

CALIFORNIA STATE UNIVERSITY, EAST BAY

DESIGNATION CODE: **05-06 CAPR 7 revised**

DATE SUBMITTED: February 23, 2006

TO: The Academic Senate
FROM: The Committee on Academic Planning and Review
SUBJECT: Five-Year Program Review for the BA Spanish and French
PURPOSE: For Action by the Academic Senate

ACTION

REQUESTED: Acceptance of the Five-Year Program Review of the Spanish and French Programs and the continuation of the programs, with annual monitoring until the next review in 07-08; approval of the CAPR recommendations as stated below.

CAPR RECOMMENDATION FOR CONTINUATION OF THE PROGRAM:

CAPR recommends continuation of the programs until their next review in 07-08, with annual monitoring by CAPR and the Dean with regard to the issues identified in the program review.

It is further recommended that the proposed procedures in 05-06 CAPR 9 be implemented as follows:

Following Senate approval of CAPR's recommendations and before the end of the academic year, the Provost and Vice President for Academic Programs (or designee) will meet with the Program Director, Department Chair(s), Dean (or designee), CAPR Chair, and other appropriate administrators, to discuss the program and recommendations for change during the next two years. At the close of the meeting the Provost and Vice President for Academic Programs (or designee) will prepare a memorandum (MOU) identifying the agreed upon recommendations to be implemented, as well as the resources that will be provided to support the recommendations during the next two years.

The Provost will forward the memorandum to the Department, College, CAPR, and the Chair of the Academic Senate. At the end of the 06/07 academic year, a report will be submitted to CAPR indicating progress toward meeting the CAPR recommendations and the MOU.

Due to the recently announced retirement of the American Sign Language Program Director, CAPR has modified its recommendation to request that the immediate/primary need in the department is the replacement of this faculty member.

CALIFORNIA STATE UNIVERSITY, EAST BAY

DESIGNATION CODE: **05-06 CAPR 7**

DATE SUBMITTED: February 7, 2006

TO: The Academic Senate

FROM: The Committee on Academic Planning and Review

SUBJECT: Five-Year Program Review for the BA Spanish and French

PURPOSE: For Action by the Academic Senate

ACTION

REQUESTED: Acceptance of the Five-Year Program Review of the Spanish and French Programs and approval of the continuation of the programs with recommendations as noted

BACKGROUND

INFORMATION: The Department of Modern Languages and Literatures offers a B.A. degree in Spanish. The BA in French is on hold and no new students are being admitted because of understaffing: The department currently offers minors in American Sign Language (ASL), French, German, Italian, and Spanish; Portuguese and Russian are no longer offered due to faculty retirements. One FERPing faculty member has sole responsibility for the German minor; the same is true for the Italian minor. The Department has also offered elementary and intermediate courses in Mandarin Chinese, Japanese, Filipino, Vietnamese, and Arabic (first offered in fall 2002 and no longer being offered due to budget constraints). MLL currently suffers a severe shortage of faculty and other resources in all programs.

MLL is revitalizing their Spanish program with a new certificate program “Spanish for the Professions” currently under Senate review, and several online courses to meet the needs of working students. Lower division enrollments in first and second-year language classes are strong, including introductory and intermediate Mandarin Chinese and Japanese, reflecting students’ desire to learn languages of the Pacific Rim. However, the department finds itself in a conundrum: insufficient faculty result in reduced enrollments which then appear to justify no new faculty. CAPR strongly urges the University to stop this cycle of faculty loss.

CAPR RECOMMENDATION FOR CONTINUATION OF THE PROGRAM

CAPR recommends that MLL receive additional tenure track lines in order to serve a global student population and prepare students to be socially responsible contributors to their local and global communities.

