

Program Review Appendix

Student Data

CIP	Plan
16.0901	French BA
16.0905	Spanish BA

Undergraduate Pell Recipients by CIP Code

CIP Code	CIP Descr.		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
			N	%	N	%	N	%	N	%	N	%
16.0101	Foreign Languages and Literatures, General	Pell Recipient	18	40.00	15	48.39	6	50.00	1	50.00	1	100.00
		Not Pell Recipient	27	60.00	16	51.61	6	50.00	1	50.00	.	.

Undergraduate Pell Recipients by CIP Code

CIP Code	CIP Descr.		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015	
			N	%	N	%	N	%	N	%	N	%	N	%
16.0901	French Language and Literature	Pell Recipient	5	20.83	10	40.00	15	50.00	18	56.25	15	62.50	13	46.43
		Not Pell Recipient	19	79.17	15	60.00	15	50.00	14	43.75	9	37.50	15	53.57

Undergraduate Pell Recipients by CIP Code

CIP Code	CIP Descr.		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015	
			N	%	N	%	N	%	N	%	N	%	N	%
16.0905	Spanish Language and Literature	Pell Recipient	22	35.48	25	39.68	29	51.79	28	54.90	30	52.63	19	43.18
		Not Pell Recipient	40	64.52	38	60.32	27	48.21	23	45.10	27	47.37	25	56.82

Course Data

Top 10 Majors of Students Taking Courses Offered by the Department

			2014-15 through 2016-17	
Acad Org	Course Level	Student Major	Rank	# Students
Modern Languages	Undergraduate	Psychology BS	1	4,257
		English BA	2	1,663
		Political Science BA	3	1,467
		Elementary Education BS	4	1,101
		Human Communication BA	5	1,056
		Int'l and Global Studies BA	6	1,015
		Digital Media BA	7	938
		Interdisciplinary Studies BA	8	716
		History BA	9	713
		Spanish BA	10	694

Top 10 Majors of Students Taking Courses Offered by the Department

			2014-15 through 2016-17	
Acad Org	Course Level	Student Major	Rank	# Students
Modern Languages	Graduate	Teaching English(TESOL) MA	1	516
		Spanish MA	2	229
		Teach Eng As Frgn Lang Cert	3	129
		Education PhD	4	63
		Elementary Education MA	5	41
		Exceptional Stdnt Educ K-12 MA	6	30
		Teacher Education MAT	7	27
		Spanish BA	8	19
		Reading Education MEd	9	16
		Graduate Non-Degree	9	16

Percent of DFW Grades across the Academic Year
(sorted descending by the percent DFW in the most recent year)

