

Action Plan Update

Timing: 2 Years After the Action Plan was Agreed e.g., during AY 2023-2024 for action plans agreed during AY 2021-2022. *Add additional rows, if necessary.*

Program: Languages and Literatures
 Academic Year of Program Review: 2021-2022
 Academic Year of Action Plan: 2022-2023
 Dean: James Mahon
 Chair: Daniel Fernández

Action	Responsible Party or Parties	Financial Resources Used (if applicable)	Mid-Term Status (Achieved/Partially Achieved/Not Achieved/Not Done)	Next Steps	Explanation (if applicable)
1. Additional new tenure-track Assistant Professor lines (3 in Spanish, 1 in French, 1 in Italian) and 1 Lecturer line. Tenure-track hire in French to teach courses on Francophone Africa.	Provost Dean Department of Languages and Literatures	CUNY Lecturer Hiring Initiative.	Two Lecturers (Spanish and Japanese) hired in 2022-2023 (CUNY Lecturer Hiring Initiative). No new tenure-track Assistant Professor lines were approved in 2022-2023. Due to retirement of a full Professor in 2024 (Spear), a replacement tenure-track Assistant Professor in French (PRF # 25-0003) was	Request tenure-track Assistant Professor line in Spanish from the College, due to a retirement of a full Professor in 2025 who taught Spanish and Irish (O hlide). Currently, there is a substitute Lecturer on the line [PRF # needs to be created].	Despite substitute Lecturer appointed in fall 2022 due to a retirement in 2021 (Estevez) (PRF #23-0009), no replacement tenure-track Assistant Professor line was approved in 2022-2023.

			hired in 2025 who teaches courses on Francophone Africa.		
2. Increased opportunities for Study Abroad	Dean Department of Languages and Literatures International Programs and Community Engagement (IPCE) Office of Prestigious Awards (OPA)	Lehman College Scholarships & Awards supports the COIL/Study Abroad program with Osaka Metropolitan University by giving students a scholarship of \$1,000 to help with expenses of studying abroad.	In the summer of 2024, after years of COIL projects, the department launched a COIL/Study Abroad program with Osaka Metropolitan University in Japan; there will be more students studying abroad at OMU in 2025. In addition, more L&L faculty are participating in COIL in Fall 2025, with a partner in Ecuador and with OMU.	The Department has started a contact with the University of Castilla La Mancha in Toledo Spain to explore study abroad programs. This will include Intensive Language classes and more advanced / tailored classes combining local and abroad instruction.	
3. Office Staff	Dean Department of Languages and Literatures		A second COA from another department (who requested a replacement) was reassigned to Languages and Literatures.	The first COA is undergoing a performance review.	

4. Offer outstanding adjuncts the possibility to become Lecturers.	Dean Department of Languages and Literatures		Two outstanding adjuncts teaching for the department were hired as Lecturers in 2022-2023 (CUNY Lecturer Hiring Initiative) in Japanese and Spanish.	If replacement tenure-track Assistant Professor line(s) in Spanish is (are) approved, outstanding adjunct faculty may apply.	
5. Scheduling more classes in the evenings and weekends, and scheduling more upper-level literature/culture courses.	Dean Department of Languages and Literatures		Department has suffered because of the competition of online scheduling/ e-permits. Classes in person in the evenings have seen decreasing enrollment because of safety concerns around Lehman and because of online modalities. Classes in the weekend (Saturdays) are well attended and run without problems. The department is unable to schedule more upper-level classes due a	One summer class in the major will be offered to alleviate the faculty shortage during the academic year. The Department would like to offer more classes in the major. As a temporary strategy, grad/undergrad classes have been combined .	The Department would like to offer more classes in the Spanish major. Replacement tenure-track Assistant Professor hires are needed in order to teach these classes.

			shortage of faculty able to teach those classes (in Spanish). Faculty needs to cover many requirements in different programs and cannot attend properly to the needs of the major program.		
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Additional Information: Please describe any assessment-related changes and the impacts of those changes that have taken place since the most recent Program Review:

Since the most recent Program Review, the Department has closely tracked the performance in heritage language (HL) as well as second-language (L2) courses of our students, keeping in mind their linguistic profile (heritage, L2, or in-between) as it pertains to our department's stated learning objectives, in addition to following placement trends and the number of students whose linguistic profile is in-between our binary division into two course tracks (HL and L2). As a result, we have taken steps to better meet the needs of our population, which is ever diversifying, linguistically and demographically. For example, the Department is in the process of designing a SPA 100-level course, outside of SPA 111 and 112 (L2) and SPA 113 and 114 (HL), devoted to speakers of Spanish. These students are often third or fourth generation (grand)children of Spanish-speaking immigrants, whose linguistic profile is in-between those who grew up speaking the language (HL) and those learning the language as an adolescent or adult (L2). Spanish is the language program with the greatest growing proportion of students who fit this profile.

Note: All action plans can be found on the [Lehman College website](#).