CAPR recommends the continuation of Spanish and French BA programs, and contingent upon new hires, implementation of the recommendations of the outside reviewer. The language lab needs to be re-housed, upgraded, and staffed by a full-time Lab Director if student language skills are to be improved. CAPR urges the department to pursue the possibility of collaboration with nearby colleges and universities to offer the languages a university of first choice ought to provide its students. The next CAPR Review will be in 2007-2008. CAPR urges the College and University to support rebuilding the department. Language study is an important component of a College of Letters, Arts, and Social Sciences and an essential contribution to CSUEB’s students and to the communities we serve.

Next Five-Year Review: 2007-08

ADDITIONAL Background information:

• Overview description of the program

The Department of Modern Languages and Literatures offers B.A. degrees in Spanish and French (now on hold due to lack of faculty). Currently, French is being taught by two part time FERPers, one of whom will complete her teaching this academic year (2005-2006).

According to the catalog, the department offers minors in American Sign Language (ASL), French, German, Italian, Spanish, Portuguese and Russian. However, Portuguese is no longer being offered, because Prof. Warrin retired, and Russian is no longer being offered, because Prof. Schulak retired.

The Department has also offered elementary and intermediate courses in Mandarin Chinese, Japanese, Filipino, Vietnamese, and Arabic (Arabic was first offered in fall 2002 but is no longer due to budget constraints).

• Overview of the documents submitted to CAPR

The original five-year review report was submitted on December 17, 2002 by Dr. Roland Heine (then chair of MLL). The report did not include the amended self-study and plan for the future of the programs. CAPR prepared a document which requested the Senate to “withhold recommendation to continue the program without modification” (refer to 02-03 CAPR 17) until those documents were submitted.

02-03 CAPR 17 never went on to Senate, as Dr. Iliana Holbrook, the new department chair, asked CAPR to withhold the review until she was able to prepare the needed documents in order to receive complete Senate approval. In May, 2004, Dr. Holbrook submitted the revised five-year review report of 1997~2002.

2. FIVE-YEAR PROGRAM REVIEW/SELF-STUDY (1997-2002)

• Summary of specific areas of the Self-Study

Spanish Program

MLL plans to reassess and revitalize Spanish program. Three new upper division courses (MLL4495, MLL 4457, MLL 4458) were created. In 2005 MLL submitted a new Spanish Minor for the Professions. Several online courses were developed. Some courses for Bilingual-speakers of Spanish were offered with adequate enrollments. But the budget did not support the continuity of these Bilingual-speaker courses series throughout the academic year. Spanish offerings should be rich and varied to support a healthy major. In addition, more courses should be offered to service the East Bay community needs (Translation courses, Spanish for Business, Spanish for the Medical Profession, Spanish for Teachers, and so forth). Indeed, the Latin American Studies program has submitted a request to revise program requirements to include Spanish language study. Fulfilling these goals will be eased by the department's new Spanish tenure track faculty member.

French Program

The French program is now and has been understaffed. French majors are dissatisfied with infrequent offerings of upper division courses in French. This discourages enrollment and encourages students to drop their French major. As of fall 2004, the French program had only two FERPers, no tenure track professors and no lecturers. In fall 2006 only one FERPing French instructor will remain. MLL is in urgent need of more staff for French. The major cannot be sustained with one part-time faculty member. Loss of the French B.A. will make MLL less attractive and will weaken the university's abilities to serve our globally connected and highly diversified community. In order to assist French staffing, MLL needs to hire a new French tenure track faculty member. If budget and current enrollments do not justify a French faculty position, a new tenure track faculty member who has the ability to teach Vietnamese and French or Spanish and French should be hired.

Language Laboratory

Since 1994, budget constraints have made the upgrade of the language lab long overdue. The situation was aggravated after the fire in 2000, which destroyed the language lab facility at the Library Annex.

Then, the language lab was re-located to a trailer (TB 100). Although promised 20 computers and other new digital technology to support students' language acquisition, the lab received only 10 computers. More recently, the language lab director's position was eliminated because of budget cuts and the lab was closed. The Library assumed some of the lab functions. While the University and MLL are thankful for the continuing support of the Library's Media Services desk, the Library is not a language lab and the partial services have met with considerable student complaints. Language acquisition requires more practice in listening and speaking than possible in class. The department should investigate moving more practice stimulus to the web to broaden access. Even with web-based language practice, the students and the University need a functioning language lab with adequate equipment and trained staff.