		2016-17		2015-16		2014-15		2013-14		2012-13		2011-12		2010-11		
		Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	
Modern Languages	ARA2200	11	36.4	7	28.6	.	.	.	.	12	8.3	20	10.0	27	18.5
	SPN1150	59	35.6	55	32.7	94	23.4	136	16.9	190	17.4	116	16.4	.	.	
	SPN4800	24	33.3	.	.	25	28.0	.	.	24	41.7	.	.	.	.
	SPN2200	157	29.3	182	24.2	145	20.0	175	26.3	195	19.0	225	18.2	220	11.8	
	SPN1121	2,180	25.0	2,097	21.0	2,146	17.7	2,119	14.5	2,131	13.7	2,349	10.9	2,419	10.3	
	FRW3100	12	25.0	17	35.3	16	12.5	28	3.6	20	5.0	19	31.6	28	10.7	
	SPN1120	1,901	24.9	1,939	19.9	1,966	16.4	1,972	15.7	2,118	14.4	2,154	11.9	2,428	11.4	
	FRE2200	65	24.6	87	19.5	81	17.3	81	19.8	99	13.1	88	13.6	87	9.2	
	JPN1120	285	22.5	232	13.8	197	15.2	133	19.5	36	13.9	37	16.2	36	16.7	
	FRW3760	19	21.1	.	.	18	11.1
	FRW3770	19	21.1	.	.	22	9.1	.	.	.	.	21	28.6	.	.
	ARA1121	24	20.8	26	19.2	24	16.7	25	20.0	23	30.4	45	17.8	48	16.7	
	EAP2851	182	20.3
	FRW4440	16	18.8
	ITA1120	224	17.9	234	12.8	261	14.2	300	17.7	252	12.7	343	15.7	281	10.0	
	SPN2201	68	17.6	74	23.0	64	23.4	95	12.6	116	28.4	130	5.4	136	13.2	
	EAP1850	103	17.5
	SPN3850	30	16.7	.	.	22	27.3
	FRE1121	373	15.5	429	15.6	357	12.3	359	9.7	323	8.7	326	10.7	297	10.4	
	FRE1120	459	15.5	506	14.0	435	17.5	413	11.9	431	9.3	453	16.3	449	14.9	
	ITA1121	135	14.8	149	13.4	161	14.3	158	10.8	186	15.1	245	10.2	191	7.3	
	CHI1121	41	14.6	29	3.4	30	6.7	57	3.5	56	5.4	42	9.5	22	4.5	
	JPN1121	153	13.7	151	15.2	136	4.4	64	9.4	25	4.0	27	7.4	36	22.2	
	FRE4500	16	12.5	25	8.0	.	.	.	.	.	.	16	18.8	.	.
	FRW4820	8	12.5
	FRE2201	33	12.1	44	6.8	50	4.0	46	13.0	53	1.9	52	1.9	51	15.7	
	SPN3344	25	12.0	30	6.7	32	6.3	29	3.4	29	10.3	33	3.0	28	3.6	
	SPN3300	76	11.8	94	8.5	79	6.3	81	3.7	115	6.1	128	7.8	115	7.0	
	FRE4422	34	11.8	.	.	.	.	28	10.7	.	.	.	.	.	.
	JPN2200	34	11.8	31	9.7	29	6.9	17	35.3	12	25.0	15	6.7	14	14.3	
RUS1120	34	11.8	32	12.5	36	5.6	38	2.6	39	5.1	36	5.6	37	2.7		
SPN3420	72	11.1	73	6.8	67	17.9	87	11.5	100	20.0	109	9.2	104	3.8		
ITA2200	20	10.0	27	7.4	21	9.5	26	7.7	37	2.7	40	2.5	46	6.5		
ARA1120	31	9.7	31	16.1	38	13.2	35	20.0	43	30.2	73	12.3	72	15.3		
GER1120	126	9.5	138	9.4	154	7.8	79	6.3	37	5.4	140	7.9	172	12.8		

"DFW" includes I, N, NC, U, and X grades. Report excludes medical withdrawals (WM, WH).

Honors courses excluded.

Percent of DFW Grades across the Academic Year
(sorted descending by the percent DFW in the most recent year)

