

INSTITUTIONAL ASSESSMENT REPORT

FOREIGN LANGUAGE / 2014

Department's Relationship to the College Mission and Strategic Plan

(completed Spring semester or on accreditation cycle)

In a paragraph or two, discuss how the department's work carries out the Mission and Strategic Plan.

Foreign language study complements a broad general education core and is a requirement for students who plan to transfer to four-year institutions in the state of Missouri in order to earn a B.A. It not only prepares students to write, read and speak other languages, but provides cultural and intellectual experiences that are key to prospering in a diverse world. The foreign language program at Jefferson College both “deliver[s] a high quality, consistent, rigorous education to all of our students” and helps “increase the percentage of Jefferson County residents holding post-secondary degrees.” By continuing to offer third and fourth semester foreign language classes, the program is able to “target and address the needs of high achieving students.” (Jefferson College Strategic Plan, 2010-2015)

The foreign language program at Jefferson College is highly accessible, providing intellectual growth for students who wish to take classes for personal enrichment, as well as for those who wish to pursue a degree. Supportive, highly qualified faculty provide a superior learning experience in a participative environment where diverse thought and discussion flourish, enabling students' social and personal growth. The use of technology and other instructional innovations in Jefferson College foreign language courses keeps students engaged as they master core language competencies, learn important values, and gain knowledge and understanding of other cultures. In these ways, the program “provide[s] educational services and resources that meet the evolving needs of the diverse community,” and “respond[s] to new labor market needs.” (Jefferson College Strategic Plan, 2010-2015)

Summary of Departmental Activities, Assessment and Use of Results

(completed Spring semester or on accreditation cycle)

(may include process flowchart)

Provide a brief overview of major accomplishments since the last review and how assessment results have been used to improve services/learning outcomes.

- Aligned [Jefferson College's learning outcomes for three semesters of foreign language](#) with those of UMSL: Students will have reached “Intermediate” level language proficiencies as defined by the American Council on the Teaching of Foreign Languages (ACTFL).

- Implemented oral proficiency assessments for SPN101 and SPN102. This ensures that students attain desired levels of speaking proficiency and that they are capable of performing common tasks should they have the opportunity to visit a Spanish-speaking country.
- Created assignments that required SPN101 and SPN102 students to create videos, audio recordings and PowerPoint presentations.
- Developed modules for SPN101 and SPN102 students to learn about the cultural products, practices and perspectives from the Spanish-speaking world.
- Designed a service learning project for SPN201 students that supports acquisition of writing proficiency. The Spanish program publishes *La Gaceta*, which is the only Spanish-language periodical in Jefferson County. It is distributed as a hardcopy publication in areas of the county with Hispanic populations, and as of 2014, it is also available online.
- “Hybridized” SPN/FRN/GRM 101 and 102 – Assignments that would have taken place in a language lab are now done online.
- Expanded the retroactive credit program to include students taking German 102.
- Created a press release for Jefferson College Marketing and Media Resources about Foreign Languages and the Global Studies program at Jefferson College.
- Promoted retroactive credit program to Advising and Retention. In the past five years, twenty-five students have received credit for SPN101 or FRN101 through this program.
- Collaborated with (now inactive) Cultural Council and PACE to host performers from Spanish-speaking countries (Tami Tango Trio, Grupo Atlántico) and francophone countries (Afriky Lolo).
- Submitted Arabic 101 and Chinese 101 to Academic Affairs and offered both classes via distance learning, however, student enrollment and retention were too low to continue to offer these languages.

Internal and External Data Collection and Analysis

(completed by Fall semester or on accreditation cycle)

Gather and analyze relevant internal and external data (link to data).

Program Offerings

Foreign Language courses at Jefferson College are offered at the Hillsboro campus and at the Arnold site. First-year language instruction is hybridized, with five credit-hour classes meeting for three instructional (50-minute) hours and using two (50-minute) hours of online resources to support classroom instruction.

