A. Enrollment and Reporting Issues
   i. To address enrollment and curriculum issues associated with the discontinuation of developmental English in the department (LLD 1 and LLD 2), the department will work with the Dean of Humanities and the Arts and the Dean of International and Extended Studies to develop a plan to address this change. The plan should also include strategies to recruit, retain, and train TESOL graduate students as well as support international students in their writing development.
   ii. Linguistics is a discovery major; few students declare linguistics as a major when first matriculated but come into the program later in their academic careers. This can dramatically impact metrics, which results in inaccurate reports. The department should work with the Office of Institutional Effectiveness and Analytics to develop strategies to collect data that is more reflective of student outcomes and student success. This improved data should be included in the next program planning self-study.
   iii. Develop a strategic plan to continue to recruit and retain students in the undergraduate program. The plan should address how the department communicates with prospective students about opportunities in linguistics, and how the new Associate Degree for Transfer agreement could be used to recruit more undergraduate majors from community colleges. This should be reported with data analysis at the next program review cycle.

B. Staffing Issues
   i. The tenure density in the department has decreased below university norms. The Department should work with the dean to assess appropriate tenure density for the department and to develop a strategic plan for meeting faculty and staffing needs. This plan may include pooled staffing to maximize support for similarly sized programs.

C. Assessment and Student Outcomes
   i. The department should continue to focus on improving student learning outcomes across all programs. Also the department should develop specific criteria for assessing student mastery of learning outcomes, and develop additional ways of engaging students in the reflection on learning outcomes and in participating in program assessment.


By signing below, we agree to the action plan outlined above.

Swathi Vanniaraajan

Dean Lisa Vollendorf, PhD

Andy Feinstein

Andrew H. Feinstein, PhD., Provost and VP Academic Affairs