		2016-17		2015-16		2014-15		2013-14		2012-13		2011-12		2010-11	
		Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW
Modern Languages	CHI1120	53	9.4	37	8.1	64	14.1	71	8.5	71	9.9	64	17.2	34	8.8
	SPN3760	43	9.3	82	7.3	73	1.4	77	3.9	88	2.3	106	6.6	126	4.0
	CHI2201	11	9.1	7	14.3	.	.	.	.	.	.	10	10.0	.	.
	SPW4720	22	9.1	.	.	.	.	.	.	.	.	.	.	.	.
	SPN3234	36	8.3	62	9.7	81	4.9	77	10.4	103	8.7	122	8.2	115	13.0
	SPW4604	24	8.3	.	.	.	.	.	.	.	.	.	.	.	.
	SPT3809	25	8.0	.	.	.	.	.	.	.	.	25	8.0	.	.
	SPT3831	14	7.1	.	.	.	.	9	11.1	.	.	28	10.7	.	.
	SPW3131	14	7.1	14	7.1	14	14.3	.	.	18	5.6	27	11.1	29	3.4
	FRE3300	30	6.7	30	6.7	35	14.3	31	3.2	30	6.7	32	46.9	29	10.3
	SPW3101	15	6.7	15	6.7	.	.	25	20.0	25	8.0	27	14.8	29	6.9
	CHI2200	16	6.3	12	8.3	10	30.0	23	4.3	17	11.8	16	6.3	15	13.3
	POR1120	49	6.1	.	.	.	.	.	.	.	.	.	.	.	.
	KOR1120	67	6.0	.	.	.	.	.	.	.	.	.	.	.	.
	RUS2201	17	5.9	26	7.7	16	6.3	.	.	.	.	.	.	.	.
	SPW3130	18	5.6	10	10.0	18	11.1	23	17.4	23	4.3	26	11.5	30	10.0
	KOR1121	19	5.3	.	.	.	.	.	.	.	.	.	.	.	.
	POR1121	19	5.3	14	7.1	.	.	.	.	.	.	.	.	.	.
	RUS2200	19	5.3	.	.	.	.	17	5.9	19	5.3	13	7.7	.	.
	SPT3805	19	5.3	.	.	.	.	14	7.1	27	3.7	.	.	38	2.6
	GER1121	119	5.0	162	5.6	47	6.4	95	5.3	73	1.4	.	.	113	8.8
	ITT3443	21	4.8	.	.	.	.	.	.	.	.	17	5.9	.	.
	FRE3780	22	4.5	28	3.6	34	8.8	.	.	24	8.3	30	10.0	26	3.8
	SPN3345	22	4.5	28	14.3	.	.	23	4.3	24	4.2	.	.	29	6.9
	TSL3346	111	4.5	94	6.4	96	5.2	110	3.6	58	6.9	30	13.3	.	.
	TSL4240	668	3.9	744	6.6	777	4.5	793	5.8	819	6.5	818	9.0	846	10.2
	JPN2201	28	3.6	.	.	28	3.6	.	.	.	.	12	25.0	10	30.0
	RUS1121	29	3.4	30	3.3	.	.	.	.	28	14.3	25	16.0	32	6.3
	SPN4510	29	3.4	5	20.0	32	12.5	.	.	32	18.8	39	10.3	42	16.7
	SPN4410	35	2.9	41	14.6	27	14.8	28	10.7	21	4.8	57	10.5	56	8.9
SPN3141	.	.	1	100.0	.	.	.	.	27	22.2	.	.	.	.
EAP1930	.	.	58	27.6	.	.	.	.	.	.	.	.	.	.
FRW3740	.	.	15	26.7	.	.	.	.	.	.	17	17.6	.	.	
SPT4801	.	.	4	25.0	.	.	.	.	.	.	.	.	.	.
SPW4272	.	.	12	25.0	.	.	.	.	.	.	.	.	.	.

"DFW" includes I, N, NC, U, and X grades. Report excludes medical withdrawals (WM, WH).

Honors courses excluded.

Percent of DFW Grades across the Academic Year
(sorted descending by the percent DFW in the most recent year)

