



K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Arts & Sciences

Department: Modern Languages

1. What are your Department’s mission and vision and how does your organization contribute to achieving the University’s and your College’s/Major Unit’s vision for K-State 2025?

Advancing the knowledge in literature and culture, linguistics and second language acquisition in the languages we teach through teaching and research are the major goals of the Department of Modern Languages.

Through its basic programs in eleven different languages, the department fulfills its mission of providing foreign language instruction and cultural exposure to undergraduates completing the Bachelor of Arts degree. Students of French, German, and/or Spanish who wish to better their skills have the option of pursuing the minor or the major. We offer minors in Russian, Japanese, and Chinese and coursework in five more – Arabic, Hindi, Latin, Italian and Czech. The fact that the majority of Modern Languages majors choose to pursue double majors or dual degrees confirms the desirability of integrating foreign language communication skills and an appreciation of cultural diversity into career and life goals. The Department of Modern Languages is in a unique position to promote the University’s strategic planning themes of expanding international programs and multiculturalism. An essential function of the department is to provide instruction at the undergraduate and graduate levels as a traditional humanities discipline. One of its faculty members directs the two interdisciplinary secondary major programs in international studies (International Studies, Latin American Studies), and the department promotes cultural diversity by participating in other college programs such as American Ethnic Studies, Women’s Studies, and the International Community Service Program. Modern Languages cooperates with other departments and colleges with an International Business Certificate in the College of Business, the Primary Texts Certificate, and graduate reading proficiency exams for Physics, Math, History, and English. Finally, the department is committed to improving foreign language instruction in the State of Kansas in the face of a predicted serious shortage of language teachers at the secondary level, and to incorporating advances in technology into language teaching and learning. It works closely with the College of Education in training future teachers of foreign language and works with teachers statewide and regionally to enhance the articulation of foreign language programs. We also offer a combined graduate degree in education that allows practicing teachers to gain licensure. In collaboration with the English Department, we have created a popular Master’s in Teaching of English as a Foreign Language.

2. What are your Department’s key strategic activities and outcomes?

3. Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes. (If your Department or similar unit is not in a College or Major Unit, skip this question.)

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<i>What we plan to do...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>
1. Support faculty research so that major publishing projects are a top priority (II, X)	1.A. Develop a plan so that faculty receive a course release on a regular rotation leading to peer reviewed publications [II-A; II-D]	1.B. Implement plan allowing greater flexibility of standard balance of research-teaching 1.C. Become a leading department at the university level in the development of interdisciplinary research [II-D]	1.D. Participate in nationally and internationally recognized interdisciplinary research foci [X-C; X-D]
2. Oral Proficiency Interview workshops conducted by ACTFL (American Council of Teaching of Foreign Languages) (VIII)	2.A. Have 90% of faculty attend the four day workshop and 20% of the faculty be certified [V-C; XIII-B]	2.B. Use ACTFL standards to assess the SLOs of the department	2.D. Provide all graduate students and majors an exit certified OPI

3. To have all the languages we teach be part of a degree (VIII)	3.A. Implement minors in Classics and Italian [VIII-D]	2.C. Give all graduate students, majors and minors an OPI like exam 3.B. Implement a minor in Arabic [VIII-D] 3.C. Develop dual degrees with other colleges [VIII-D]	3.D. Implement a major in Chinese [VIII-B]
4. Raise profile of the journal <i>Studies in Twentieth and Twenty-First Century Literature</i> , edited in the Department of Modern Languages (X)	4.A. Convert <i>Studies in Twentieth and Twenty-First Century Literature</i> , edited in the Department of Modern Languages, to a digital journal using the resources of Prairie Press, Hale Library, KSU [I-A]	4.B. Use the journal as a model to inform undergraduate and graduate student research; involve students in editing process [V-E; VI-D]	4.C. <i>Studies in Twentieth and Twenty-First Century Literature</i> will become a nationally recognized leader in the publication of peer-reviewed interdisciplinary research in literature and related fields
5. Enhance graduate and undergraduate opportunities for research (V, IV)	5.A. Graduate and undergraduate symposia at the local level [V-E; VI-D] 5.B. Create two graduate student awards of \$1,000 to recognize excellence (one in German and one in Spanish to match that in French) 5.C. Develop and introduce theory and research methods course for graduate students in Modern Languages	5.D. Publications coauthored by faculty and graduate students [VI-D] 5.E. Funding graduate student participation in professional conferences [V-D] 5.F. Create significant departmental graduate scholarships to recruit the best students 5.G. Increase scholarship support for undergraduate majors	5.H. Publications coauthored by faculty and undergraduate students [V-B; V-E]
6. Implementation of a translation certificate or minor (VIII)	6.A. Availability of professional translation software in translation classes like SDL TRADOS [IV-A; IV-D] 6.B. To have service learning as part of translation classes [V-B] 6.C. Pair students with native speakers of the target language on campus or using current technology	6.D. Development of the curricula and approval of the program	6.E. Implement the program
7. Smart classrooms and Language Learning Center (IV)	7.A. EH01, EH123, EH124, EH125, EH126 designated as smart classrooms [IV-A; IV-D; IV-E]	7.B. Increase the number of smart classrooms under the umbrella of Modern Languages [IV-D]	7.C. Convert the Language Learning Center to an interdisciplinary research and instruction place equipped for the instruction of special classes in conversation and translation [IV-A]
8. The development of dual degrees (VIII)	8.A. To contact the College of Business and College of Education [VIII-D]	8.B. Implementation of dual degrees [VIII-D]	
9. Student service learning (V, VIII)	9.A. Increase the use of service learning in the target language	9.B. Implement specific classes in service learning [V-B]	

10. Heritage students (IX)	10.A. Expand our offering of classes for heritage students [IX-B]	10.B. Increase the number of heritage students minoring and majoring	
11. Study abroad (V, VIII, X)	11.A. 25% of MLL students studying abroad	11.B. 50% of MLL students studying abroad [VIII-B]	11.C. 75% of MLL students studying abroad [V-F]

4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

To implement class reductions through better line scheduling to give faculty the opportunity to pursue research.

Donor support

The Kirmser fund

Award-winning teaching and research

High demand for courses

4b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

To move the VAP position in Spanish to tenure track after the retirement of Dr. Sauter

To add a new line in Spanish in translation and literature

To move the position in Classics to full time

Increase travel fund

Two additional tenure-track faculty members

Increased office space

5. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

Increase the number of majors by 50%

Collaborate with K-State Foundation to seek support

**6. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?
(See below)**

6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics
B-8 - Percent of undergraduate students involved in research

Links to Common Elements
CE-6 - International

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)	T1-B - More clusters/centers of collaborative RSCAD focus		
T2 - Undergraduate Educational Experience (UEE)	T2-B - Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university T2-C - Increased participation by undergraduates in expanded opportunities for meaningful research	T2-M - Increased undergraduate contributions in the creation of scholarship through research	
T4 - Engagement, Extension, Outreach and Service	T4-A - Enhanced integration between academics and student service learning		
T5 - Faculty and Staff			
T6 - Facilities and Infrastructure		T6-E - Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators	T6-G - High quality, technology enabled, flexible and adaptable classroom space appropriate to the evolving needs of the learning environment and readily available to K-State faculty and students