

Action Plan: Program/Department Name

Date Self-Study was submitted to AQA: May, 2021

Date of External Review: June 22, 2021

The Action Plan, which follows the Self-Study and External Review, guides programs and departments as they:

- Follow-up on recommendations from the Self-Study and External Review;
- Develop realistic goals for improving or maintaining program quality;
- Determine the steps and resources required to reach those goals;
- Determine the people/groups responsible for each action;
- Establish a timeline (before the next program review cycle) within which these steps will occur.

The Action Plan, like all other aspects of a Langara Program Review, is faculty driven and Dean led. Faculty develop the Action Plan in close collaboration with the Division Chair and Dean. Once the Action Plan is ready for review, the Chair/Coordinator, Division Chair and Dean should schedule a meeting with the Provost.

Institutional Response

Congratulations to the faculty members in the Latin American Studies department for completing their Self-Study and Action Plan. The faculty members thoughtfully reviewed an extensive list of recommendations and identified those which will support the department well and are achievable. This provides a clear roadmap for the coming years.

The identified actions contribute to pedagogical best practices, curriculum renewal, and strengthening the department's presence at the College.

The Dean and VP Academic are committed to supporting the Latin American Studies department achieving their goals through ongoing guidance and regular progress reviews.

Signed



Dean

November 26, 2021

Date

Signed



Provost and Vice-President

November 29, 2021

Date

Recommendations from the Self-Study and External Review this Action Plan does NOT Address.

Provide a brief rationale for why each Recommendation cannot be addressed. Add or remove rows as necessary.

Recommendation	Self-Study or External Review (include p.#)	Rationale
There was a total of 55 recommendations between the Self-Study and the External Review (with some overlap between them). We have chosen 9 top priorities to focus on in the first few of years of this Action Plan.		While all of the recommendations are important, we felt it best to focus on the ones that are most important/pressing, and what we can reasonably accomplish in the coming years given the small size of our program. Once we 'complete' these first 9 items, we will revisit the Self-Study and External Review and take on new items of priority.
All of the suggestions from the External Reviewers were excellent, but we chose to focus on the ones that we felt were most likely to succeed in the Langara context.		

We do not have separate goals, but instead multiple recommendations that fulfil various parts of the Academic Plan

List the Recommendation(s) this Goal addresses. Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.

Recommendation One	Self-Study /External Review (specify page #)	Rationale
<p>Create a new Special Topics course with floating content. It could focus on very relevant contemporary issues, i.e.: Comparative study of Cultural Genocide in Latin America and Canada, as practiced by the Eurocentric dominant colonizers. Other topics could center on a cross-disciplinary Country Study, scheduled the semester prior to a Field School or for a Field School or for a relevant COIL project. This course could be team-taught by faculty from various programs.</p>	<p>External Review page 4</p>	<p>We would like to be prepared in advance for when we are able to run a Field School in the future. We would also like to have a flexible course that could be used for a special COIL project that may not fit in any of our other courses. The goal of the course would be to be able to respond to timely topics, especially those that give our students an opportunity for international engagement.</p>

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities
<p>1.1. Promote and support innovation and quality in teaching and curriculum design 1.3. Maintain and expand experiential education opportunities 4.3. Provide international learning opportunities, both on campus and abroad for students and faculty</p>

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
<p>Complete Edco documents</p>	<p>Jessie Smith</p>	<p>Summer 2022</p>	<p>By Fall 2024</p>	

Resources required to achieve this goal.

Resources Required
Help from TCDC as well as others involved in the EDCO process.

Recommendation TWO	Self-Study /External Review (specify page #)	Rationale
Support advisors from Admission, Counselling, Langara Global and Recruitment to find ways that they can help us promote and inform students about Latin American Studies and the Interdisciplinary Programs, to Latinx freshmen coming from Mexico, Brazil, and other Latin American countries as well to domestic students in coming from Lower Mainland high schools or who are already on campus. Testimonies we heard from former and current students confirm that they are very interested and felt enriched to learn about Latin American countries' history and culture in an academic setting.	External Review page 3	It is such a shame when students only find out about Latin American Studies when they are leaving Langara. It is so important that Latinx students learn of our program at the beginning of their studies.

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities
2.1. Strengthen and develop student support systems 2.2. Maintain enrolments to maximize student access and success

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Original: Department Chair; cc: Division Chair, Dean, Provost & VPA, Director, AQA

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Speak with Langara Global and RES	Jessie Smith	Fall 2021	On-going	One idea is to submit a promotional bit to the Langara Global newsletter every semester. Another is to find a way to target students with Latin American last names.