		2016-17		2015-16		2014-15		2013-14		2012-13		2011-12		2010-11	
		Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW
Modern Languages	EAP2930	.	.	94	22.3	.	.	.	.	.	.	.	.	.	.
	ARA2201	.	.	5	20.0	.	.	.	.	8	12.5	12	8.3	12	8.3
	SPN3852	.	.	28	17.9	.	.	30	13.3	.	.	30	13.3	.	.
	FRT4421	.	.	23	13.0	.	.	.	.	.	.	.	.	.	.
	SPN4780	.	.	29	10.3	21	9.5	27	7.4	25	8.0	31	16.1	29	10.3
	TSL4363	.	.	39	10.3	.	.	.	.	.	.	19	21.1	.	.
	ITA3760	.	.	10	10.0	.	.	.	.	.	.	20	5.0	18	5.6
	FRE3440	.	.	21	9.5	.	.	.	.	32	18.8	.	.	20	30.0
	SPN3512	.	.	11	9.1	.	.	.	.	.	.	.	.	.	.
	SPN4801	.	.	12	8.3	.	.	14	7.1	18	11.1	37	10.8	50	12.0
	FRW4310	.	.	25	8.0	.	.	.	.	.	.	.	.	.	.
	FRW3101	.	.	13	7.7	.	.	.	.	.	.	.	.	19	21.1
	SPW3100	.	.	27	7.4	.	.	30	6.7	24	4.2	31	6.5	.	.
	SPN4520	.	.	28	7.1	.	.	30	10.0	26	3.8	51	11.8	.	.
	SPW4310	.	.	21	4.8	.	.	.	.	.	.	20	5.0	.	.
	SPT3800	.	.	23	4.3	.	.	.	.	.	.	.	.	31	3.2
	FRE3420	.	.	32	3.1	.	.	.	.	25	4.0	.	.	30	20.0
	FRE3441	.	.	.	.	18	11.1	.	.	.	.	.	.	.	.
	SPN3140	.	.	.	.	37	8.1	.	.	34	8.8	.	.	.	.
	GER2201	.	.	.	.	14	7.1	.	.	.	.	11	9.1	19	10.5
	FRT3562	.	.	.	.	29	6.9	.	.	.	.	.	.	.	.
	SPN2340	.	.	.	.	15	6.7	23	21.7	24	45.8	25	12.0	.	.
	FRW4380	.	.	.	.	34	5.9	.	.	.	.	.	.	35	8.6
	SPN4421	.	.	.	.	28	3.6	15	6.7	36	22.2	40	12.5	45	11.1
	FRE3760	.	.	.	.	30	3.3	.	.	30	10.0	38	7.9	.	.
	SPN4143	.	.	.	.	.	.	20	25.0	.	.	.	.	.	.
	FRW3752	.	.	.	.	.	.	30	16.7	.	.	.	.	.	.
	SPW3370	.	.	.	.	.	.	13	15.4	5	20.0	.	.	.	.
	SPN3142	.	.	.	.	.	.	20	15.0	.	.	.	.	.	.
	ITA2201	.	.	.	.	.	.	7	14.3	16	18.8	.	.	.	.
	ITW3101	.	.	.	.	.	.	7	14.3	.	.	.	.	9	11.1
	ITW3100	.	.	.	.	.	.	16	12.5	.	.	.	.	.	.
FRW4324	.	.	.	.	.	.	26	3.8	.	.	.	.	.	.
FRW3370	.	.	.	.	.	.	27	3.7	.	.	.	.	.	.
SPW4382	.	.	.	.	.	.	29	3.4	.	.	.	.	.	.

"DFW" includes I, N, NC, U, and X grades. Report excludes medical withdrawals (WM, WH).

Honors courses excluded.

Percent of DFW Grades across the Academic Year
(sorted descending by the percent DFW in the most recent year)

		2016-17		2015-16		2014-15		2013-14		2012-13		2011-12		2010-11	
		Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW	Total Enrollment	% DFW
Modern Languages	POR3140	.	.	.	.	.	.	.	.	25	36.0	32	9.4	27	11.1
	SPN2341	.	.	.	.	.	.	.	.	13	30.8	12	25.0	.	.
	FIL3823	.	.	.	.	.	.	.	.	33	27.3	50	6.0	96	26.0
	SPW4381	.	.	.	.	.	.	.	.	33	9.1	.	.	45	2.2
	SPW4770	.	.	.	.	.	.	.	.	15	6.7	.	.	.	.
	GER2200	.	.	.	.	.	.	.	.	.	.	47	10.6	40	15.0
	GER3760	.	.	.	.	.	.	.	.	.	.	21	9.5	24	16.7
	GEW4531	.	.	.	.	.	.	.	.	.	.	14	7.1	.	.
	ITA3420	.	.	.	.	.	.	.	.	.	.	21	4.8	18	5.6
	GEW4482	.	.	.	.	.	.	.	.	.	.	.	.	19	15.8
	GER3102	.	.	.	.	.	.	.	.	.	.	.	.	21	14.3
	SPW4460	.	.	.	.	.	.	.	.	.	.	.	.	25	12.0
	SPW4730	.	.	.	.	.	.	.	.	.	.	.	.	24	8.3
	FRE4421	.	.	.	.	.	.	.	.	.	.	.	.	51	2.0

"DFW" includes I, N, NC, U, and X grades. Report excludes medical withdrawals (WM, WH).

