**Department of Foreign Languages**

**Strategic Plan 2013-2018**

Unanimously approved by DFL faculty on 8-19-2014

Over the past 10 years, the department’s size has grown from 7 full-time faculty members to more than 30 full-time and over 45 part-time faculty members. Faculty members’ diverse fields of expertise range from foreign language education to cultural studies, literary theory, intercultural competence, linguistics, and film studies. In addition, each faculty member is an experienced and committed foreign language teacher. In addition to growth in faculty members, the number of languages offered as part of our degree programs has also increased. This growth, along with other factors such as funding, shifting expectations and workloads, and external demands put on higher education make it necessary for the Department to review and redefine its identity. The goals and objectives set below illustrate how we, the faculty and staff of the Department of Foreign Languages, believe we may focus our efforts over the next 5 years, 2013-2018. This document should also make clear how we look to face new and old challenges, seeing them as opportunities for growth and service to the institution as well as to the communities we serve in Georgia, the United States, and the world.

# MISSION STATEMENT

The DFL’s highly diverse, international community aims to continue and expand its collaboration in innovative work that crosses both national and disciplinary boundaries. Accordingly, the Department’s 2013-18 mission focuses on its plan to contribute significantly to the College’s mission of facilitating an understanding of human interaction across world cultures and time, enhancing awareness of global perspectives, and fostering in students the knowledge, skills, and versatility needed to succeed personally, academically, and professionally in an ever-changing society,.

**GOALS AND OBJECTIVES**

**Goal 1:**

Promote excellence and innovation in education through teaching, supervising, and mentoring students; research, creative activity, and scholarship; professional service; and regular program assessment.

Objective 1:

Expand and strengthen individual language, culture, and interdisciplinary programs.

Objective 2:

Apply best practices in assessment to review and improve DFL curriculum identity regarding issues of articulation, program goals, learning outcomes, interdisciplinarity, and marketability, among others as they appear.

Objective 3:

Further develop language immersion experiences, undergraduate and graduate student research endeavors, and pre-professional endeavors.

Objective 4:

Advance strategic/systematic development and implementation of curricular innovations such as DFL online courses, intercultural competence, and experiential learning.

Objective 5:

Support and further develop faculty research and creative activity endeavors through adjustments of individual faculty workload models.

**Goal 2:**

Improve recruitment, retention, progression, and graduation rates in accord with the Complete College Georgia initiative while increasing the quality and breadth of academic and co-curricular programs.

Objective 1:

Identify comprehensive recruitment and retention plans for DFL undergraduate/graduate levels that include strategic incentives/initiatives (outreach, program PR, scholarships, funding).

Objective 2:

Document recruitment, retention, and alumni contacts.

**Goal 3:**

Become more engaged and prominent in the local community, Georgia, the nation, and the world.

Objective 1:

Identify DFL constituencies to pursue strategic partnerships with DFL-friendly constituencies by creating an effective DFL advisory board and establishing an ML&C alumni association for the purposes of reciprocity, sustainability, and economic benefit.

Objective 2:

Engage actively with local and global academic communities in the areas of scholarship, research, and creative activities.

**Goal 4:**

Enhance the collegiate experience, and foster a welcoming, diverse and inclusive environment.

Objective 1:

Advance recognition and promote the merits of diversity within our faculty, staff, and students in the areas of research, service, and teaching/learning in workload and coursework. Involve DFL students in appropriate DFL matters.

Objective 2:

Develop cross-languages, interdisciplinary, cross-curricular, and co-curricular activities between and for the benefit of faculty, staff, and students.

Objective 3:

Improve support/network/mentoring programs for DFL faculty, staff, and students.

Objective 4:

Establish a social media presence.

**Goal 5:**

Expand resources and improve operational efficiency and effectiveness.

Objective 1:

Review governance document and T&P guidelines and revise in line with articulations such as KSU Strategic Plan, Faculty Handbook, issues of workload equity, faculty strengths, and areas of expertise as appropriate.

Objective 2:

Identify strategies for "streamlining" operations among programs, such as online course development and uniformity among lower-level curricula as appropriate.

Objective 3:

Identify key concerns in DFL, invite experts and pursue external resources and funding opportunities to assist in finding solutions, and identify resources for the DFL to implement the KSU Strategic Plan.

Objective 4:

Develop strategies to respond to demand for alternative methods of delivering course content, such as online/hybrid courses, experiential learning, and study abroad.

Action Steps:

(To be developed by the Department's committees and individual program units.)