Faculty

The staff of Spanish and French programs has been reduced in past years. Since fall 2004 MLL has only two full-time professors serving the Spanish and French majors.

Currently, Spanish has four professors:

Jesus Diaz Caballero, a newly hired (fall 2005) tenure-track professor

Marcelo Paz, a full time tenure-track professor

Rodolfo Galán, a tenured professor who has retired in June, 2005. He has entered the Faculty Early Retirement Program.

Iliana Holbrook, a tenured professor and MLL's current chair who teaches 3 courses of Spanish per year.

Currently, French has two FERPers:

Teresa Myintoo, who teaches 2 courses in fall and 2 courses in winter

Yolanda Patterson, who teaches 2 courses in fall and 2 in the spring and will complete her FERP in spring 2006

Occasionally the French program has a lecturer teaching one course during the winter.

Lack of faculty has eroded the French Program. It is very difficult to maintain course offerings and provide student advising, much less build the program without full-time tenure-track faculty. In addition, because there is a current concern with enrollments (a direct result of infrequently offered courses to support the major) French faculty have been teaching courses in translation. The result is fewer courses in French for minors and majors. MLL's faculty have tried to offer courses to non-major students for GE requirements, school of education, single subject waiver credentials and others. Their ability to continue to meet the University's needs is dependent upon additional faculty positions.

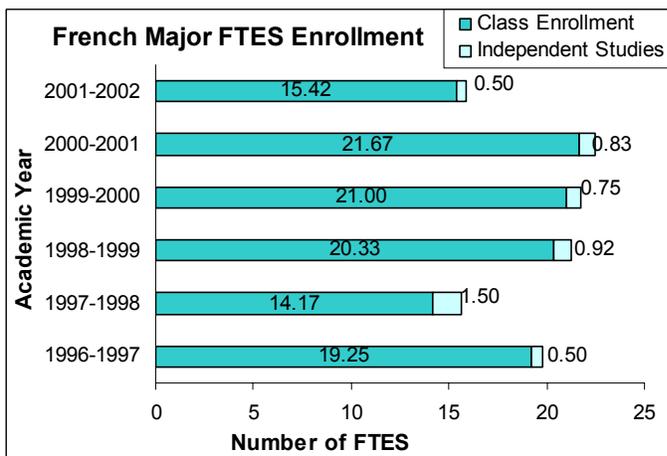
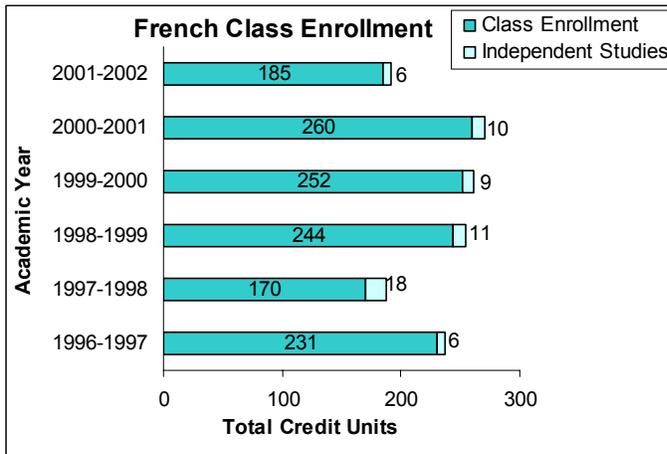
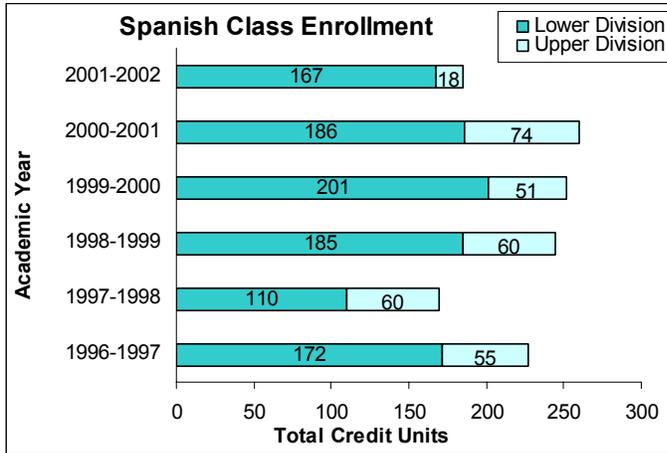
Currently most MLL professors and FERPers are fairly close to retirement (68+ in age) with the exception of four faculty members, Dr. Iliana Holbrook-Chair of MLL and Professor of Spanish, Dr. Marcelo Paz, tenure-track assistant professor of Spanish, Dr. Jesus Diaz Caballero, tenure-track assistant professor of Spanish, and Dr. Meiling Wu, tenure-track assistant professor of Chinese. MLL urgently needs to hire new faculty members for Spanish, French (who can also teach other languages), and Asian languages to ensure the quality and success of the programs. Without new faculty, MLL faces a future soon with only three relatively junior faculty. The department generated 240 FTES in fall 2004. With an average class size of 25, those FTES justify 10 full-time faculty. Using the University's goal of 75% of the FTES generated by full-time tenured-tenure track faculty, that would mean an additional 3.5 tenure-track positions. Even with a goal of 50% of the teaching from full-time tenured/track faculty, the department would require an additional faculty position immediately.