Honors courses excluded.

High Impact Practices

Experiential Learning Student Headcounts by Plan and Academic Year
(Includes Clinical, Internship, Co-op, and Practicum courses)

		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Undergraduate	Academic Plan							
	French BA	2	.	2	.	1	2	.
	Spanish BA	7	6	6	3	2	.	4

Note: Students are counted once per academic year and may have had multiple experiences.

Note: Students are counted once per academic year and may have had multiple experiences.

Undergraduate Research Student Headcounts by Plan and Academic Year

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Academic Plan						
French BA	4	2	4	2	2	4
Spanish BA	8	7	8	2	3	5

Note: Undergraduate Research participants are identified by the Office of Undergraduate Research. Students are counted once per academic year and may have had multiple experiences.

Degree Data

CIP	Plan
16.0901	French BA
16.0905	Spanish BA

Four and Six Year Graduation Rates by CIP Code in Last Enrolled Term Students in the Summer-Fall Full-Time FTIC Cohort

				Total N	Grad in 4 N	Grad in 4 %	Grad in 6 N	Grad in 6 %
	Last CIP	Last CIP Descr.	Cohort Year					
FTIC	16.0901	French Language and Literature	2003-2004	3	1	33.3%	2	66.7%
			2004-2005	2	1	50.0%	2	100.0%
			2005-2006	2	0	0.0%	1	50.0%
			2006-2007	3	2	66.7%	2	66.7%
			2007-2008	1	0	0.0%	1	100.0%
			2008-2009	6	3	50.0%	4	66.7%
			2009-2010	7	2	28.6%	7	100.0%
			2010-2011	6	2	33.3%	4	66.7%
			2011-2012	7	2	28.6%	.	.
			2012-2013	2	1	50.0%	.	.

Four and Six Year Graduation Rates by CIP Code in Last Enrolled Term Students in the Summer-Fall Full-Time FTIC Cohort

**Four and Six Year Graduation Rates by CIP Code in Last Enrolled Term
Students in the Summer-Fall Full-Time FTIC Cohort**

	Last CIP	Last CIP Descr.	Cohort Year	Total N	Grad in 4	Grad in 4	Grad in 6	Grad in 6
					N	%	N	%
FTIC	16.0905	Spanish Language and Literatur	2003-2004	10	2	20.0%	8	80.0%
			2004-2005	28	12	42.9%	28	100.0%
			2005-2006	36	10	27.8%	32	88.9%
			2006-2007	36	12	33.3%	26	72.2%
			2007-2008	36	16	44.4%	30	83.3%
			2008-2009	18	6	33.3%	12	66.7%
			2009-2010	12	6	50.0%	8	66.7%
			2010-2011	32	12	37.5%	24	75.0%
			2011-2012	18	4	22.2%	.	.
			2012-2013	18	8	44.4%	.	.