Resources required to achieve this goal.

Resources Required
Support from Langara Global and RES; we hope that both parties will be open-minded and flexible in terms of helping us solve this problem.

Recommendation Three	Self-Study /External Review (specify page #)	Rationale
Review Course descriptions in the Calendar to update content and adjust them to contemporary developments in Latin America and Canada; and to maintain international and cross-cultural focus or review course descriptions and content and write them it in such a way that it can adapt to the ever-changing political scene in Latin America.	External Review Page 4	It is important to ensure that our calendar descriptions and other Edco elements such as course titles are up to date and that they continue to be compelling to students in the current context.

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Academic Plan Priorities
2.1. Strengthen and develop student support systems 2.2. Maintain enrolments to maximize student access and success

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
We will meet as a team and review and edit the documents and fill in the Edco forms	Jessie Smith and supported by all three LAMS instructors	Summer 2022	Summer 2024	

Resources required to achieve this goal.

Resources Required
Support from Edco

Recommendation Four	Self-Study /External Review (specify page #)	Rationale
<p>Undertake a program-level and course-level review of all of our Learning Outcomes. The goal would be to:</p> <ul style="list-style-type: none"> a. Ensure that our Program Learning Outcomes are up to date b. While respecting academic freedom, ensure consistency in our course-level Learning Outcomes c. Make sure that as a whole our course-level Learning Outcomes and the pedagogy and assignments in each course allows students to meet the course and Program Learning outcomes d. Ensure that current Learning Outcomes for each course is consistent with Edco documents for articulation 	Internal Review pages 17-18	We need to check that all of our courses have up-to-date learning outcomes and that these feed into our program-level outcomes. We also need to ensure that our Edco documents properly reflect our current learning outcomes and course outlines.

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities
<p>1.1. Promote and support innovation and quality in teaching and curriculum design</p> <p>2.1. Strengthen and develop student support systems</p>

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Work as a team to review all courses and fill in appropriate Edco forms	Jessie Smith with support from all three LAMS faculty	Summer 2022	Summer 2025	

Resources required to achieve this goal.

Resources Required
Support from TCDC and Edco

Recommendation Five	Self-Study /External Review (specify page #)	Rationale
Explore closer cooperation and integration with the Department of Aboriginal Studies. It could add strength, diversity, and funding to LAMS; and LAMS would contribute with perspectives on colonialism, oppression, and multiracial solutions.	External Review page page 8	This is a powerful moment to consider how Langaran students might benefit from a an analysis of and opportunities to explore North/South indigenous issues between our two departments.

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities

- 3.2. Expand awareness, acceptance, and inclusiveness of Aboriginal cultures within Langara
- 3.3. Strengthen partnerships with Aboriginal community
- 5.1. Create and strengthen programming that encompasses the cross-disciplinary nature of sustainability

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Collaborate with Aboriginal Studies and potentially other areas of the College such as CIE.	Ginette and Lolita (with Jessie making introductions to Ab Studies and connections with CIE)	Spring 2022	On-going	

Resources required to achieve this goal.

Resources Required

Support from the College to potentially run a joint Field School or maybe a section for a course that is a collaboration between the two departments - or other innovative collaborations regarding first nations issues North and South.

Recommendation Six	Self-Study /External Review (specify page #)	Rationale
<p>Consider how we might incorporate deeper Universal Design perspectives in our program ie:</p> <ul style="list-style-type: none"> a. First nations recognition in first class ('we acknowledge that we are on the unceded territory of the Coast Salish People') b. More explicit strategies to build bridges between domestic and international students in our classes c. More explicit strategies to incorporate Universal Design into our curriculum so that a diverse range of students feel best served (in particular to address the rise in the numbers of students with mental health concerns such as anxiety and depression) d. Renewed discussions with Aboriginal Studies and others around the College to make the North South connections e. Consider creating more course content that addresses indigenous issues, North and South. 	<p>Internal Review, page 18</p>	<p>Now more than ever our students have diverse needs. We would like to do what we can reasonably do (and will be supported by the College to do) to best support our students.</p>

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities
1.1. Promote and support innovation and quality in teaching and curriculum design

Academic Plan Priorities

2.1. Strengthen and develop student support systems

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Investigate what we can do now and what we need support to reasonably implement later	Ginette Dube	Spring 2022	Summer 2025	This will be an on-going issue to be on top of, but we hope to complete a first take on this by the end of summer 2025

Resources required to achieve this goal.

Resources Required

Support from the College as needed.

