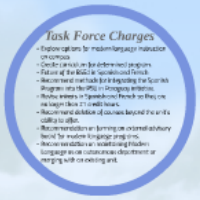
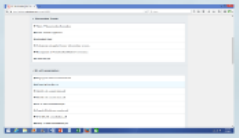
Decision Aftermath

The Issue (Briefly)

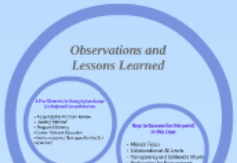
Modern Languages Visioning Task Force

- Task force made NO recommendation on merging department.
- Possible merger with English.
- External facilitator.
- Dean met with each department faculty.
- Dean made decision to merge departments.
  - Reallocation of Chair's salary line for two faculty hires.
- Merger effective Spring 2015 Semester.

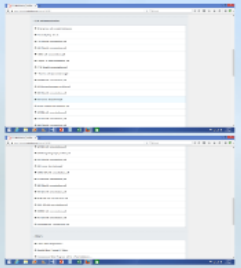


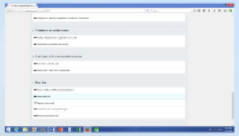


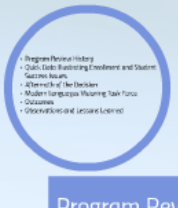
- Proposal for comprehensive Bachelor of Arts in Modern Language
  - Options in "Language and Culture" and "Secondary Education"
  - Eliminate BSEd degrees
  - Each option with track in Spanish and French.
- Minimize prerequisites and "decouple" co-requisites.
- Revise 5-credit courses to 3-credit courses.
  - Basic sequence 9 credits (3 courses @ 3 credits each) rather than 10 credits (two 5-hour courses).
- Create elective courses in "translation," "tourism," and "professions."
- Revise minors in Spanish and French from 32 to 21 credits.



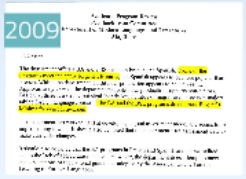
Outcomes

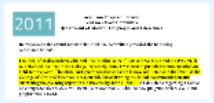


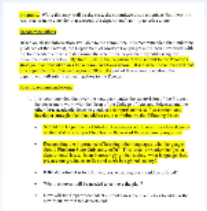


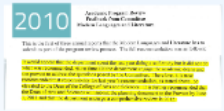


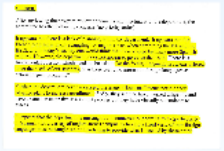
Program Review History











Positive Outcome from a Negative Program Review: Modern Languages at Pittsburg State

Karl R. Kunkel
Dean, College of Arts and Sciences
Pittsburg State University

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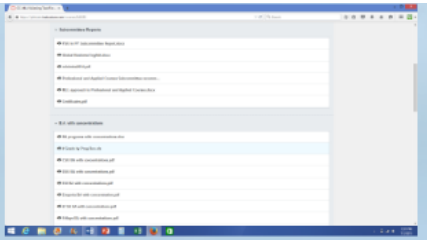

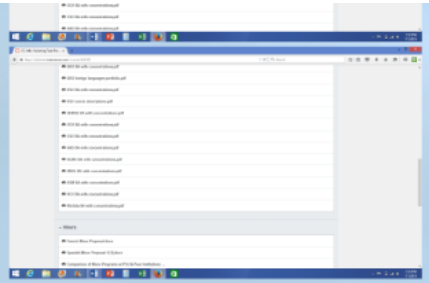

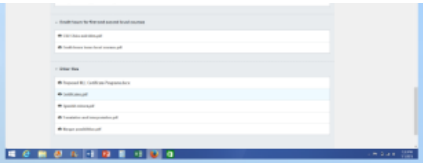

Positive Outcome from a Negative Program Review: Modern Languages at Pittsburg State

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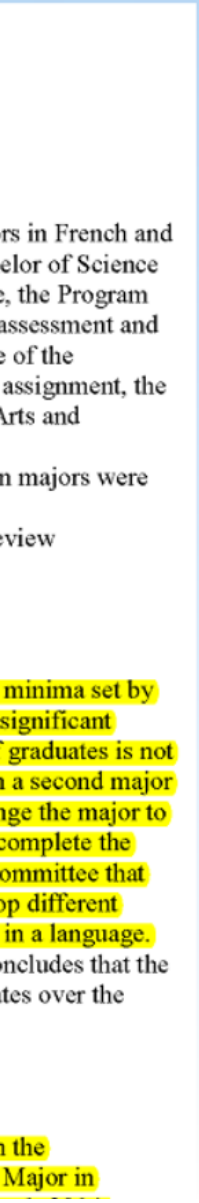

- Program Review History
- Quick Data Illustrating Enrollment and Student Success Issues
- Aftermath of the Decision
- Modern Languages Visioning Task Force
- Outcomes
- Observations and Lessons Learned

Program Review History

2009

Academic Program Review
Feedback from Committee
Department of Modern Languages and Literatures
May 2009

Overview

The department offers a BA and a BSE in both French and Spanish. None of the programs meet the entire Regent's Minima, but Spanish appears to be more popular than French. Within the department, credit hour production appears to be increasing. Approximately 93% of the department's credit hour production supports non-majors. Basically, there is a steady but significantly low number of majors and more non-majors taking foreign language courses. The BA and the BSE programs do not meet Regent's Minima for degrees awarded

The department has worked hard at developing a good assessment model and seems to be implementing it well. It should also be noted that the department uses assessment data to make curricular changes.

It should also be noted that the BA programs in French and Spanish are not accredited due to the lack of accreditation bodies. However, the department does attempt to meet the expectations of the national guidelines adopted by the American Council on the Teaching of Foreign Languages.

Concerns

After reviewing the program review documents and meeting with the department, the committee has the following concerns (no priority order).

It appears that there is a lack of planning within the department. It appears that the French program is really struggling for majors (even when combining the BA and the BSE), and in today's society one would think that there should be many more Spanish majors. However, the department does not appear to perceive the issue. There is a fundamental question which needs to be asked: Do the foreign language programs offered meet the needs of our students, or is there really no interest in foreign languages as official degree programs?

Further, the department never addressed the issue of low enrollments nor did they advance plans to increase enrollment. Sadly, they seem to have worked diligently and have created an extensive assessment process but they have virtually no students to assess.

