

Chapter 5: Program Initiatives to Improve Performance

“How do you propose improving future performance?”

**When proposing an initiative(s), use the following structure for each initiative proposed:*

1) Initiative Title: French program coordination

Describe Initiative: We are requesting reassignment time for one class per year (fall term only) so the full-time French instructor can reasonably accomplish the following responsibilities: 1) select and order all materials for the program; 2) select, order, and maintain all equipment for the program; 3) work with division staff to prepare term and annual schedules; 4) organize hiring process and interview part-time faculty; 5) mentor and observe part-time faculty; 6) disseminate information from division and department meetings; 7) prepare all daily lesson plans and materials; 8) coordinate with the tutor lab coordinator; 9) coordinate with Spanish and AIL coordinators for the use of the languages computer lab; 10) represent the French program at meetings and on committees; 11) coordinate articulation of all first- and second-year classes; 12) oversee the preparation and clean-up of French classroom.

Why do it? The French program has only one full-time instructor, so that person is responsible for all organization, representation, coordination, and decision-making. See above list of responsibilities beyond teaching.

What will the product of this initiative be? A more tightly coordinated program which would help students articulate as they move through the two-year French language sequence.

What is the need or intended use? Program coordination

Is it feasible? The college supports similar coordination of other two-year- sequence programs, and we are requesting only a one-course-per-year reassignment.

What would be the campus location of this request/project? English, Foreign Language, and Speech Division

How many students (per year) will benefit? 525

How will students benefit? Student progress and retention through an intense two-year language sequence is aided significantly when careful coordination among sections is maintained.

Describe the resources needed: one class reassignment for the contracted faculty member

List the possible funding sources: general fund

Can this project be partially funded? No

ORG: 651001

PROG: 111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals? Improved coordination will help the French program address all learning-centered principles and aid retention. The French program directly responds to Lane's core values of learning-centered environment, diversity, innovation, and accessibility; serves college-transfer programs; and contributes to students' foundational academic, language, and life skills development, as well as lifelong personal development and enrichment.

2) Initiative Title: Technology Specialist position

Describe Initiative: This initiative is put forward by Language, English, and Speech units as a cooperative effort, and will provide technical support for students taking online classes, students and staff using computer labs and classrooms, and students and staff using other technology-rich learning environments.

Why do it? As a part of bond funding, all language classes will make use of a new languages computer lab beginning January 04. Bond funding provided hardware and software but no technical support for students and staff. This position will provide that support, as well as provide technology support in other environments.

What will the product of this initiative be? A new 1.0 FTE Information Technology Technician position. This position is in alignment with the learning-centered principles of engaging learners as full partners and creating options for learning, and would 1) support instruction with technical training for computer classrooms and new "smart" classrooms, and 2) support students enrolled in online classes who have computer and other access questions.

What is the need or intended use? Both faculty and students need help for efficient and effective use of technology-rich learning environments; of particular concern to languages faculty is the new languages computer lab.

Is it feasible? The college supports other similar positions.

What would be the campus location of this request/project? The technology specialist will be located on the 4th floor of the Center Building in order to be available to assist faculty in the languages computer lab and new smart classrooms.

How many students (per year) will benefit? All Spanish, French, and AIL students will make use of the new languages computer lab, so all will benefit.

How will students benefit? Efficient and effective use of already existing technology

Describe the resources needed: Technology Specialist salary, office, computer hardware and software

List the possible funding sources: general fund (salary), TACT (hardware and software)

Can this project be partially funded? Yes

If so, what minimum cost? .75 position

ORG: 651001

PROG: 111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals?

All language classes serve college-transfer programs and contribute to students' foundational academic, language, and life skills development, as well as lifelong personal development and

enrichment; this project also supports the core values of learning-centered environment, diversity, innovation, and accessibility.

3) Initiative Title: Audio-recording, Spanish program

Describe Initiative: Record new 1st-year Spanish tapes and replace tapes with CDs for use in new languages computer lab.