Research-based Graduate Degrees Awarded across the Academic Year

Acad Org	Academic Year		Research		Not Research		Total N
			N	%	N	%	
Modern Languages	2010-11	Spanish MA	.	.	6	100.0	6
		Master's Teaching English(TESOL) MA	1	5.3	18	94.7	19
		Total	1	4.0	24	96.0	25
		Total	1	4.0	24	96.0	25
	2011-12	Spanish MA	1	11.1	8	88.9	9
		Master's Teaching English(TESOL) MA	.	.	12	100.0	12
		Total	1	4.8	20	95.2	21
		Total	1	4.8	20	95.2	21
	2012-13	Spanish MA	1	20.0	4	80.0	5
		Master's Teaching English(TESOL) MA	.	.	21	100.0	21
		Total	1	3.8	25	96.2	26
		Total	1	3.8	25	96.2	26
	2013-14	Spanish MA	.	.	7	100.0	7
		Master's Teaching English(TESOL) MA	4	18.2	18	81.8	22
		Total	4	13.8	25	86.2	29
		Total	4	13.8	25	86.2	29
	2014-15	Spanish MA	.	.	2	100.0	2
		Master's Teaching English(TESOL) MA	1	8.3	11	91.7	12
		Total	1	7.1	13	92.9	14
		Total	1	7.1	13	92.9	14

Note: Degrees are flagged as research degrees if the student has the PeopleSoft milestone that shows they completed a thesis.

Research-based Graduate Degrees Awarded across the Academic Year

				Research		Not Research		Total
				N	%	N	%	N
Modern Languages	2015-16	Master's	Spanish MA	4	44.4	5	55.6	9
			Teaching English(TESOL) MA	1	5.9	16	94.1	17
			Total	5	19.2	21	80.8	26
		Total	5	19.2	21	80.8	26	
	2016-17	Master's	Spanish MA	1	20.0	4	80.0	5
			Teaching English(TESOL) MA	2	8.3	22	91.7	24
			Total	3	10.3	26	89.7	29
		Total	3	10.3	26	89.7	29	

Note: Degrees are flagged as research degrees if the student has the PeopleSoft milestone that shows they completed a thesis.

Department Degrees Awarded Identifying Minority Students

				Minority		Not Minority		
				N	%	N	%	
Modern Languages	2010-11	Bachelor	French BA	1	33.3	2	66.7	
			Modern Languages Comb BA	.	.	4	100.0	
			Spanish BA	18	41.9	25	58.1	
			Total	19	38.0	31	62.0	
		Master's	Spanish MA	5	83.3	1	16.7	
			Teaching English(TESOL) MA	2	10.5	17	89.5	
			Total	7	28.0	18	72.0	
			Total	26	34.7	49	65.3	
		2011-12	Bachelor	French BA	1	20.0	4	80.0
				Modern Languages Comb BA	4	30.8	9	69.2
				Spanish BA	13	61.9	8	38.1
				Total	18	46.2	21	53.8
	Master's		Spanish MA	7	77.8	2	22.2	
			Teaching English(TESOL) MA	4	33.3	8	66.7	
			Total	11	52.4	10	47.6	
			Total	29	48.3	31	51.7	
	2012-13		Bachelor	French BA	2	20.0	8	80.0
				Modern Languages Comb BA	2	22.2	7	77.8
				Spanish BA	27	75.0	9	25.0
				Total	31	56.4	24	43.6
		Master's	Spanish MA	5	100.0	.	.	
			Teaching English(TESOL) MA	8	38.1	13	61.9	
			Total	13	50.0	13	50.0	

Note: "Minority" includes all specified race codes except White and International.