The following classes are offered in the Foreign Language Program:

CHI101	Beginning Chinese
FRN101	Beginning French
FRN102	Intermediate French
FRN201	French Grammar and Composition
FRN253	French Reading
GRM101	Beginning German
GRM102	Intermediate German
SPN101	Beginning Spanish
SPN102	Intermediate Spanish
SPN201	Spanish Grammar and Composition
SPN253	Spanish Reading

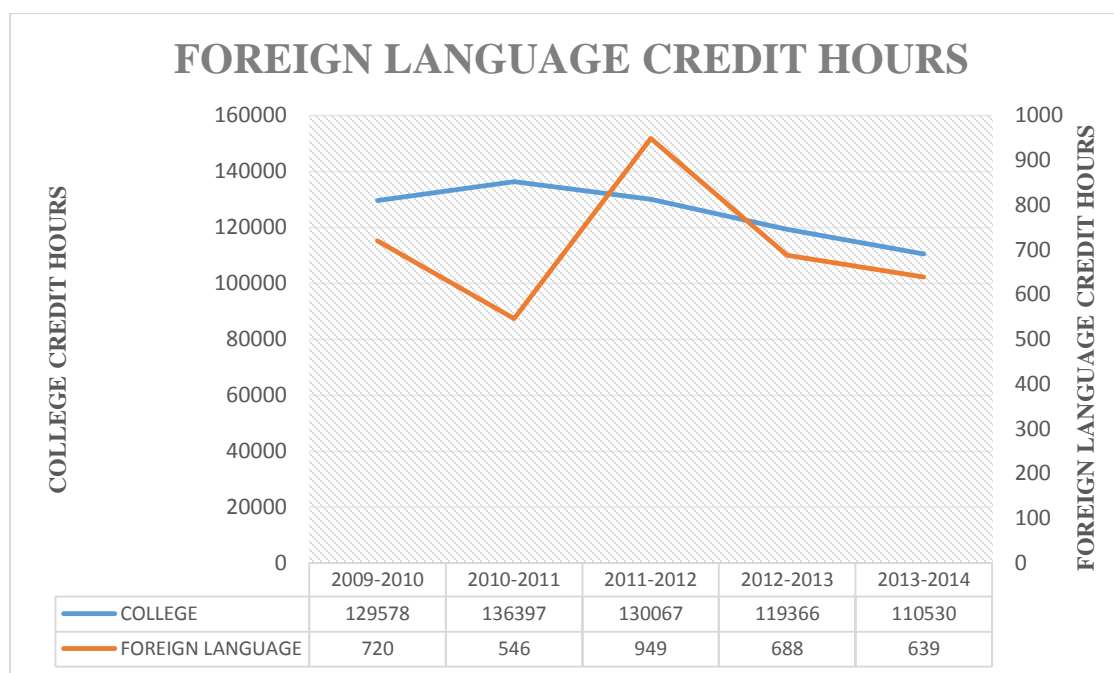
Enrollment

Enrollment in Foreign Language has been erratic over the past five academic years. Overall, enrollments at Jefferson College peaked in the 2011-2012 academic year. Between the 2009-2010 academic year and the 2013-2014 academic year, overall College credit hour enrollment decreased by 15%. Over that same period, Foreign Language enrollments have declined by 11%. This means that, while Foreign Language enrollments have decreased in the past five years, they have maintained better numbers than the institution as a whole.

The low enrollments in 2010-2011 are explained by a lack of Foreign Language offerings in the summer, and the absence of both French and German offerings in the Spring semester. This then produced an enrollment spike in the following year.

A central challenge for the future of the Foreign Language department is that of increasing its enrollment. Two initiatives bode well for the future of the Foreign Language department. The first is a current effort to revitalize the Global Education program; all students in the program must enroll in foreign language instruction. The second is the recent agreement with the Fox C-6 School District to offer a CAP (College Accelerated Program) for academically well-prepared

high school students. These students will all be studying a foreign language, which will mean a market for the full four course sequence (101, 102, 201 and 253), adding up to sixteen credit hours per student.



