

Program Review for Latin American and Latino Studies

Development of Action Steps

General Comment:

The reviewers highlighted the Department's capacity to evolve and respond effectively to change (fluctuating student demographics and shifting needs). The report also highlighted the Department's "impressive" scholarship and teaching and engagement of students in observed classes. The Department has been able to connect students' academic paths with their family conversations, lives, and communities.

Commendations:

1. Increasing enrollment
2. Student retention and completion of degree
3. Students are learning skills that are transferable to being engaged in their communities and critically-thinking global citizens (key General Education goals)
4. A strong curriculum and pedagogical practices/programming that is "especially attuned to non-traditional, multi-lingual, first-generation students, community-engaged, and students of color"
5. LALS is a "pioneering program of critical importance."
6. Outstanding and dedicated faculty who teach, mentor, and advise students
7. The Department is well-positioned to successfully hire and mentor a cohort of junior faculty
8. Wide range of internship opportunities

Identified Issues:

1. The department is constrained by the need for additional full-time, ladder track faculty to meet the demand of students and to fully realize the potential of the program
2. There is a clear need for communal workspaces
3. Equity and workload could lead to burnout.

Recommendations:

Recommendation	Strengths Leveraged/Issues Addressed	Notes	Responsible Party	Actions Taken
1. "Cluster hire" 3 faculty (to replace 2 retired faculty) and one to expand scholarship in the department (new line specializing in Dominican Studies)	Issues 1 and 3		Provost Dean Program	
2. Program Coordinator for the Latino Studies Certificate Program	Issue 3		Program	
3. Consider converting HyField (combination of in-person instruction and experiential learning) courses into four-credit courses to offset teaching load	Issue 3		Program	
4. Previously furnished hallways should be converted into common space with comfortable seating areas; departmental access to a large communal lounge area for activities, programming and student gatherings	Issue 2		VP A&F Dean Program	