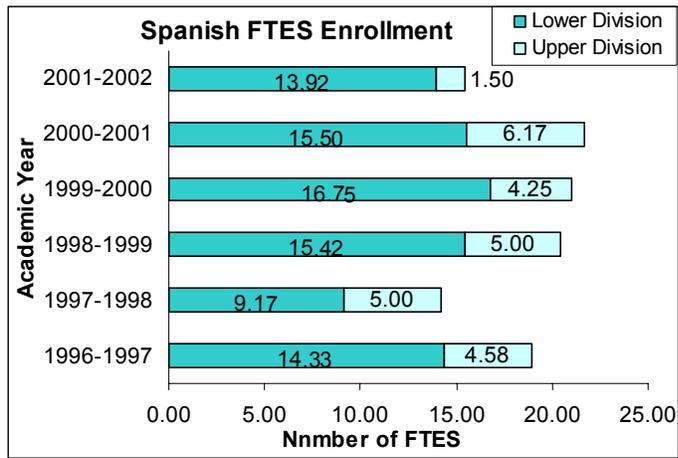
• Summary of supporting data

Statistics from 1997 to 2002 indicate that Spanish class enrollments fluctuated between 1494 and 1247; French class enrollments fluctuated between 252 to 170. Most of the class enrollments were in lower division courses. The 5-year average showed that 83.9% of Spanish enrollments were in lower division

courses and 76.42% of French enrollment was in lower division courses. This was partially due to infrequent upper division course offerings.

In 2001 the department granted 11 degrees and served 34 majors, the majority of which were in Spanish. In fall 2002, statistics show that the MLL program offered 42 sections generating 252.3 FTES with 9.00 full-time tenure-track FTEF and 5.27 lecturer FTEF. The Student-Faculty Ratio (SFR) was 20.14 and the percent of FTES taught by lecturers was 41%.





