<table>
<thead>
<tr>
<th>University Goal</th>
<th>Objectives</th>
<th>Expected Results (Outcomes)</th>
<th>Assessment Instrument(s)/Procedures/Costs</th>
</tr>
</thead>
</table>
| The University of West Alabama is working to be recognized nationally and internationally for providing quality education programs via traditional and alternative means and to be acknowledged as the primary agent of positive change in Alabama’s Black Belt. The Department of Languages and Literature contributes to the fulfilling of the University’s goals throughout its course offerings. Through its basic curriculum offerings and specialized upper-level courses in literature, languages, and communication, the Department of Languages and Literature provides instruction for both traditional and non-traditional students which enhances their abilities in independent thinking, communication and appreciation of American and other cultures as expressed in literature. Through required courses in composition, speech, and literature and through class formats that encourage discussion, the Department develops skills in writing, public speaking, and critical thinking and respect for the ideas of others. | Objective 1. English majors will show an acceptable mastery of English and American literature. | That (1a) 70% of English /Language Arts majors would improve their scores on the Exit exam in English and American literature by at least 10 points between the first and second tests (1b) that 90% of graduating English majors would agree or strongly agree with the statement "In the field of [English and American] literature I feel well prepared compared to those individuals nationwide who have completed a similar course of study." | 1a. MFT Examination  
1b. Departmental survey |
| Objective 2. The Department will prepare majors and minors for graduate studies or careers by enhancing their skills in written communication and critical thinking. | That from taking EH 301 to graduation, at least 80% of English majors and minors would improve their written communication and critical thinking skills by at gaining at least a C in their upper-level courses. | Semester Class Grade Analysis; no cost | |
| Objective 3. The Department of Languages & Literature will develop a program of outreach activities and new course offerings for English majors to improve its recruitment. | That (3a) the number of English majors will increase by 5% by December 31, 2008 and (3b) that 50% of English majors coming into the program after Sept. 1, 2006, will indicate that new course offerings & extracurricular activities were significant factors in their decisions to major in English | 3a. Department material  
3b. Departmental Survey | |
| Objective 4. A redesigned version of EH 101 will support the objectives of the basic curriculum. | The expected results: pass rate in the pilot sections of EH 101 will increase by at least 10%. | Course analysis and assessment of diagnostic essays in pilot sections of EH 101. | |
Forward all forms to the dean by October 31 for review.

<table>
<thead>
<tr>
<th>Department</th>
<th>Languages and Literature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title of Program</td>
<td>English, English Language Arts</td>
</tr>
<tr>
<td>Academic Year</td>
<td>2008-2009</td>
</tr>
<tr>
<td>Degree Level</td>
<td>BS and BA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Expected Outcome</th>
<th>Actual Outcome</th>
<th>Problems Encountered</th>
<th>Action Taken/Plan(s) For Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective 1a</td>
<td>1a) 70% of English /Language Arts majors would improve their scores on the Exit exam in English and American literature by at least 10 points between the first and second tests</td>
<td>45% of English/English Language Arts majors improved their scores by at least 10 points; 35% improved their scores by 6-7 points.</td>
<td>Students are required only to take the second test, not to reach a particular score. As a result they do not have to do their best on the second test.</td>
<td>A committee of senior faculty members will find one or more ways to motivate better student response. Also we will work with the OIE to get data for purposes of comparison from 5 institutions similar in size and mission to UWA; score results should therefore be more useful in assessment efforts.</td>
</tr>
<tr>
<td>Objective 1b</td>
<td>1b) 90% of graduating English majors would agree or strongly agree with the statement &quot;In the field of [English and American] literature I feel well prepared compared to those individuals nationwide who have completed a similar course of study.&quot;</td>
<td>The survey has not been given in several years.</td>
<td>Without a capstone course, it is difficult to find ways for graduating seniors to take the survey.</td>
<td>The same senior faculty committee will find a venue for that survey, perhaps at the same time as the second test.</td>
</tr>
<tr>
<td>Objective 2</td>
<td>From taking EH 301 to graduation, at least 80% of English majors and minors would improve their written communication and critical thinking skills by at gaining at least a C in their upper-level courses.</td>
<td>Of 166 students in upper level classes, 135 made As, Bs, or Cs, thus meeting our outcome of at least 80%.</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>
| Objective 3a and 3b | (3a) the number of English majors will increase by 5% by December 31, 2008 and (3b) that 50% of English majors coming into the program after Sept. 1, 2006, will indicate that new course offerings & extracurricular activities were significant factors in their decisions to major in English | 3a) We have 144 English, English Language Arts majors, an increase of 79 (55% increase).  
3b) no data | We continue to offer more varied courses; in Fall 2008, in addition to the regular upper-level courses, we offered the American Novel, Contemporary Fiction, and Gothic Literature; in Spring, 2009, we offered Popular Culture: film, Arthurian Literature, Post-Colonial Literature, The Bible as Literature, and Narratology. |
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<tbody>
<tr>
<td>Objective 4</td>
<td>The expected results: pass rate in the redesigned pilot sections of EH 101 will increase by at least 10%</td>
<td>In two traditional sections, the failure rate was 47.5% and 52%, respectively. In the pilot sections, the failure rate was 24% and 11%, respectively; thus the 17.5% average failure was well below even the more average 36% failure rate.</td>
<td>None</td>
</tr>
</tbody>
</table>