It appears that the department is missing out on numerous supporting roles (particularly in Spanish) for a variety of majors across campus by having a fixed view of how foreign languages must be taught rather than trying to provide what is needed by these other

programs. While this may well be the case, the committee also recognizes that there is a resource issue to consider that exceeds the department's ability to solve alone.

Recommendations

Based on all the information available to the committee, it is recommended that under the guidance of the Provost, the Department of Modern Languages and Literatures work with the four academic deans to determine the role of the department by addressing the recommendations below. By June 1, 2010, the department will submit to the Provost a strategic plan that addresses the recommendations below. It is further recommended that this department be reviewed again in 2012. As part of this recommendation, the department will submit annual updates to the Provost.

Specific recommendations:

1. It is recommended that over the next year, under the supervision of the Provost, the department work with the Dean of the College of Arts and Sciences and the other three academic deans to conduct a comprehensive self-assessment and develop a strategic plan that addresses, at a minimum, the following issues.

    - Should the Department of Modern Languages and Literatures offer degrees or should it be a support function to the rest of the academic programs?
    - Recognizing the importance of learning other languages, what languages should Pittsburg State University offer? This issue is broader than just a departmental issue. In an increasingly global society, what languages best prepare our graduates to live and work in a global society?
    - If the department is to offer degrees, what degrees should be offered?
    - What resources will be needed to achieve the plan?
    - How will the Department adapt current assessment activities to address the new focus within the department?

2010

Academic Program Review
Feedback from Committee
Modern Languages and Literature

This is the first of three annual reports that the Modern Languages and Literature has to submit as part of the program review process. The full recommendation was as follows:

It would appear that the department spent the last year doing a self-study but it did not do what was recommended. At no time did the department engage the academic deans and the provost to address the questions posed by the Committee. Therefore, it is now recommended that responsibility for last year's recommendation, as stated above, be elevated to the Dean of the College of Arts and Sciences. It is further recommended that the Dean of Arts and Sciences will submit the planning document to the Provost by June 1, 2011 and that the department undergo a comprehensive review in 2012.

2011

Academic Program Review
Feedback from Committee
Department of Modern Languages and Literatures

In response to the annual report submitted, the committee provided the following recommendation:

Last fall, after discussions with both the Interim Dean of Arts and Sciences and the Provost, it was decided that due to the College leadership issue it was best to put this recommendation on hold for one year. Therefore, last year's recommendation is now reinstated and the Dean of the College of Arts and Sciences is responsible for addressing the initial recommendation and submitting the planning report to the Provost by June 1, 2012. All decisions regarding a follow-up comprehensive review will be made in accordance with the new program review cycle and programmatic needs.

Academic Program Review
Bachelor of Arts, Major in French
2013

Overview

The Department of Modern Languages offers undergraduate majors in French and Spanish through two degree programs; the Bachelor of Arts and the Bachelor of Science in Education. All of these majors were reviewed in 2009, and at that time, the Program Review Committee recommended development of a comprehensive self-assessment and strategic plan that addressed a list of significant issues affecting the future of the department and its programs. After the department failed to complete the assignment, the responsibility for the process was directed to the Dean of the College of Arts and Sciences. Due to successive personnel changes in the dean's position, the recommendations were put on hold. The Bachelor of Science in Education majors were reviewed in 2011-2012 along with all other NCATE accredited degrees. The two Bachelor of Arts majors were again reviewed by the Program Review Committee in 2012 – 2013.

Concerns

Over the past two review periods, the number of French majors in the B.A. program has remained below the minima set by the Board of Regents. As a result, the number of graduates receiving the degree is also below the established minima. Although the Committee applauds the efforts of the sole faculty member currently teaching French, there is no evidence that increased resources would result in the significant increases in French majors needed to reach and maintain a viable program relative to the established Board of Regents standards. After careful consideration of the department's written report, as well as the verbal testimony provided by the chair and faculty, the Program Review Committee concludes that the department is unwilling to enact significant changes based on the recommendations of the previous Program Review Committee, the external reviewer, or the current Program Review Committee.

Recommendations

The Program Review Committee recommends that all degree programs in the Department of Modern Languages, including the Bachelor of Arts with a Major in French, be moved to a phased out status in the program inventory by June 1, 2014. Furthermore, the Committee recommends re-assigning the faculty to another department or configuration. At that time, the faculty and courses will be categorized as service only. The Committee strongly encourages the Modern Languages faculty to re-consider alternative curriculum and course delivery formats and to develop a Bachelor of Arts with a Major in Modern Languages with emphases in those languages that can be adequately supported by available resources and which meet the educational demands of our student body.

Academic Program Review
Bachelor of Arts, Major in Spanish
2013

Overview

The Department of Modern Languages offers undergraduate majors in French and Spanish through two degree programs; the Bachelor of Arts and the Bachelor of Science in Education. All of these majors were reviewed in 2009, and at that time, the Program Review Committee recommended development of a comprehensive self-assessment and strategic plan that addressed a list of significant issues affecting the future of the department and its programs. After the department failed to complete the assignment, the responsibility for the process was directed to the Dean of the College of Arts and Sciences. Due to successive personnel changes in the dean's position, the recommendations were put on hold. The Bachelor of Science in Education majors were reviewed in 2011-2012 along with all other NCATE accredited degrees.
The two Bachelor of Arts majors were again reviewed by the Program Review Committee in 2012 – 2013.

Concerns

The current number of students pursuing the B.A. in Spanish exceeds the minima set by the Board of Regents. However, the Program Review Committee notes a significant concern with the pattern of retention and graduation rates. The number of graduates is not consistent with the number of majors. Many of the students admitted with a second major in Spanish do not complete the degree. It appears that students either change the major to a minor or choose not remain in school for the additional time needed to complete the second major in Spanish. Under the current leadership, it is clear to the Committee that the department is unwilling to enact revisions to the program, or to develop different scheduling models, that might assist students to complete a second major in a language. Without significant curricular reform, the Program Review Committee concludes that the B.A. in Spanish program will not be able to maintain viable graduation rates over the long term.