3. OUTSIDE REVIEWER'S COMMENTS & THE DEPARTMENT'S RESPONSE

On January 13-15, 2003, the outside reviewer, Dr. Elizabeth Coonrod Martinez of Sonoma State University visited the MLL Department. The overall impression from the reviewer was that “all faculty members are dedicated to excellence in teaching and concerned that the students receive the best instruction possible” and that faculty “appear to work well together and to support each other’s endeavors”. However, she indicated that the Spanish and French programs appeared understaffed and will need new hires to replace losses to FERP, at least one at a senior level to provide necessary leadership. Faculty limitations notwithstanding, she criticized the Spanish program for not providing more offerings on Latin American literature (since there are many countries in Latin America), and for what appeared to be infrequent courses on the Culture and Literature Spain. She questioned student advising, finding little evidence of an appropriate road map for completing the required courses in a logical sequence. She pointed out difficulties in the sequencing of courses taught every two or three years in the literature of Spain. She questioned whether an adequate capstone opportunity exists in Spanish and how MLL would be able to implement an assessment program to determine the student’s knowledge of the language. A relatively minor portion of her report was directed toward the French program with few remarks of substance. She indicated that enrollment in MLL courses could be increased by creating stronger links with other departments and programs and providing cross-linkages, for example, with English. Comments were made concerning the language lab facility.

Dr. Martinez concluded her report with following recommendations:

1. Revise the Spanish curriculum and develop an efficient course sequence
2. Apply for three tenure-track hires, two in the next two years: a French/Spanish professor and an Associate/Full Professor (in Spanish), and a third sometime later in Asian Languages, probably Japanese.
3. Create a minor in Asian Language Studies
4. Improve advising and exit assessment
5. Develop a capstone seminar in Spanish
6. Offer more later-in-the-day class offerings
7. Link Spanish and French courses with other disciplines
8. Seek the Single-Subject Waiver for Spanish
9. Involve Spanish majors in more activities furthering their future careers

In response to the outside review, Dr. Heine, then MLL Chair, indicated it to represent “a fair and critical assessment of the French and Spanish B.A. programs” and that it showed “the precarious situation the department faces in regard to understaffing in the French and Spanish program.” Dr. Heine agrees that pursuit of the Single-Subject Waiver for Spanish would increase students’ interest in the major and will be following up on new guidelines issued by the State Commission on Teaching Credentials. Nearly all of the suggestions made by Dr. Martinez are accepted by Dr. Heine, especially that of the need for more faculty.

Accepting nearly all of the suggestions, Dr. Heine points out that MLL already offers great flexibility in the timing of classes in the afternoon and evenings and that Faculty already participate in campus festivals and invite speakers to enrich the extra-curricular aspect of their programs. A number of documents from faculty and staff were submitted with this response, addressing various aspects of the review. Key points from these are that: the French program will disappear without resources to replace FERPing faculty and this will be to the detriment of the University and its reputation; that the erosion of faculty in the Spanish program has resulted in a watered down course offering with less depth and breadth than in former years; that while Latin American Literature classes should be expanded, it should not be at the expense of the Spanish literature classes; that the language lab needs to be rehoused and upgraded if student language skills are to be improved, especially since Blackboard does not appear to be a suitable platform for language class delivery; and that teaching of French, Spanish and other languages is core to the mission of CSUEB and strongly supportive of CSUEB offering a “global perspective.”

4. PROGRAM’S FIVE-YEAR STRATEGIC PLAN (2002~2007)

The success of Spanish and French programs is vital to the University’s mission of “educational excellence for a diverse society”. The Foreign Language Council is making a recommendation to Charles Reed, Chancellor of the California State University, “to protect and establish a foreign language requirement at all CSU Campuses.” MLL has proposed a foreign language requirement for CLASS.