Attrition Trends

According to the following table, the foreign language course attrition rate is 8.8% overall, and 8.2% for the one full-time faculty member. By way of comparison, the attrition rate recorded in the last Foreign Language Institutional Effectiveness Review had an attrition rate of 14.2%

Average GPAs for adjunct and full-time faculty are almost identical (2.9 for the former, 2.8 for the latter). Due to small class sizes, the instructor-by-instructor comparisons are not especially helpful. As one extreme example, CHN101 Beginning Chinese has only been offered once in the past five years. Four students enrolled, three of those dropped the class, and the one remaining student received a grade of “A.” Statistical analysis of such small numbers is not particularly meaningful.

It also merits mention that the single dual-credit instructor in Foreign Language has taught extremely low numbers of students (ten sections, forty students total). The viability of this dual credit course offering is currently under review.

**Faculty Indicators for Foreign Languages (CHI, FRN, GRM, SPN), School Years 2009-2014
School Terms 201001 Through 201403 (Summer 2009 through Spring 2014)**

Number of Course Sections Taught	Total Students	Attrition Number ("W" Grades)	Attrition Percent	Student Credit Hours Earned	Average Students	Average GPA	Annualized 5-Year Program FTE
71	751	66	8.8%	2,931	10.6	2.879	19.5

Attrition % represents the number of "W" grades conferred as a percentage of ALL students.

Annualized Program FTE is the number of graded credit hours divided by 150 (30 hrs/yr for 5 years).

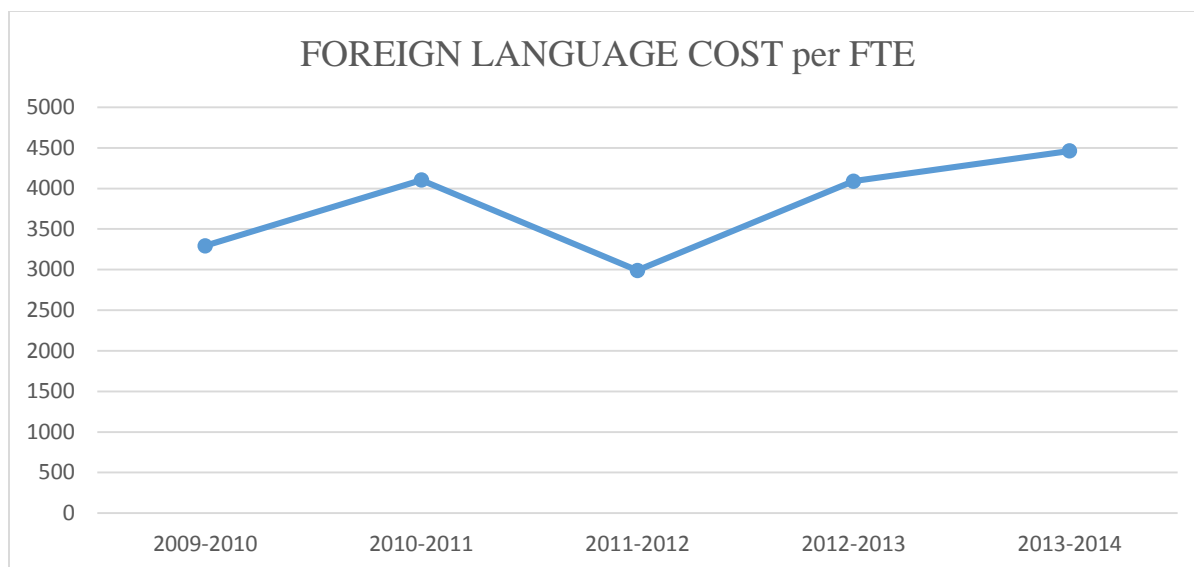
Annual Cost per FTE and Trend Analyses
(completed by Fall semester)

Provide cost per FTE and analyze for the period being evaluated.