Recommendations

The Program Review Committee recommends that all degree programs in the Department of Modern Languages, including the Bachelor of Arts with a Major in Spanish, be moved to a phased out status in the program inventory by June 1, 2014. Furthermore, the Committee recommends re-assigning the faculty to another department or configuration. At that time, the faculty and courses will be categorized as service only. The Committee strongly encourages the Modern Languages faculty to re-consider alternative curriculum and course delivery formats and to develop a Bachelor of Arts with a Major in Modern Languages with emphases in those languages that can be

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The Issue (Briefly)

French Majors and Graduates

Degree Code		2007	2008	2009	2010	2011	2012	2013
BA	Majors	4	4	5	4	3	6	1
	Graduates	1	0	0	1	0	0	1

Majors = Upper-Division Students (Juniors and Seniors) reported in *Fall Submission to Kansas Board of Regents*. Includes double-majors.

Graduates = Degrees conferred during the Academic Year (August – May) as reported in Academic Year Submission to the Kansas Board of Regents. For example, AY2013 are degrees granted between August 2012 and May 2013.

Spanish Majors and Graduates

Degree Code		2007	2008	2009	2010	2011	2012	2013
BA	Majors	18	28	27	21	26	32	36
	Graduates	4	4	1	5	3	5	4

Majors = Upper-Division Students (Juniors and Seniors) reported in *Fall Submission to Kansas Board of Regents*. Includes double-majors.

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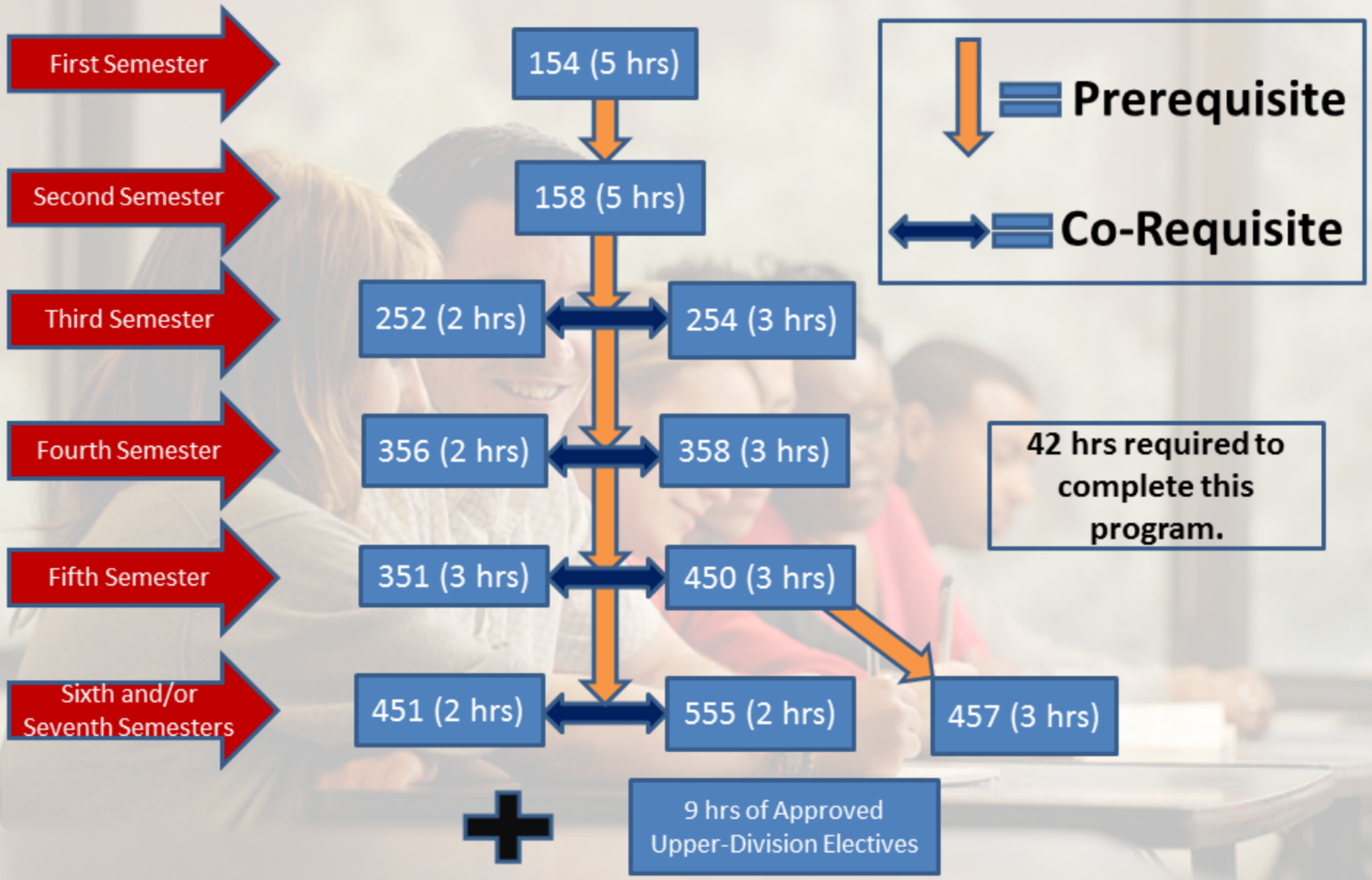
BA in Spanish Major Requirements



UPDATING CAMPUS
A CLASS APART
SUMMER-BUMMER?
FURLOUGH THREAT BROUGHT STRESS TO ALL ON CAMPUS
CAMPS AT PSU GIVE KNOWLEDGE

Kunkel says.

A letter from Judy Berry-Bravo, chair of modern languages and literature, to each Spanish and French major in her department lays it out.

"We are saddened by this decision, but we are being told that it is final," she said in the letter.

Berry-Bravo could not be reached because of a family emergency that will keep her away for at least a week, says Kathy Dyer, administrative specialist for the department.

A student sulks after hearing the news about majoring in a foreign language.

Significant student concern

Sen. Lynzee Flores of Student Government Association (SGA), a sophomore in Spanish and communication, says she's nervous about

Decision Aftermath

French Majors and Graduates

Degree Code		2007	2008	2009	2010	2011	2012	2013
BA	Majors	4	4	5	4	3	6	1

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HIGHLIGHTS
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PITTSPORTS
PITTOPINION
POLITICS
PITT STATE BRIEFS
PITTCULTURE
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PSU SPENDS SUMMER UPDATING CAMPUS
A CLASS APART
SUMMER-BUMMER?
FURLOUGH THREAT BROUGHT STRESS TO ALL ON CAMPUS
CAMPS AT PSU GIVE KNOWLEDGE

Adios

Posted by Collegio on Tuesday, October 1, 2013 · Leave a Comment

Spanish, French majors removed from curriculum

Marcus Clem | editor in chief

Pittsburg State's current slate of students who declared a major in Spanish or French may well be the last.

