

STRATEGIC PLAN 2020
DEPARTMENT OF FOREIGN LANGUAGES AND LITERATURES
COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

MISSION

The Department of Foreign Languages and Literatures provides training in the study of foreign languages and world cultures; seeks to expand learning and discovery in a global context; to prepare students to live in a multi-cultural society both nationally and internationally; to foster an understanding of diverse traditions and societies; to promote interdisciplinary study and research.

Vision

The Department of Foreign Languages and Literatures will contribute to the scholarly understanding of different cultures and prepare students to continue to learn and to appreciate diverse cultures, and to live in a multi-cultural world.

Values

- to foster innovative and interdisciplinary scholarship and teaching
- to engage in faculty-student intellectual dialogue and inquiry
- to support intellectual and pedagogical diversity
- to encourage faculty and student participation in the community and profession locally, nationally, and internationally
- to support international initiatives in others departments and colleges

Goals

- **Discovery:** Expand understanding of diverse cultures and languages through innovative inquiry and interdisciplinary research which speak to contemporary and enduring issues as they are addressed in diverse languages and cultures.
- **Learning:** Create a faculty-led and student-centered learning environment which fosters challenging inquiry of contemporary and enduring issues within a global context.
- **Diversity:** Strengthen the intellectual environment by broadening the cultural diversity on campus and in a global context.
- **Engagement:** Promote engagement of faculty and students with diverse cultures, locally, nationally, or internationally.

GOALS WITH PERFORMANCE INDICATORS

I. Discovery: Expand understanding of diverse cultures and languages through innovative inquiry and interdisciplinary research which speak to contemporary and enduring issues as they are addressed in diverse languages and cultures.

A. Maintain or increase scholarly research

- *Number of journal articles (average 2 per faculty member per year)*
- *Book chapters in scholarly books (comparable to articles)*
- *Scholarly books (comparable to 5 articles)*
- *Conference papers (average one paper per faculty member per year)*
- *Awards or other recognition (one nomination per year)*

Strategy: rewards for productive faculty; mentoring junior faculty

B. Continue conference, guest lectures, and internal lectures

- *Continue Louisiana Conference on Hispanic Languages and Literatures (every two years)*
- *Visiting scholars (at least one per year)*
- *Departmental and interdepartmental lectures/colloquies (at least 4 per year)*

Strategy: External funding and internal funding for conference; faculty commitment to research lectures/colloquies; develop lecture series with faculty from other departments.

C. Maintain or expand internal and external funding

- *Number of research grant proposals (at least 2 proposals per year)*
- *Success of proposals (one or more projects per year)*

Strategy: reward successful faculty

II. Learning: Create a faculty-led and student-centered learning environment which fosters challenging inquiry of contemporary and enduring issues within a global context.

A. Improve graduate education

- *GRE scores (average of 1000+) GPAs (3.2+) of incoming students by 2014*
- *Size of program (increase enrollment from 12 to 15) by 2015*
- *Completion of program (6 graduate students per year on a 4 year average).*
- *Research productivity of graduate students (50% have a conference presentation or publication during their matriculation).*
- *Proposal for Ph.D. in Hispanic Studies in 2016.*

Strategy: negotiation with Dean; increase graduate student stipend; recruit locally and regionally; mentor graduate students.

B. Improve undergraduate education

- *Increase number of students majoring in Spanish (from 80+ to 120+ (2016)*
- *Develop and propose a Classical Studies Concentration in Liberal Arts (2011)*
- *Develop teacher certification programs in German and Latin (2016)*
- *Increase faculty participation in interdisciplinary programs (4 per year)*
- *Improve recruitment and admission of students interested in foreign languages and cultures (increased number of majors and minors)*
- *Increase number of service learning courses (3 per year)*

Strategies: advising for undergraduate majors; support university recruitment and admissions efforts; develop internet sites, including Facebook; reward faculty for participation in service learning courses and study abroad programs.

C. Fundraising to support program enhancement and student scholarships.

- *Increase funds available in Foundation accounts*

Strategies: develop a data base of alumni; develop online newsletter; establish online donations for Foundation accounts.

III. **Diversity:** Strengthen the intellectual environment by broadening the cultural diversity on campus and in a global context.

A. International study

- *Increase number of students who participate in international programs and internships available through Academic Programs Abroad (20% increase in next four years)*
- *Create study abroad opportunities for graduate students (2 developed in three years)*

Strategies: recruit students studying foreign languages and those in curricula with an international component; advising graduate and undergraduate students; work with Academic Programs Abroad.

B. Minority representation in programs

- *Increase minority representation in major and minors (20% of majors and 35% of minors by 2016)*

Strategies: recruit students studying foreign languages and those in curricula with an international component; work with University recruiting programs and College advisors.

IV. **Engagement:** Promote engagement of faculty and students with diverse cultures, locally, nationally, or internationally.

A. Provide support and service to communities and organizations on campus and in the region.

- *Increase number public lectures or film series (3 per year)*
- *Maintain or increase participation in local and regional professional organizations (3 organizations)*
- *Increase participation with local and regional cultural organization (3 organizations)*

Strategies: Publicize these events on departmental website; inform local and regional cultural organizations; support public lectures and film series.

B. Provide assistance members of the community locally and regionally

- *Continue to provide translation services*

Strategies: recognize faculty service to the community; encourage faculty to be listed on the department's list of translators.