The tables below provides the Foreign Language cost per FTE for the five-year period from Summer 2009 through Spring 2014. The data displays a sharp decrease in cost per FTE in the 2011-2012 academic year; this is coincidental with the peak of enrollment for the foreign language program and an increased number of adjunct-taught sections.

Academic Year	Credit Hours	FTE	Program Cost	Cost per FTE
2009-2010	720	24	\$79,033.06	\$3,293.04
2010-2011	546	18.2	\$74,686.13	\$4,103.63
2011-2012	949	31.6	\$94,497.87	\$2,990.44
2012-2013	688	22.9	\$93,644.41	\$4,089.28
2013-2014	639	21.3	\$95,024.91	\$4,461.26

The somewhat high Cost per FTE in foreign language is explained by the fact that most of its instruction is taught by a full-time faculty member and by a retired (Level 4) Professor. Foreign language does not incur large expenses for instructional supplies; its costs are in salaries and benefits.



SWOT Analysis

(completed by Fall semester)

Using the data collected and analyzed, complete a SWOT analysis. Reference and link data for each.

Internal Strengths	Internal Weaknesses
<ul style="list-style-type: none"> • Faculty's fluency in languages taught and commitment to professional development • Positive student evaluations • Fox High School top flight students will be taking FL courses at JCA starting Spring 2015 • Retroactive credit offerings for 101-level courses • Hybridized courses • Service Learning in Spanish (<i>La Gaceta</i>) • Revitalization of the Global Education program 	<ul style="list-style-type: none"> • Currently students are only able to fulfill the foreign language requirement at Missouri universities (three semesters) in French and Spanish; upper-level courses need to be provided in German • Students need two to three semesters to fulfill the foreign language requirement at their transfer schools but only the fourth semester French and Spanish classes count as Humanities • Jefferson College currently offers no study abroad programs

External Opportunities	External Threats
<ul style="list-style-type: none"> • Increasing Globalization in the economy • Increasing opportunities for study abroad through partner educational institutions • Additional high schools considering A.A. degree programs • Mandates for medical interpreters as a result of the Affordable Care Act and increased demand from employers for individuals capable of working in a second language 	<ul style="list-style-type: none"> • Local community colleges offer foreign language classes that compete with our own • Local community college offer American Sign Language and Elementary Chinese as foreign language courses

Internal Strengths

The Foreign Language Department has the benefit of excellent and well-qualified instructors who receive consistently strong student evaluations. The full-time faculty member evaluates adjunct faculty and ensures quality instruction and offers constructive advice where appropriate. At this time our French adjunct has a degree from the Sorbonne and our German adjunct has a Ph.D. from Washington University.

Student evaluations in this department are consistently strong.

An exceptional opportunity has appeared recently with the dual credit and dual enrollment options now available in the Fox C-6 CAP program. The students enrolled in this program are nearly all taking foreign languages at their high schools, and our agreement with that district envisions those students receiving credit for 101 courses and then enrolling in 102, 201, and 253. These classes will be open to other students at Jefferson College, and it should create a motivated cohort for language instruction at the Arnold site.

Retroactive credit offerings for 101-level courses can accelerate student graduation and result in more accurate course-level placement.

Hybridized courses reduce the challenge of scheduling five face-to-face hours each week.

Service Learning in Spanish (*La Gaceta*) offers a unique service to the local community and offers a chance for upper-level Spanish students to exercise their language skills.

The current revitalization of the Global Education program will act to encourage Foreign Language enrollment as all Global Education students are required to enroll in at least one foreign language.

Internal Weaknesses

While four languages are approved in the catalog for Jefferson College, only two (French and Spanish) offer a three-course sequence that is needed to satisfy the Foreign Language requirement at Missouri State Universities. German lacks a third-semester course as well as a literature course (what would be GRM 201 and 253).

Only the final course in French and Spanish instruction (FRN253 and SPN253) receives Humanities credit. Students at Jefferson College are not required to have any Foreign Language instruction, and typically receive only elective credit for it. This limits the attractiveness of Foreign Language courses for Jefferson College students, as it keeps them from completing their A.A. as quickly as they might otherwise. Humanities credit for all Foreign Language instruction would likely increase Foreign Language enrollments.