Major-program gone

Effective immediately, no student of Pittsburg State may declare a Spanish or French major. Both programs will be gradually deleted as majors.

Those already enrolled, says Karl Kunkel, dean of arts and sciences, will be allowed to complete their major.

A student sulks after hearing the news about majoring in a foreign language.

"We are also committed to allowing students who are already engaged in the program to finish," he said. "We can't pull the rug out from under them. We don't do that sort of thing."

The Spanish and French minor programs are unaffected by this decision, Kunkel says.

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7/1/2015

July 2, 2015

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HIGHLIGHTS
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FURLOUGH THREAT BROUGHT STRESS TO ALL ON CAMPUS
CAMPS AT PSU GIVE KNOWLEDGE

Letters to the editor

Posted by Collegio on Tuesday, October 1, 2013 · Leave a Comment

Spanish deletion will 'affect generations'

The decision to delete the major in Spanish and the major in French is disappointing, to say the least.

Unfortunately, this program-deletion lives up to certain stereotypes of midwesterners: ignorance of other cultures and intolerance for our postsecondary liberal-arts tradition.

Most importantly, beyond the global issues, the lack of majors in languages and literature will undoubtedly affect generations of learners at Pittsburg State University and members of the Pittsburg community for years to come.

Although I understand that our initial reactions may include anger, hurt, or rejection, I urge all of us to avoid these feelings (despite how hard it might be) as they will cloud our judgment and make us bitter.

Bitterness will only lead to negativity and our negative feelings will take away the essence of our very lives.

I can promise all of you that the determination to terminate the majors does not diminish my conviction to provide the best possible language instruction that I can.

Nor does it weaken the passion that I have for my field or my profession.

In fact, I can say without any doubt that any attack on my field or my profession pushes me to defend it and work harder than ever before.

As my students know, in our courses we strive to develop creative thinking skills. Creativity automatically implies that we look at every issue from different perspectives and multiple angles.

In other words, we can arrive at various conclusions from one question.

Therefore, I will be the first to admit that deleting the majors in French and Spanish is a complex matter.

I also acknowledge that I do not have all the answers.

That being said, if there are any students who would like to talk to me personally or use me as a sounding board, they should feel free to do so.

While it may seem like my office door is not always open (even if I am inside), my ears certainly are.

Grant Moss is an assistant professor of Spanish.

7:56 PM
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'It set us back as a university

Students,

As many of you know and have heard, Spanish and French major programs have been terminated within the Department of Modern Languages and Literatures. Obviously, this decision is one that does not seeem to quite connect all the dots. Spanish and French majors allow for students to compete and operate in the 21st century business world, and their termination set us all back as a university.

Myself, and the vice president know very little about this termination. We have heard only what concerned students have expressed to us. I have reached out to the head of that department and as of right now I have not received a reply. Be confident that I will look to gain more information and the answers to many of your questions that you have expressed.

That is why at tomorrow's Student Government meeting, I will be announcing a special committee comprising of students and senators who will be charged with the tasks of answering the many questions we have heard. Many people have spent years in these programs, and to take it away without a chance to prepare is unfair.

Be rest assured that Student Govenrment is going to do the best it can to compile as many answers as possible and formulate a realistic plan as soon as possible.

Taylor Gravett is SGA president.

Filed under Opinion · Tagged with language majors, Spanish Deletion

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Website

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We value language studies

The Kansas Board of Regents, the governing body overseeing public universities in the state, requires internal reviews of all degree programs at least every seven years.

This process is designed to determine programs remain viable with sufficient interest and student success outcomes providing appropriate credentials, skills, and perspectives for leading fulfilling lives.

During the 2009 program review of the B.A. in Spanish and B.A. in French, the number of majors and/or graduates of these programs was determined to be lower than expected.

The department of Modern Languages and Literatures was asked to create a comprehensive plan addressing these issues better enhancing the success of our students.

Unfortunately, the department's efforts and initiatives did not yield the necessary results leading to the 2013 program review decision to discontinue offering these majors.

I want to make it very clear that administrators at Pittsburg State remain committed to continuing modern language instruction on our campus.

The ability to speak, understand, and communicate through another language is essential to the internationalization emphasis at Pittsburg State and the mission of "creating global citizens" in the College of Arts and Sciences.

These are essential opportunities we must continue to make available for our students.

Despite the program review decision to discontinue these two majors, Pittsburg State still offers general education courses in Spanish and French, and the minors in these areas remain.

In addition, students currently enrolled in the B.A. programs in Spanish and French are provided the opportunity to complete these degree programs with classes being offered through the spring of 2017.

Further, and most important, I am forming a steering committee of faculty from the Department of Modern Languages and Literatures, along with faculty stakeholders from other disciplines across campus where students can benefit from modern language instruction, to decide the future of language degree programs on our campus.

The program review process, dating back to 2009, determined the current form of language credentials was not producing the level of student success we expect at Pittsburg State.

Simply put, we will search for and determine a method of modern language opportunity most beneficial for our students' needs leading to successful program completion and making language instruction at Pittsburg State stronger than ever.

There are several models among our peer institutions for us to consider. I personally look forward to working with the steering committee on this vital task. Our students deserve nothing less.

Karl R. Kunkel, Ph.D., is the dean of arts and sciences.

Bilingualism has benefits

After receiving notice that PSU will no longer offer majors in Spanish or French, I began to research the benefits of second language acquisition.

According to research at www.nea.org, the National Education Association, learning a new language can improve cognitive abilities, provides greater understanding and empathy toward other cultures, academic scores are improved in all subjects, and creativity is

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College of Arts and Sciences

Welcome to the College of Arts and Sciences

Dean's Office Staff

Arts and Sciences Departments & Programs

Arts and Sciences Interdisciplinary Programs

Information for Faculty

Universitas-The College of Arts and Sciences Newsletter

Dean's Office Blog

Arts and Sciences Unit Plan

Click here to view the recent A&S Faculty meeting regarding the program review decision on the B.A. in Spanish and B.A. in French.