Department Degrees Awarded Identifying Minority Students

			Minority		Not Minority			
			N	%	N	%		
Modern Languages	2012-13	Total	44	54.3	37	45.7		
	2013-14	Bachelor	French BA	3	33.3	6	66.7	
			Modern Languages Comb BA	1	50.0	1	50.0	
			Spanish BA	16	57.1	12	42.9	
			Total	20	51.3	19	48.7	
	2013-14	Master's	Spanish MA	7	100.0	.	.	
			Teaching English(TESOL) MA	2	9.1	20	90.9	
			Total	9	31.0	20	69.0	
	Total			29	42.6	39	57.4	
	2014-15	Bachelor	French BA	7	77.8	2	22.2	
			Modern Languages Comb BA	1	100.0	.	.	
			Spanish BA	16	69.6	7	30.4	
			Total	24	72.7	9	27.3	
		2014-15	Master's	Spanish MA	2	100.0	.	.
				Teaching English(TESOL) MA	6	50.0	6	50.0
	Total			8	57.1	6	42.9	
	Total			32	68.1	15	31.9	
	2015-16	Bachelor	French BA	5	50.0	5	50.0	
			Spanish BA	13	59.1	9	40.9	
			Total	18	56.3	14	43.8	
		2015-16	Master's	Spanish MA	7	77.8	2	22.2
				Teaching English(TESOL) MA	4	23.5	13	76.5
	Total			11	42.3	15	57.7	
	Total			29	50.0	29	50.0	
2016-17	Bachelor	French BA	4	50.0	4	50.0		
		Spanish BA	10	52.6	9	47.4		
		Total	14	51.9	13	48.1		
	2016-17	Master's	Spanish MA	5	100.0	.	.	
			Teaching English(TESOL) MA	5	20.8	19	79.2	
Total			10	34.5	19	65.5		
Total			24	42.9	32	57.1		

Note: "Minority" includes all specified race codes except White and International.

Department Degrees Granted by Area of Strategic Emphasis

				Area of Strategic Emphasis	
				EDUCATION	GLOBAL
Acad Org	Academic Year				
Modern Languages	2010-11	Bachelor	French BA	.	3
			Modern Languages Comb BA	.	4
			Spanish BA	.	43
			Total	.	50
		Master's	Spanish MA	.	6
			Teaching English(TESOL) MA	19	.
			Total	19	6
	Total		19	56	
	2011-12	Bachelor	French BA	.	5
			Modern Languages Comb BA	.	13
			Spanish BA	.	21
			Total	.	39
		Master's	Spanish MA	.	9
			Teaching English(TESOL) MA	12	.
			Total	12	9
	Total		12	48	
	2012-13	Bachelor	French BA	.	10
			Modern Languages Comb BA	.	9
			Spanish BA	.	36
			Total	.	55
		Master's	Spanish MA	.	5
			Teaching English(TESOL) MA	21	.
			Total	21	5
	Total		21	60	
	2013-14	Bachelor	French BA	.	9
			Modern Languages Comb BA	.	2
			Spanish BA	.	28
			Total	.	39
Master's		Spanish MA	.	7	
		Teaching English(TESOL) MA	22	.	
		Total	22	7	
Total		22	46		
2014-15	Bachelor	French BA	.	9	
		Modern Languages Comb BA	.	1	
		Spanish BA	.	23	
		Total	.	33	
	Master's	Spanish MA	.	2	
		Teaching English(TESOL) MA	12	.	
		Total	12	2	

Department Degrees Granted by Area of Strategic Emphasis

			Area of Strategic Emphasis		
			EDUCATION	GLOBAL	
Modern Languages	2014-15	Total	12	35	
		Bachelor	French BA	.	10
			Spanish BA	.	22
	Total		.	32	
	2015-16	Master's	Spanish MA	.	9
			Teaching English(TESOL) MA	17	.
			Total	17	9
		Total	17	41	
	2016-17	Bachelor	French BA	.	8
			Spanish BA	.	19
			Total	.	27
		Master's	Spanish MA	.	5
			Teaching English(TESOL) MA	24	.
			Total	24	5
		Total	24	32	

Faculty Data by Department

Data Notes: This report includes 9-month and 12-month faculty pulled from PeopleSoft as of November 1 of each year. All faculty are included based on their home department.

"New" faculty include faculty employed in fall terms who were hired after November 1 of the previous year.