*Forward all forms to the dean by October 31 for review.*
Statement of Achievements

Department Languages and Literature

Academic Year 2008-2009

Plans Implemented

(1) New computer classroom/lab funded by the university

(2) EH 101-102 textbook Discovering a Voice has been published; began use in September 2009

(3) NCAT Course Design with two pilot sections in both Spring and Fall

(4) A committee is in the process of hiring a Director of International Programs; it was decided to hire “up” before the ESL hire.

(5) Two new cameras for Studio 96 were acquired through the auspices of the Technology Committee.

(6) Mr. Greg Jones has been promoted to Instructor and Preceptor of the redesigned EH 101 classes, August 2009

(7) Mr. Arthur Grothe has been hired as the new UWA Theatre Director and assistant professor of theatre, August 2009

(8) A Reed Odyssey to Oxford, Mississippi, and two evenings of Poetry at the Lake were offered to our students.

(9) Used approximately $7800 in travel and faculty development

(10) Forward all forms to the dean by October 31 for review.

Plans Not Implemented

(1) Plans for a Communications minor have been altered; the new plan is to develop an Integrated Marketing Communications major.

(2) The Big Read program and a grant for a campus-wide reading program has been put on hold.
## SHORT-RANGE PLANS: FIRST YEAR

**Department:** Languages and Literature  
**Year:** 2010-2011

<table>
<thead>
<tr>
<th>Plans</th>
<th>Strategies to Implement</th>
<th>Completion Date</th>
<th>Approved by</th>
</tr>
</thead>
</table>
| Develop and present a Theatre minor to the University Academic Council and to ACHE | Mr. Grothe is completing the re-arrangement of present Theatre courses and adding new ones. | March 2010 (UAC)  
May 2010 (ACHE) | IEC |
| Request $4,000 budget for UWA Theatre | Articulate request: funds needed to develop program w/o charging admission to faculty/staff/students | October 1, 2010 | |
| Hire additional half-time instructor to teach speech and theatre courses and otherwise assist with theatre minor. | Compose position announcement and form search committee | May 2010 | |
| Develop and present an Integrated Marketing Communication major to the UAC and to ACHE | The research, development of courses, and the writing of the program itself is already in progress by Ms. Amy Jones. Discussions are underway with the College of Business to arrange courses in Marketing (such as economics, advertising, and marketing) to join with courses from Journalism (such as Writing for Mass Media, Mass Media Design, and Communication Theory and Law). | May 2010 (UAC)  
September (?) (ACHE) | |
| Hire an ESL Director | This should be the next step following the hiring of the International Programs Director. Chinese students will be arriving on the campus and will need language assistance. Arrange search committee in February 2010. | June 2010 | |
| Plan Black Belt Symposium                                                                 | Plans are underway to invite author Gin Phillips to speak at the event, as well as to ask her to workshop with our creative writing students; event planning for engagement, travel, lodging, and meals | April 2010 |