Why do it? Old audiotapes are in poor repair and technologically outdated.

What will the product of this initiative be? Updated course materials appropriate to new languages computer lab

What is the need or intended use? Student use

Is it feasible? Yes

What would be the campus location of this request/project? Center 4th floor

How many students (per year) will benefit? All first-year Spanish students

How will students benefit? Students will be able to use more accessible CD's (replacing old, worn audiotapes)

Describe the resources needed: Curriculum development funding will allow faculty to create new culturally appropriate recordings to articulate with the first-year text. Curriculum development funding will also be used to pay native speakers (Spanish program tutors) to record the new texts. TACT funding will be needed to pay for sound studio recording.

List the possible funding sources: curriculum development, TACT

Can this project be partially funded? No

ORG: 651001

PROG: 111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals?

The Spanish program directly responds to Lane's core values of learning-centered environment, diversity, and innovation; serves college-transfer programs; and contributes to students' foundational academic, language, and life skills development, as well as lifelong personal development and enrichment. This project also creates options for learning and supports student access to appropriate technology.

5) Initiative Title: Adapt & develop materials for use in languages computer lab

Describe Initiative: Languages faculty are currently completing CAN-8 software training; it is essential that they begin immediately the curriculum development work of moving existing course materials into CAN 8 format and developing new materials appropriate to CAN-8 software and computer lab work.

Why do it? This work must be accomplished in order for faculty and students to make appropriate use of the new languages computer lab.

What will the product of this initiative be? Adapted and newly developed course materials to be used in the languages computer lab

What is the need or intended use? Immediate and effective use of already existing technology

Is it feasible? Yes

What would be the campus location of this request/project? Center 4th floor

How many students (per year) will benefit? All Spanish, French, and AIL students will make use of the new languages computer lab, so all will benefit.

How will students benefit? Appropriate student access to already existing technology. This is necessary and urgent work to advance students' learning opportunities in the new languages computer lab.

Describe the resources needed: Curriculum development funding will allow faculty to adapt and develop materials from each course to technologically appropriate formats. This is an essential step toward making full use of the lab and CAN-8 software.

List the possible funding sources: curriculum development

Can this project be partially funded? No

ORG: 651001

PROG: 111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals? All languages programs directly respond to Lane's core values of learning-centered environment, diversity, accessibility, and innovation; serve college-transfer programs; and contribute to students' foundational academic, language, and life skills development, as well as lifelong personal development and enrichment. This project also creates options for learning and supports student access to appropriate technology.

6) Initiative Title: Explore course fee request for AIL 101, 102, 103

Describe Initiative: In order to provide students with regular access to native speakers in the students' chosen languages, the American Indian Languages team will seek a course fee for the language acquisition sequence.

Why do it? The fee will allow the program to pay costs for visits from native speakers (transportation, food and lodging, honoraria).

7) Initiative Title: Work with spring and fall conference coordinators to bring Shakti Gategno to campus during 04-05

Why do it? To provide learning-centered workshops as a part of Lane's fall or spring in-service opportunities.

8) Initiative Title: Development of first-year Japanese language sequence

Describe Initiative: The languages unit seeks to develop a Japanese language sequence, with curriculum approval for the first-year course scheduled in December 04, in time for inclusion in the 04-05 catalog.

Why do it? Student and community interest

What will the product of this initiative be? A first-year Japanese sequence to be taught first in Fall 05 as a tuition-based offering.

What is the need or intended use? Expand language offerings to meet student and community need

Is it feasible? Yes

What would be the campus location of this request/project? English, Foreign Language, and Speech Division

How many students (per year) will benefit? Initially, one section per term would be offered (30 students).

How will students benefit? Expanded language offerings

Describe the resources needed: Curriculum development funding to create the first-year curriculum.