Spanish

Most UC and CSU campuses offer Spanish courses for Bilingual students. MLL offered such courses with acceptable enrollments but could not continue the series because of too few faculty. MLL proposed a foreign language requirement for ALSS. Some chairs expressed the concern that such a requirement would discourage students from selecting the major. Others could not increase the requirements for their major without decreasing their number of students. With Jesus Diaz Caballero joining the faculty fall 2005, the department will have a better opportunity to consistently offer classes that meet the needs of the East Bay community: literature courses in translation, Spanish for business, the medical professions, and more courses that link MLL to other departments (e.g., Spanish for Teachers, and so forth). MLL should pursue the Single-Subject Waiver with the state Commission on Teaching Credentials. MLL should establish a requirement for one quarter minimum of traveling abroad for the majors, through CSU International Programs or any other programs (such as the Summer Program in Paris, that has been offered since 1990 at CSUEB) enriching students’ experience in other cultures and everyday life.

French

With a new tenure-track position, the department could consistently offer upper division courses in French. Courses required for the major should be offered at least once a year to serve students. With more than a single additional tenure-track position in French, the department would be able to provide a variety of upper division courses comparable to programs at other CSU campuses. Without needed new French faculty, CSUEB cannot continue the major and French will become minor or French Studies program.

An Interdisciplinary Language and Culture Minor in Asian Studies.

MLL proposed an Interdisciplinary Languages and Culture minor in Asian Studies. Due dramatic demographic changes in the Bay Area, Asian languages at CSU East Bay already attract and will continue to attract many students. With our place on the Pacific Rim, it is difficult to imagine CSUEB cannot fill the demand for Chinese, Filipino, Japanese and Vietnamese language and culture studies. Demand for these languages in the lower division is already more than one faculty person can accommodate. This is surely an area of growth for CSUEB’s Modern Language and Literatures department.

5. CAPR ANALYSIS OF THE PROGRAM’S FIVE-YEAR REVIEW

a. Program

Dr. Iliana Holbrook, the new department chair, met with CAPR three times to discuss MLL five-year review, and many more times with the CAPR members responsible for the review. In the past 5 years, Spanish and French faculty have striven to maintain the excellence in teaching, research and service for which the department is known, despite reductions in staff. Given the undesirable resource limitations,

the two programs have adequately served CSUEB students and communities. The department's strategic plan for the next five years is aligned with CSUEB's mission, MLL's mission and the outside reviewer's suggestions. The plan is suitable and achievable if additional tenure track positions are allocated to revitalize the French program and to build the Asian Studies program in the near future.

b. Resources

Since fall 2004 MLL has had only two full-time professors serving Spanish majors (Dr. Holbrook teaches a reduced load as department chair and Dr. Galan is now FERPing) and no full-time professors serving French. The limited faculty need to teach courses both to sustain (or teach out) the majors and to teach non-major students for GE requirements, International Studies, Communication, and Latin American Studies, and, soon, courses in Spanish for the Professions minor and certificate programs. Based on CAPR analysis and outside reviewer's suggestions, 1) MLL urgently needs to hire one new faculty member for French (and another language) and one additional faculty member for Spanish. Additional faculty are needed to teach Asian language studies and to ensure the quality and success of language study at CSUEB. 2) MLL is in urgent need of space for a language lab with appropriate equipment and trained technicians.

6. CAPR RECOMMENDATION FOR CONTINUATION OF THE PROGRAM

CAPR recommends the revitalization of Spanish and French BA programs, and contingent upon new hires, implementation of the recommendations of the outside reviewer. CAPR particularly encourages that the department develop a minor in Asian languages as student demand appears to justify such a program of study. CAPR endorses the reviewer's suggestion that the department pursue collaborations with nearby colleges and universities to offer the languages a university of first choice ought to provide its students, and encourages development of a certificate program to award two years of language study. CAPR advises the department to explore the use of the web for language practice. At the time of the next review, it is essential the department document assessment of student learning in both majors and all minors. CAPR urges the College and University to support rebuilding the department and recommends that the University consider offering a "Language Plus" diploma that would honor a student's language competency in a second language as an incentive for students to study another language. Language study is an important component of the College of Letters, Arts, and Social Sciences and an essential contribution to CSUEB's mission, students, and to the communities we serve.

7. DATE OF THE PROGRAM'S NEXT FIVE-YEAR REVIEW

2007-2008