| Hire new lecturer for English composition, speech and theatre, and American literature to have dual responsibilities at both the Livingston campus and the Demopolis campus | Plans underway; position announcement brought several applications; the search committee has chosen a preferred candidate; interviews and hiring are still to be done. | December 2009 |
| Add more courses, both undergraduate and graduate, both on campus and online, to the Languages and Literature offerings | Encourage junior faculty to develop new courses or to develop their present courses for online distribution. | September 2010 |
| Acquire a new sound system for the Demopolis campus | Ask for funds from the Technology Committee | April 2010 |
| Arrange for faculty search, assistant professor in 20th century British and American Literature | Search committee, to begin in January | August 2010 |
Forward all forms to the dean by October 31 for review

MEDIUM-RANGE PLANS: YEARS TWO AND THREE

Department: Languages and Literature

Academic Years: 2011-2012; 2012-2013

Year Two

(1) Hire Communications (IMC) Professor

(2) Find community grant for renovation of Bibb Graves Auditorium

(3) Hire a composition specialist

(4) Begin ESL program

(5)

Year Three

(1) Prepare for Black Belt Symposium

(2) Hire a second Communications professor (IMC - print emphasis)
Forward all forms to the dean by October 31 for review.
### RESOURCES REQUIRED FOR PLANS (ONE-YEAR PLANS)

<table>
<thead>
<tr>
<th>PLANS (Refer to One-Year Plans)</th>
<th>HUMAN RESOURCES (Faculty, Staff, Consultants, etc.)</th>
<th>PHYSICAL RESOURCES (Supplies, Material, Equip., etc.)</th>
<th>OTHER RESOURCES (Printing, Postage, Telephone, etc.)</th>
<th>Year: 2010-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation of Theatre minor</td>
<td>Faculty</td>
<td>None</td>
<td>DOE</td>
<td></td>
</tr>
<tr>
<td>Develop theatre budget</td>
<td>Faculty</td>
<td>None</td>
<td>$4,000</td>
<td>DOE</td>
</tr>
<tr>
<td>Hire half-time instructor of speech and theatre</td>
<td>Faculty</td>
<td>None</td>
<td>$21,317.50 (=35% ben)= 28,775.92</td>
<td>DOE</td>
</tr>
<tr>
<td>Implementation of IMC major</td>
<td>Faculty</td>
<td>None</td>
<td>DOE</td>
<td></td>
</tr>
<tr>
<td>ESL Director</td>
<td>Faculty search committee</td>
<td>$36,234 (+35% ben.)=$48,916</td>
<td>DOE</td>
<td></td>
</tr>
<tr>
<td>Black Belt Symposium</td>
<td>Faculty</td>
<td>Equipment in various venues</td>
<td>DOE</td>
<td></td>
</tr>
<tr>
<td>New lecturer</td>
<td></td>
<td>Line already budgeted: $14,975 +$5216= $20,216</td>
<td>DOE</td>
<td></td>
</tr>
<tr>
<td>New sound system, Demopolis</td>
<td></td>
<td>$3000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New 20th century British and American assistant professor</td>
<td></td>
<td>$61,870 ($45,830+35% benefits)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL RESOURCES NEEDED</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>------------------------</td>
<td>---</td>
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<td>---</td>
</tr>
<tr>
<td>GRAND TOTAL OF RESOURCES NEEDED (Human Resources + Physical Resources + Other Resources)</td>
<td>$146,561.92</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

AVAILABLE means budgeted in current year’s budget.