Department Faculty by Gender

		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
MOD LANG-PAYROLL	Female	24	72.7	26	74.3	23	69.7	23	71.9	24	70.6	29	74.4	34	73.9
	Male	9	27.3	9	25.7	10	30.3	9	28.1	10	29.4	10	25.6	12	26.1
	Total	33	100.0	35	100.0	33	100.0	32	100.0	34	100.0	39	100.0	46	100.0

New Department Faculty by Gender

		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
New MOD LANG-PAYROLL	Female	5	100.0	5	83.3	.	.	2	100.0	3	75.0	6	75.0	7	70.0
	Male	.	.	1	16.7	2	100.0	.	.	1	25.0	2	25.0	3	30.0
	Total	5	100.0	6	100.0	2	100.0	2	100.0	4	100.0	8	100.0	10	100.0

Department Faculty by Race/Ethnicity

		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
MOD LANG-PAYROLL	Asian	1	3.0	.	.	1	3.0	1	3.1	1	2.9	1	2.6	2	4.3
	Black	1	3.0	1	2.9	1	3.0	1	3.1	1	2.9	3	7.7	2	4.3
	Hispanic	12	36.4	13	37.1	12	36.4	11	34.4	11	32.4	13	33.3	17	37.0
	White	19	57.6	21	60.0	19	57.6	19	59.4	21	61.8	22	56.4	25	54.3
	Total	33	100.0	35	100.0	33	100.0	32	100.0	34	100.0	39	100.0	46	100.0

New Department Faculty by Race/Ethnicity

			Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
			N	%	N	%	N	%	N	%	N	%	N	%	N	%
New	MOD LANG-PAYROLL	Asian	1	20.0	.	.	1	50.0	.	.	1	25.0	.	.	1	10.0
		Black	.	.	.	.	.	.	.	.	.	2	25.0	.	.	.
		Hispanic	4	80.0	3	50.0	1	50.0	1	50.0	3	75.0	3	37.5	6	60.0
		White	.	.	3	50.0	.	.	1	50.0	.	.	3	37.5	3	30.0
		Total	5	100.0	6	100.0	2	100.0	2	100.0	4	100.0	8	100.0	10	100.0

Department Faculty by Rank

		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
MOD LANG-PAYROLL	1-Professor	3	9.1	3	8.6	3	9.1	3	9.4	3	8.8	3	7.7	5	10.9
	2-Associate Professor	5	15.2	5	14.3	7	21.2	7	21.9	8	23.5	8	20.5	8	17.4
	3-Assistant Professor	7	21.2	8	22.9	5	15.2	4	12.5	5	14.7	6	15.4	6	13.0
	4-Instructor / Lecturer	18	54.5	19	54.3	18	54.5	18	56.3	18	52.9	22	56.4	27	58.7
	Total	33	100.0	35	100.0	33	100.0	32	100.0	34	100.0	39	100.0	46	100.0

Department Faculty by Tenure Status

		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
MOD LANG-PAYROLL	Non Tenure Earning	18	54.5	20	57.1	18	54.5	18	56.3	19	55.9	22	56.4	27	58.7
	Tenure Earning	7	21.2	7	20.0	5	15.2	4	12.5	4	11.8	6	15.4	6	13.0
	Tenured	8	24.2	8	22.9	10	30.3	10	31.3	11	32.4	11	28.2	13	28.3
	Total	33	100.0	35	100.0	33	100.0	32	100.0	34	100.0	39	100.0	46	100.0

Fall Department Faculty Salaries by Rank
(12-month faculty salaries have been converted to a 9-month figure)

		1-Professor			2-Associate Professor			3-Assistant Professor			4-Instructor / Lecturer		
		N	Total Salary	Average Salary	N	Total Salary	Average Salary	N	Total Salary	Average Salary	N	Total Salary	Average Salary
Fall 2016	MOD LANG-PAYROLL	5	\$700,545	\$140,109	8	\$586,488	\$73,311	6	\$340,270	\$56,712	27	\$1,088,073	\$40,299

1-Professor: Jobcodes include Professor and Professor of Medicine

2-Associate Professor: Jobcodes include Associate Professor and Associate Professor of Medicine

3-Assistant Professor: Jobcodes include Assistant Professor and Assistant Professor of Medicine

4-Instructor/Lecturer: Jobcodes include Instructor, Instructor Medicine, Associate Instructor, Associate Instructor of Medicine, Lecturer, and Associate Lecturer

5-Other: Any other jobcodes not listed above.