Faculty Information and Forms

Arts and Sciences Leadership Team Meeting Minutes-

FY14-

July 17, 2013

August 21, 2013

August 28, 2013

September 18, 2013

Universitas-The College of Arts and Sciences Newsletter	July 17, 2013
Dean's Office Blog	August 21, 2013
Arts and Sciences Unit Plan	August 28, 2013
	September 18, 2013

Modern Languages Visioning Task Force

Task Force Members

- English Department Chair (Task Force Leader)
- Director of International Programs and Services
- Director of PSU in Paraguay Program
- All 5 faculty members in Department of Modern Languages and Literatures
- Representative from School of Nursing

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- Director of PSU in Paraguay Program
- All 5 faculty members in Department of Modern Languages and Literatures
- Representative from School of Nursing
- Representative from College of Business (International Business)
- Representative from College of Education (English for Speakers of Other Languages)
- Representative from School of Construction (Spanish for Construction)
- Arts and Sciences Faculty Member Outside Modern Languages Department.

Task Force Charges

- Explore options for modern language instruction on campus.
- Create curriculum for determined program.
- Future of the BSEd in Spanish and French.
- Recommend methods for integrating the Spanish Program into the PSU in Paraguay initiative.
- Revise minors in Spanish and French so they are no larger than 21 credit hours.
- Recommend deletion of courses beyond the unit's ability to offer.
- Recommendation on forming an external advisory board for modern language programs.
- Recommendation on maintaining Modern Language as an autonomous department or merging with an existing unit.

CC-MLL Visioning Task For...

https://pittstate.instructure.com/courses/844385

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CC-MLL Visioning Task Force
Communities - Short Term

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- People
- Files
- Modules
- Collaborations

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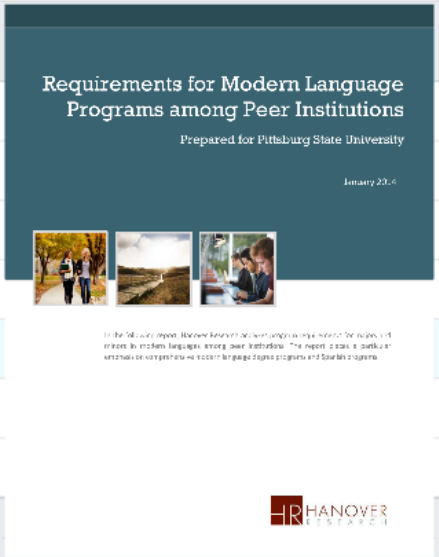
Administrative Documents

- Modern Language Visioning Task Force.pdf
- MLA white paper.pdf
- Peers and Aspirants.pdf
- Peer Institution Language Programs.pdf
- Agenda 13-11-11.docx
- Subcommittees.pdf
- Requirements for Modern Language Programs among Pee...



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- minimba2014.pdf
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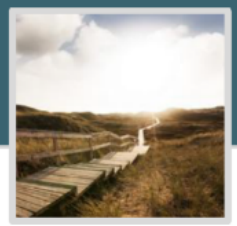
Requirements for Modern Language Programs among Peer Institutions

Prepared for Pittsburg State University

January 2014



In the following report, Hanover Research analyzes program requirements for majors and minors in modern languages among peer institutions. The report places a particular emphasis on comprehensive modern language degree programs and Spanish programs.

HANOVER RESEARCH

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https://pittstate.instructure.com/courses/844385

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- Modules
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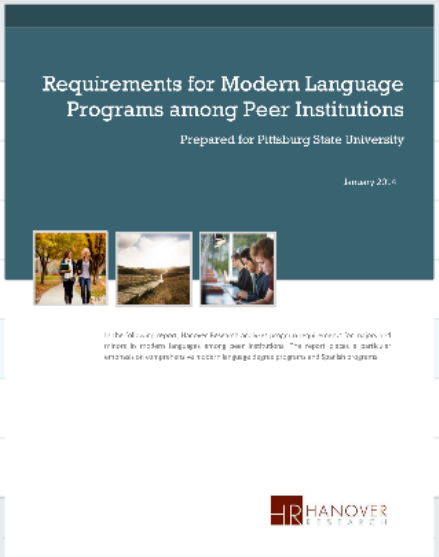