List the possible funding sources: curriculum development

Can this project be partially funded? No

ORG: 651001

PROG: 111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals? Adding Japanese to Lane's language offerings will support career enhancement and issues of difference, power, and privilege inherent in language and cultural studies. This program will also directly respond to Lane's core values of learning-centered environment, diversity, accessibility, and innovation; serve college-transfer programs; and contribute to students' foundational academic, language, and life skills development, as well as lifelong personal development and enrichment.

9) Initiative Title: Develop new 200-level French class

Describe Initiative: Develop new course that will introduce students to the Francophone world, providing a glimpse of the history, geography, politics, art, and ways of life of French-speaking peoples of the globe. Students will have the benefit of guest speakers, either natives from the target country or experts in the field; they will watch film segments and/or documentaries that address the thematic concerns of the class with respect to each country. They will read short literary texts (in English translation) by prominent Francophone authors and learn about forms of art, culinary practices and social customs particular to a given country. Some of the class time will be spent in the language computer lab using the internet to do research online as a class, using international journals, newspapers, embassy websites, commercial websites, etc.

Why do it? In addition to providing a course that will enhance students' global understanding, the course will support and enhance the French language acquisition program. French faculty also hope to incorporate the new course into a learning community in the future.

What will the product of this initiative be? A new course, in which students will learn about the French colonial period, independence movements and emancipation, current political climates and issues, literary movements and contemporary authors, and modern life in four or five Francophone countries or regions. Each year the course is offered, the selection of countries may be different to reflect the cultural diversity of the Francophone world: in any given term students may study Quebec or French Guiana in the Americas; Vietnam in South East Asia; Tunisia, Algeria or Morocco in North Africa; Senegal, Cameroun or the Congo in sub-Saharan Africa; and Martinique, Guadeloupe or Haiti in the Caribbean, for example.

What is the need or intended use? This course is designed to expose students to cultures other than their own in such a way as to pique their curiosity and cultivate a desire to learn more about how other people think and live. Of particular benefit to the French program, by focusing on Francophone cultures, we expect that students will be inspired to pursue studies of the French language once they are aware of the great cultural diversity and extensiveness of the French-speaking global community. In general, students should become interested in gaining more knowledge of international history, literatures, political science, and languages.

Is it feasible? Yes

What would be the campus location of this request/project? English, Foreign Language, and Speech Division

How many students (per year) will benefit? 30

How will students benefit? Students will develop a better understanding of and appreciation for different cultures and ways of living. They will become better informed on global issues and current events, and will develop critical thinking skills as a result of

class discussions, preparing them for an ever-expanding global job market.

Describe the resources needed: curriculum development funding

List the possible funding sources: curriculum development

Can this project be partially funded? No

ORG: 651001

PROG: 111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals? The new course will directly address the issues of difference, power, and privilege inherent in language and cultural studies. It will also respond to Lane's core values of learning-centered environment, diversity, innovation, and accessibility; serve college-transfer programs; and contribute to students' foundational academic, language, and life skills development, as well as lifelong personal development and enrichment.

12) Initiative Title: Pursue variable/flexible credit assignments for contracted languages faculty

Describe Initiative: Faculty will address with the administration ways of varying assignments so contracted faculty may occasionally teach 3- and 4-credit classes.

Why do it? Currently, faculty are locked into a rigid schedule of 5-credit classes. As a result, they cannot teach the 3-credit classes already developed, and they are not encouraged to develop new courses to increase student offerings beyond the 5-credit language acquisition courses.

What will the product of this initiative be? An eventual agreement with the Office of Instruction and Human Resources that will provide some flexibility to the contracted language faculty assignments.

What is the need or intended use? Better service to students and professional development of faculty

Is it feasible? Yes. An agreement could be reached that would, for example, allow a contracted faculty member to teach one 3- or 4-credit class alternate years, reducing the faculty credit assignment to 43 or 44 credits during those years.

Students will benefit from access to more instructors teaching 3- or 4-credit classes.