of funding.</li> <li>3. Advocate for release time for faculty who demonstrate high levels of scholarly/creative activity.</li> <li>4. Facilitate full utilization of research assistants.</li> <li>5. Ensure that base-line data for benchmarking is available.</li> </ol>			
<p>Dept - Modern Languages &amp; Literature - Acquisition of External Funds - Systematic Methodology - 2.B.MOLL will establish a systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Publicize internal and external sources</li> </ol>	<p><b>Assessment Method:</b> Monitor key indicators for each faculty member and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ol style="list-style-type: none"> <li>a. number and amount of non-research projects submitted for funding</li> <li>b. number and amount of funded research by faculty</li> <li>c. number of collaborative projects</li> <li>d. amount of revenue generated through entrepreneurial activities</li> <li>e. amount of indirect funding generated</li> </ol>	<p>09/02/2008 - Criteria met as demonstrated by the following indicators:</p> <ol style="list-style-type: none"> <li>a. 36% increase in external grant submissions as compared to baseline year 06</li> <li>b. 3 new faculty members submitted grant applications for the first time</li> <li>c. 3 grant applications included collaboration from other departments</li> <li>d. Funding from external grants exceeded \$500,000</li> <li>e. Indirect cost generation reached \$75,000 in 08</li> </ol> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>of funding</p> <p>2. Encourage PIs to write paid release time into their externally funded projects.</p>			
<p>Dept - Modern Languages &amp; Literature - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3.A. MOLL will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>Publicize financial incentives for faculty to develop fully online courses.</li> <li>Coordinate faculty activities with the COAH Director of Online Course Development.</li> <li>Advocate for flexible class scheduling including weekends.</li> <li>Provide mentoring on conducting continuing education programs.</li> </ol>	<p><b>Assessment Method:</b> Monitor key indicators for each activity and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p> <ol style="list-style-type: none"> <li>fully online courses</li> <li>continuing education programs</li> <li>weekend classes</li> </ol>	<p>09/02/2008 - Targets partially met as demonstrated by the following indicators:</p> <ol style="list-style-type: none"> <li>Offered 3 fully online courses for the first time in 08</li> <li>Collaborated with English Language Institute to offer Spanish for University Faculty and Staff</li> <li>Unsuccessfully scheduled a section of Spanish for Journalists on Saturday</li> </ol> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Offer Medical Spanish courses on Saturdays for <u>community professionals</u></p>
<p>Dept - Modern Languages &amp; Literature - Professional and Community Participation -</p>	<p><b>Assessment Method:</b> Monitor key indicators and compare figures</p>	<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Systematic Methodology - 3.B. MOLL will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2008</p> <p><b>End Date:</b>  05/31/2009</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  1. Advocate for funding for a university coordinator for service learning activities.  2. Publicize outstanding service and major appointments.  3. Publicize department activities and events through the COAH Calendar and FESTIBA Brochure.  4. Revise merit policy to reward community and professional activities.</p>	<p>for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b>  Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007:</p> <p>a. number of co-sponsored events - FESTIBA  b. number of programs with service learning activities  c. number of community-based activities  d. number of external proposals to secure funding in collaboration with community groups  e. number of memberships on advisory boards  f. number of faculty engaged in discipline specific consulting  g. number of faculty holding office in professional organizations  h. number of faculty serving on committees in professional organizations</p>	<p>a. MLL faculty participated/organized 18 events in FESTIBA  b. MLL developed service learning activities in beginning Spanish courses  c. MLL did not sponsor community-based activities in 08  d. No external grants with community organizations  e. MLL faculty members participated on 4 advisory boards  f. 3 MLL faculty members engaged in discipline-specific consulting  g. 2 MLL faculty members held office in professional organizations  h. 4 MLL faculty members served on committees in professional organizations</p> <p><b>Result Type:</b>  Inconclusive</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	
<p>Dept - Modern Languages &amp; Literature - Qualified Applicants - Systematic Methodology - 4.A. MOLL will establish a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured</p>	<p><b>Assessment Method:</b>  Verify activities for each of the Criterion for Success for this objective and ensure that all criteria have been met.</p> <p><b>Criterion for Success:</b>  a. Strengthen and expand teacher development programs.  b. Increase service-related summer camps  c. Participate in 10 recruitment activities at</p>	<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:  a. Strengthened teacher development programs through collaboration with College of Education, through more regular offering of Graduate Spanish AP literature courses, and through development of French AP preparation course at the graduate level  b. MLL did not increase service-related summer</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>by these outcomes</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Engage in more visible promotion of the Spanish Literature AP Certificate Program. 2. Create more opportunities for teacher professional development in the summer.</p>	<p>the local high schools.</p>	<p>camps</p> <p>c. MLL did not participate in recruitment activities at the local high schools</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Dept - Modern Languages &amp; Literature - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A.MOLL will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Strengthen active international partnerships (China, France, Mexico) and build new partnership in key regions</p>	<p><b>Assessment Method:</b> Monitor key indicators and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <p>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b. number of students who study abroad for either credit or non-credit. c. number of faculty with international experiences through Fulbright or similar faculty experiences d. number of visiting international scholars e. number of international presentations f. number of courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:</p> <p>a. Active partnerships yielding instructional, research and service benefits to the institution initiated with the Secretaria de Educacion of the State of Nuevo Leon and the Universidad Autonoma de Nuevo Leon. Partnerships continued and strengthened with Universite Michel de Montaigne Bordeaux 3. b. Number of students studying abroad increased by 5%. c. One MLL faculty member applied for Fulbright in 08 d. Two visiting international scholars invited during 08 e. Seven international presentations in 08 f. One special program addressing cultural diversity issues initiated (Medical Spanish)</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>(Brazil, Spain).</p> <p>2. Encourage faculty involvement in Fulbright opportunities.</p> <p>3. Explore new mechanisms to increase funding for international presentations.</p> <p>4. Address cultural diversity throughout the curriculum.</p>		<p>09/02/2008 - Criteria partially met as demonstrated by the following indicators:</p> <p>a. Active partnerships yielding instructional, research and service benefits to the institution initiated with the Secretaria de Educacion of the State of Nuevo Leon and the Universidad Autonoma de Nuevo Leon. Partnerships continued and strengthened with Universite Michel de Montaigne Bordeaux 3.</p> <p>b. Number of students studying abroad increased by 5%.</p> <p>c. One MLL faculty member applied for Fulbright in 08</p> <p>d. Two visiting international scholars invited during 08</p> <p>e. Seven international presentations in 08</p> <p>f. One special program addressing cultural diversity issues initiated (Medical Spanish)</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Dept - Modern Languages &amp; Literature - Recruiting Qualified Faculty - Systematic Methodology - 6.B. MOLL will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruitment and retention of quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p>	<p><b>Assessment Method:</b> Review the data for the Criterion for Success for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b> Increase the number of new to UTPA tenured/tenure track faculty who remain for 5 years.</p>		
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2008</p> <p><b>End Date:</b> 05/31/2009</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Participate in the Provost's Office New Faculty Support Program.</li> <li>2. Develop standard professional development meetings between faculty members and chair (2 times per year).</li> </ol>			