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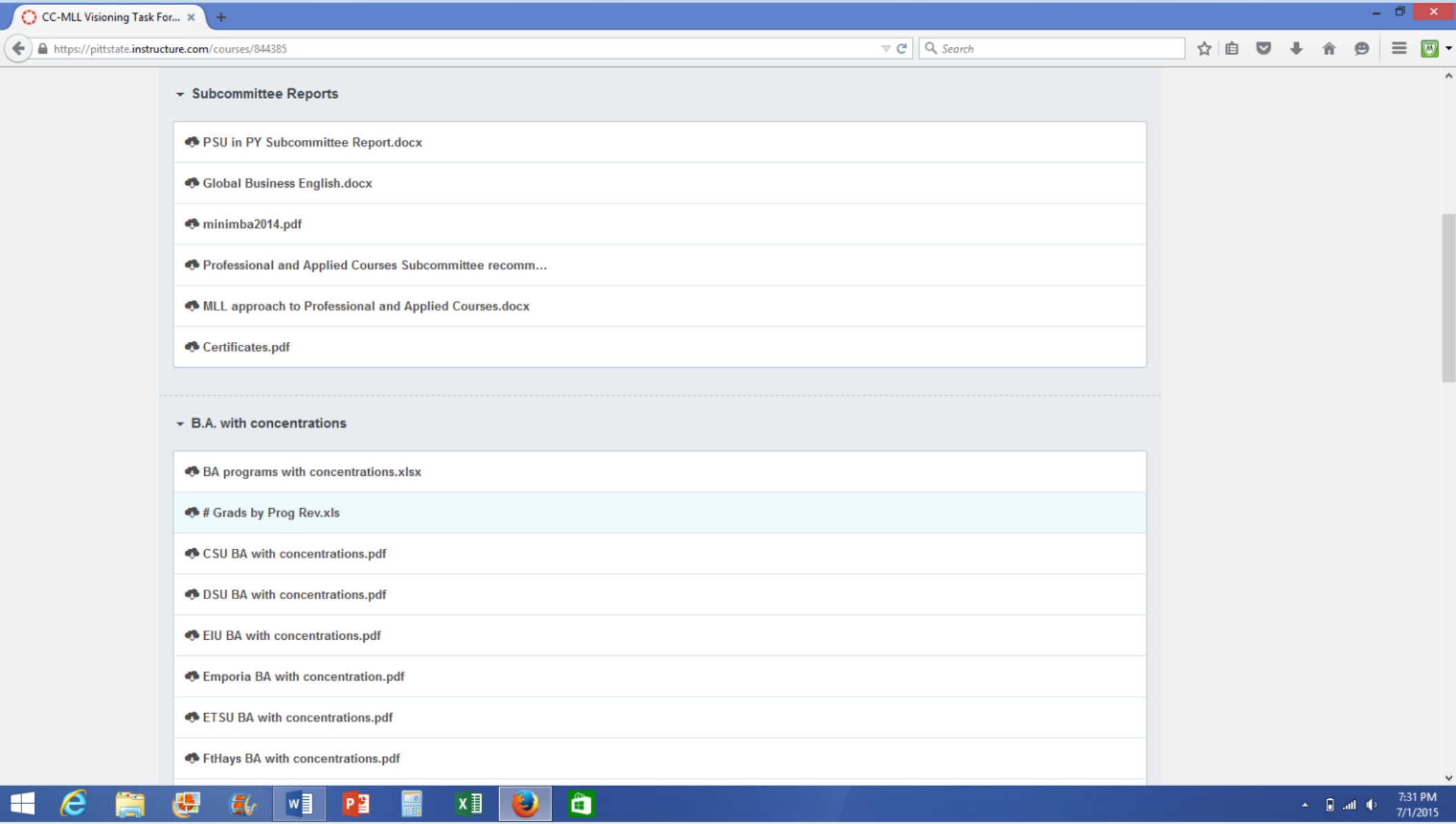
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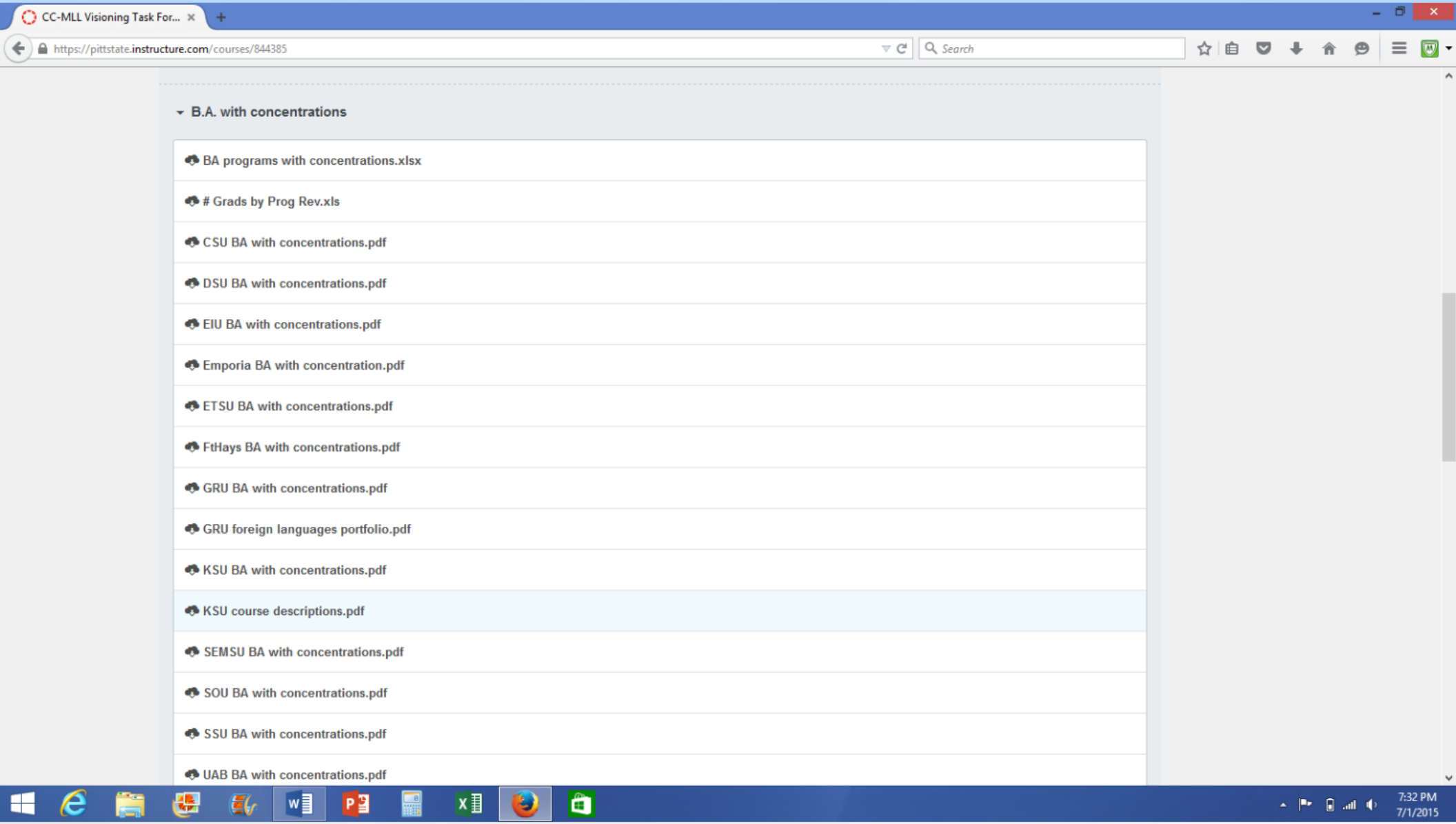
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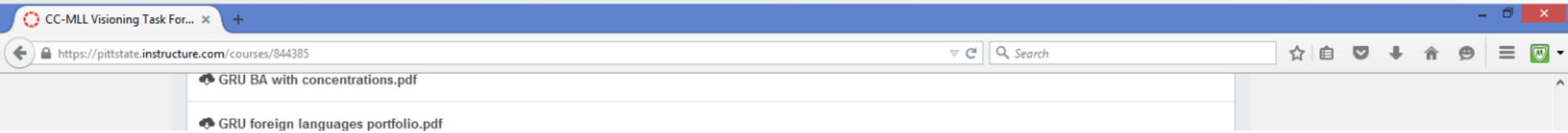
7/1/2015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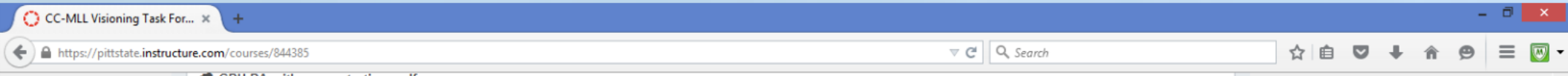