In listing AVAILABLE HUMAN, PHYSICAL, AND OTHER RESOURCES, please place an asterisk (*) by any items funded from external sources such as federal, private, contractual, revenue generated, or other such sources external to the university.

Dean/Vice President: ________________________________  Date: Nov. 14, 2009

*Forward all forms to the dean by October 31 for review.*
## RESOURCES REQUIRED FOR PLANS (TWO-YEAR PLANS)

<table>
<thead>
<tr>
<th>PLANS (Refer to Two-Year Plans)</th>
<th>HUMAN RESOURCES (Faculty, Staff, Consultants, etc.)</th>
<th>PHYSICAL RESOURCES (Supplies, Material, Equip., etc.)</th>
<th>OTHER RESOURCES (Printing, Postage, Telephone, etc.)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AVAILABLE</td>
<td>NEEDED</td>
<td>AVAILABLE</td>
</tr>
<tr>
<td>Hire Communications (IMC)</td>
<td>Faculty search committee</td>
<td>$61,870 ($45,830 in salary+35% benefits)</td>
<td>None</td>
</tr>
<tr>
<td>assistant professor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant for renovation of Bibb</td>
<td>Sponsored Programs, Faculty</td>
<td>$80,000-100,00 (estimated)</td>
<td>None</td>
</tr>
<tr>
<td>Graves Auditorium</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire assistant professor,</td>
<td>Faculty search committee</td>
<td>$61,870 ($45,830 in salary+35% benefits)</td>
<td>None</td>
</tr>
<tr>
<td>composition specialist (this</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>tenure-track position is already</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>budgeted; the assistant professor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>did not acquire tenure)</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

Department: Languages and Literature  
Year: 2011-2012
<table>
<thead>
<tr>
<th>TOTAL RESOURCES NEEDED</th>
<th>$</th>
<th>$</th>
<th>$</th>
<th>$</th>
<th>$</th>
<th>$</th>
<th>$</th>
</tr>
</thead>
</table>

**GRAND TOTAL OF RESOURCES NEEDED (Human Resources + Physical Resources + Other Resources)**  $123,740

AVAILABLE means budgeted in current year’s budget. In listing AVAILABLE HUMAN, PHYSICAL, AND OTHER RESOURCES, please place an asterisk (*) by any items funded from external sources such as federal, private, contractual, revenue generated, or other such sources external to the university.

Dean/Vice President: ________________________________  Date: Nov. 14, 2009

*Forward all forms to the dean by October 31 for review.*
# RESOURCES REQUIRED FOR PLANS (THREE-YEAR PLANS)

**Department:** Languages and Literature  
**Year:** 2012-2013

<table>
<thead>
<tr>
<th>PLANS (Refer to Three-Year Plans)</th>
<th>HUMAN RESOURCES (Faculty, Staff, Consultants, etc.)</th>
<th>PHYSICAL RESOURCES (Supplies, Material, Equip., etc.)</th>
<th>OTHER RESOURCES (Printing, Postage, Telephone, etc.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black Belt Symposium</td>
<td>Faculty</td>
<td>Lodging, meals</td>
<td></td>
</tr>
<tr>
<td>Second IMC professor (print emphasis)</td>
<td>Faculty search committee</td>
<td>$61,870</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>($45,830 in salary+35% benefits)</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL RESOURCES NEEDED**  

| |  
|-----------------|--------|
| AVAILABLE       | $      |
| NEEDED          | $      |

**GRAND TOTAL OF RESOURCES NEEDED (Human Resources + Physical Resources + Other Resources)**  

$61,870

AVAILABLE means budgeted in current year’s budget.
In listing AVAILABLE HUMAN, PHYSICAL, AND OTHER RESOURCES, please place an asterisk (*) by any items funded from external sources such as federal, private, contractual, revenue generated, or other such sources external to the university.

Dean/Vice President: ________________________________  Date:  Nov. 14, 2009

Forward all forms to the dean by October 31 for review.