External Opportunities

There is an ongoing mismatch between the country's need for foreign language instruction and availability and participation in foreign language courses. Where 54% of Europeans are bilingual, only 18% of Americans are. However, according to *Forbes* magazine, "Demand for and enrollment in foreign language courses is at its highest level since 1968" (www.forbes.com/sites/collegeprose/2012/08/27/americas-foreign-language-deficit/). With one eighth of the U.S. economy coming from exports, there are opportunities for individuals who can do business in more than one language. (www.iseek.org/news/fw/fw7798FutureWork.html)

In cooperation with other higher education institutions in Missouri, there are many opportunities for educational foreign travel for Jefferson College students.

In addition to the Fox C-6 School District, other high schools are considering adding A.A. degree pathways for their best students. As with the Fox C-6 CAP program, this presents an opportunity for expanded foreign language offerings.

External Threats

Other nearby Community Colleges compete directly with Jefferson College in foreign language course offerings. They offer a wider array of foreign language offerings than Jefferson College. We do not offer ASL (American Sign Language) and our Chinese program is inactive. Further, we do not have a full four-course sequence approved for German, only the first two semesters of that language.

External Accreditation (if applicable)

Link to accreditation report.

Not Applicable.

INSTITUTIONAL ACTION PLANS for *Foreign Language* / 2014

Instl or Deptl	Org Code	Aim	Obj	Instl Strategy	Action Plan Description	Indicators	Addl Res ?	Amount	Type	Onetime Expense	Annual Expense	Funding Source	FY Compl	Status	Responsible Party	Submitted by
Instl	55206	1			Pursue Humanities credit for Foreign Language courses			N/A					Aug 2015	Pending (New Plan)	Nicole Bach	Michael Booker
Instl	55206	1			Work with other area colleges and universities to offer foreign travel opportunities			N/A					Aug 2015	Pending (New Plan)	Nicole Bach	Michael Booker
Instl	55206	1			Review possible demand for a pilot medical terminology course			\$2,500					Aug 2015	Pending (New Plan)	Nicole Bach	Michael Booker
Instl	55206	1			Work with the Coordinator of High School Outreach to encourage inclusion of foreign language study as a part of any future CAPs			N/A					Aug 2016	Pending (New Plan)	Nicole Bach	Michael Booker

DEPARTMENTAL ACTION PLANS for *Foreign Language* / 2014

Instl or Deptl	Org Code	Aim	Obj	Instl Strategy	Action Plan Description	Indicators	Addl Res ?	Amount	Type	Onetime Expense	Annual Expense	Funding Source	FY Compl	Status	Responsible Party	Submitted by
Deptl	55206	1			Develop syllabi for GRM 201 and GRM 253			\$3,900.00					2015		Michael Booker	Michael Booker
Deptl	55206	1			Make GRM 101 and 102 5 credit hour classes to ensure transferability.			\$6,500.00					2015		Michael Booker	Michael Booker
Deptl	55206	1			Promote the value of language study by producing educational outreach materials highlighting the value of foreign language education			\$500.00					2016		Nichole Bach	Michael Booker

Evaluation

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Meets Expectations

Comments:

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Requires Attention and Submission of a Follow-Up Report

Comments:

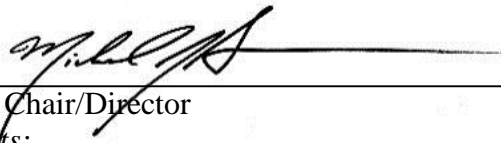
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Does Not Meet Expectations and Requires Submission of a Follow-Up Report

Comments:

Follow-up report required by: September 20, 2015
Comments: (Date)

Approvals



Division Chair/Director

Comments:

October 31, 2014

Date



Dean

Comments:

October 31, 2014

Date



Vice President/President

Comments:

February 25, 2015

Date