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KSU BA with concentrations.pdf

KSU course descriptions.pdf

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Minors

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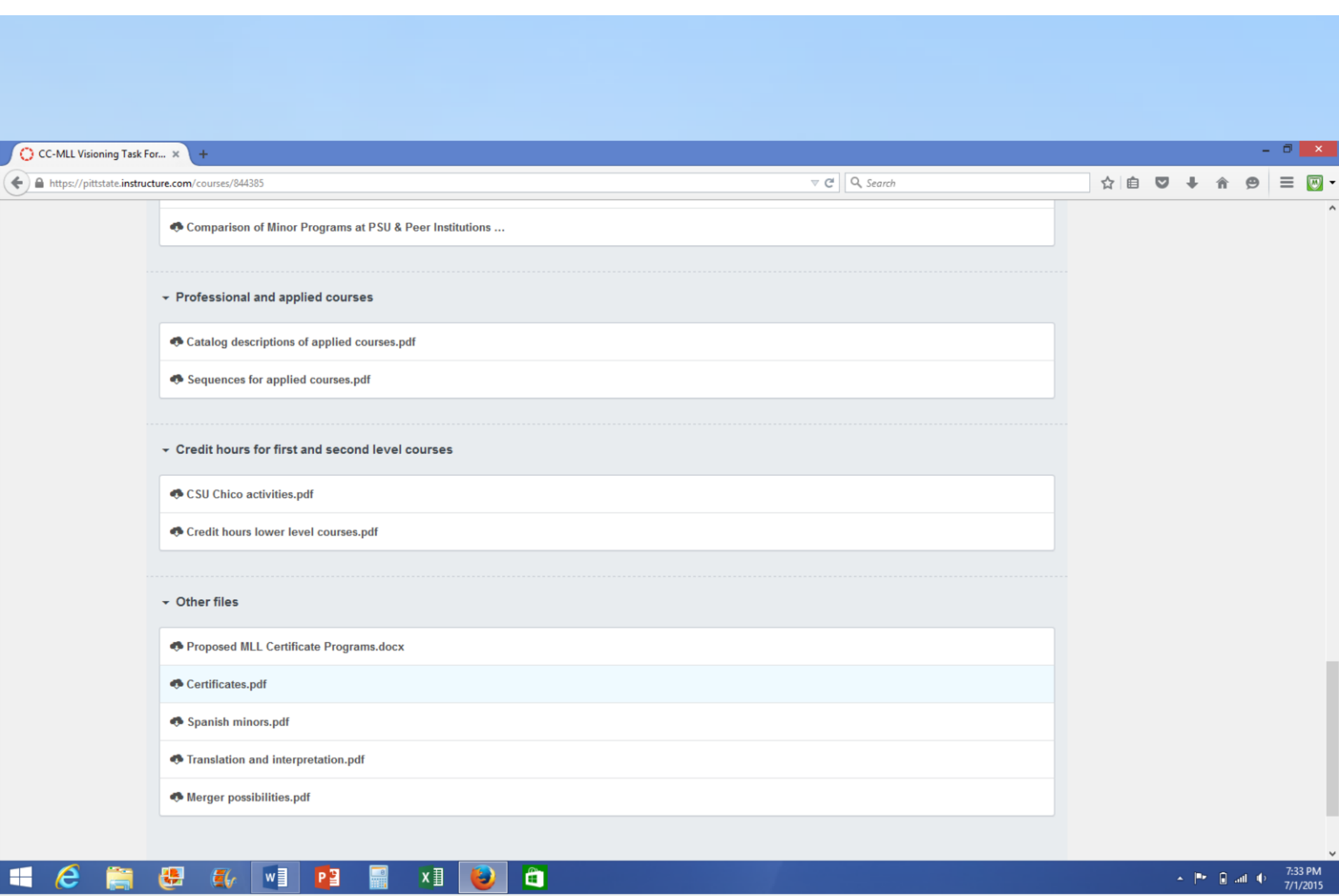
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7/1/2015

Outcomes

- Proposal for comprehensive Bachelor of Arts in Modern Language
  - Options in “Language and Culture” and “Secondary Education”
  - Eliminate BSEd degrees
  - Each option with track in Spanish and French.
- Minimize prerequisites and "decouple" co-requisites.
- Revise 5-credit courses to 3-credit courses.
  - Basic sequence 9 credits (3 courses @ 3 credits each) rather than 10 credits (two 5-hour courses).
- Create elective courses in “translation,” “tourism,” and “professions.”
- Revise minors in Spanish and French from 32 to 21 credits.

B.A. in MODERN LANGUAGE
Language and Culture Option with Spanish Track
(39 credits)

Core Courses:

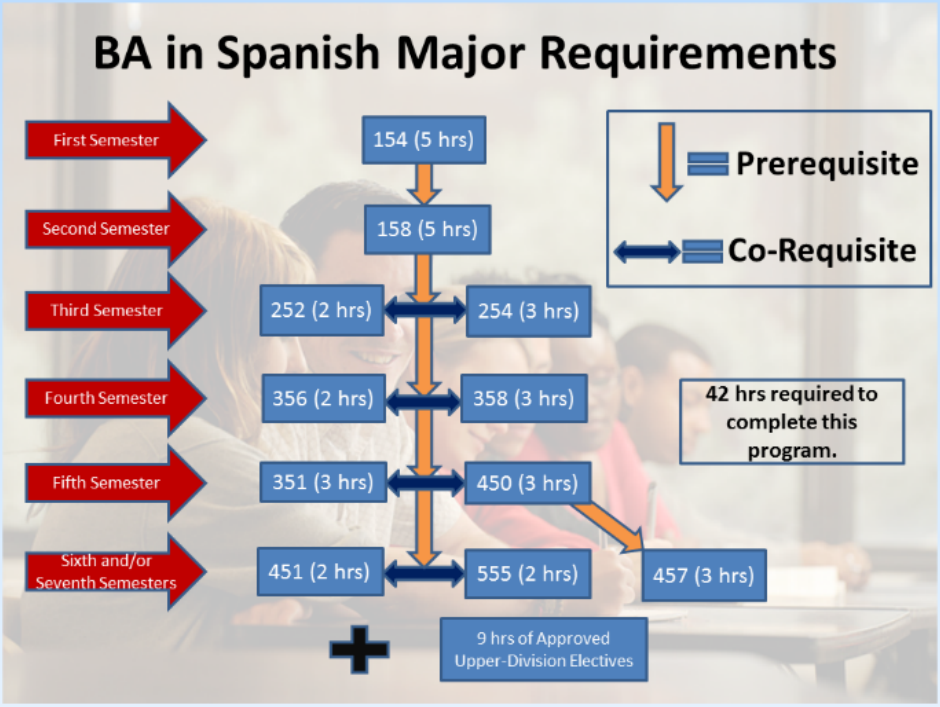
MLL 154 - Spanish Language and Culture I (3 credits)
MLL 158 - Spanish Language and Culture II (3 credits)
MLL 251 - Spanish Language and Culture III (3 credits)

Electives:

6 CREDITS FROM THE FOLLOWING (prerequisite for each of these courses is MLL 251) –

MLL 253 – Spanish Conversation I (3 credits)
MLL 254 - Spanish Grammar and Composition I (3 credits)
MLL 358 – Readings in Hispanic Literature and Civilization (3 credits)

24 ADDITIONAL APPROVED CREDITS (prerequisite = one 300-level course before any 400-level course and one 400-level before any 500-level).



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- Possible merger with English.
- External facilitator.
- Dean met with each department faculty.
- Dean made decision to merge departments.
    - Reallocation of Chair's salary line for two faculty hires.
- Merger effective Spring 2015 Semester.

Merger Possibilities

School	Department	Degrees in languages other than English
Arkansas Tech (Peer)	English and World Languages	BA and BSED in Spanish
California SU-Chico (Aspirant)	Foreign Language and Literatures	BA in French, German, and Spanish
Central Missouri	Government, International Studies, and Languages	BA in Modern Languages with concentrations in French, German, and Spanish
East Tennessee State	Literature and Languages (includes English, other languages, and related areas)	BA in Foreign Language with concentrations in French, German, and Spanish
Ferris State (Peer)	Languages and Literature (includes English, Journalism, and related fields)	Minors in French and Spanish
Indiana University of Pennsylvania (Peer)	Foreign Languages	BA and BSED in Spanish
Kennesaw State University	Foreign Languages	BA in Modern Language and Culture with concentrations in French, German, and Spanish
Northwest Missouri State (Peer)	English and Modern Languages	BA, BS, and BSED in Spanish
Salem State University	World Languages and Cultures	BA in World Languages and Cultures with concentrations in French, Italian, and Spanish; BSED in Spanish
Salisbury University (Aspirant)	Modern Languages and Intercultural Studies	BA in French and Spanish
University of Hartford	Modern Languages and Cultures	BA in Modern Languages and Cultures with concentrations in Frenh, German, Italian, and Spanish
University of Missouri-St. Louis	Anthropology, Sociology, and Languages	BA and BSED in Modern Languages with concentrations in French, German, Japanese, and Spanish
U of Northern Iowa (Aspirant)	Department of Languages and Literatures (includes English and other languages)	BA and BSED in Spanish
U of Wisconsin-Stout (Aspirant)	Speech Communication, Foreign Languages, Theatre and Music	Minor in Spanish and in Applied Foreign Language
Valdosta State (Peer)	Modern and Classical Languages	BA and BSED in French and Spanish
Western Washington U (Aspirant)	Modern and Classical Languages	BA in French, Spanish, and German

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Observations and Lessons Learned

Few Elements in Changing Landscape for Regional Comprehensives

ccountability/Program Review

A Few Elements in Changing Landscape for Regional Comprehensives

- Accountability/Program Review
- Meeting "Minima"
- Program Efficiency
- Career-Relevant Education
- Scarce resources (few opportunities for expansion)

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Keys to Success (to this point) in this Case

- Mission Focus
- Collaboration at All Levels
- Transparency and Deliberate Moves
- Reallocation for Reinvestment
- Provost Support

Positive Outcome from a Negative Program Review: Modern Languages at Pittsburg State

Karl R. Kunkel
Dean, College of Arts and Sciences
Pittsburg State University

Decision Aftermath

The Issue (Briefly)

Modern Languages Visioning Task Force

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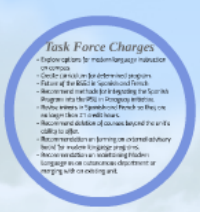
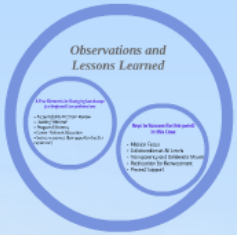
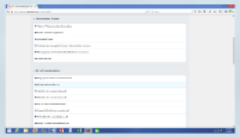
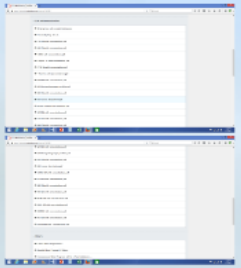
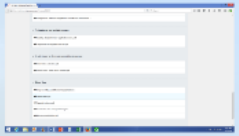
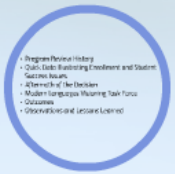
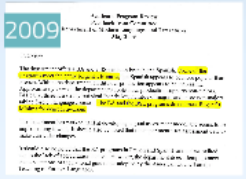
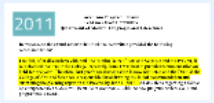
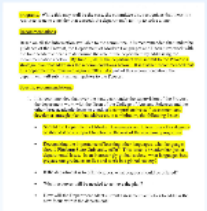
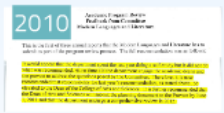
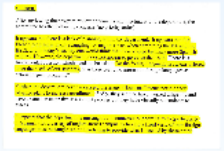


Outcomes





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