Recommendation Seven	Self-Study /External Review (specify page #)	Rationale
Congratulate the College on pioneering COIL-VE at Langara, and encourage College-wide promotion of the two, possibly three LAMS courses that will feature COIL. The skills our students learn in COIL (cross cultural group work, virtual communication, working in global teams) are the way of the future workforce and the College would do well to help us ensure such courses fill.	Internal Review page 9	COIL is such a perfect fit for Latin American Studies. Our students are tremendously enthusiastic about this innovative way of learning.

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities

- 1.1. Promote and support innovation and quality in teaching and curriculum design
- 4.2. Increase intercultural supports for students, faculty, and staff
- 4.3. Provide international learning opportunities, both on campus and abroad for students and faculty

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Bit by bit explore COIL opportunities for all our classes except LAMS 1100.	All LAMS faculty			This is on-going
Lobby to ensure CIE is properly funded so that our COIL projects are well supported.				

Resources required to achieve this goal.

Resources Required

Continued College-level support for CIE/COIL will be essential

Recommendation Eight	Self-Study /External Review (specify page #)	Rationale
Plan a resumption of a Field School to Latin America. Possibly, jointly with a sister Department/program. A country focus new Special Topics course could be scheduled prior to or during the Field School.	External Review page 8	Latin American Studies has a long, proud history of running Field Schools. Given that the College is now very supportive of these initiatives, once COVID allows it is a good time to revisit this innovative educational opportunity.

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities
1.1. Promote and support innovation and quality in teaching and curriculum design 1.3. Maintain and expand experiential education opportunities 4.2. Increase intercultural supports for students, faculty, and staff 4.3. Provide international learning opportunities, both on campus and abroad for students and faculty 5.1. Create and strengthen programming that encompasses the cross-disciplinary nature of sustainability

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
We will leave this aside until global travel is possible. Then we will submit a proposal to CIE.	TBA	After COVID – not until 2023 at the very earliest	Potentially on-going	In addition to LAMS faculty there is potential that faculty from other departments (Ab Studies, Geography, Business or others) might collaborate.

Resources required to achieve this goal.

Resources Required
Support from the College for running a Field School. Last time our idea for a Field School to Ecuador was squashed with little support; we hope for more in the future.

Recommendation Nine	Self-Study /External Review (specify page #)	Rationale
Keeping LAMS courses in prime time is essential for the survival of the program, given that the number of sections is limited (and all but one of our courses is offered only once a year). This prime-time schedule preference is justified as the curriculum aligns with Langara’s priorities for Inclusion and Diversity; indigenous education; and Internationalization.	External Review, page 6	If we were forced to run a Latin American Studies course outside prime time we predict that numbers would be extremely low and the course may risk being cancelled. It does not make sense for courses that run once or twice a year be forced into unpopular time-slots; such courses should be exempt from the 10% rule. Only courses that have multiple sections a semester should meet the 10% rule. We fear that our students will struggle to obtain their credentials if our courses are moved out of prime time.

Academic Plan Priority or Priorities this Goal supports. See the end of this document for the Academic Plan. Add or remove rows as needed,

Academic Plan Priorities

- 2.1. Strengthen and develop student support systems
- 2.2. Maintain enrolments to maximize student access and success

Planned Actions the program/department will complete to achieve this goal. Add or remove rows as needed.

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Continue to lobby the College to make a system-wide change so that our Chair no longer has spend so much time explaining why an exception should be made to courses that are only taught once or twice a year.	Jessie Smith	At every opportunity possible	Once the rule has changed.	This is an extremely important issue and we hope that the College will make addressing our concerns in this regard a priority. It may mean PDD or non-base budget sections may need to move outside of prime-time to accommodate these base budget sections appropriately. Not only is this problematic for our students who need our rare courses to complete a LAMS credential, bu there is an additional risk of watering down Langara’s expressed desire for breadth of courses.

Resources required to achieve this goal.

Resources Required

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Academic Plan Priorities

Academic Plan Priority One: Learning and Teaching

- 1.1. Promote and support innovation and quality in teaching and curriculum design
- 1.2. Advance the application of innovative technologies that support learning and teaching
- 1.3. Maintain and expand experiential education opportunities

Academic Plan Priority Two: Student Support

- 2.1. Strengthen and develop student support systems
- 2.2. Maintain enrolments to maximize student access and success
- 2.3. Continue to develop and refine external and internal student pathways

Academic Plan Priority Three: Aboriginal Initiatives

- 3.1. Increase recruitment, retention, and graduation of Aboriginal students
- 3.2. Expand awareness, acceptance, and inclusiveness of Aboriginal cultures within Langara
- 3.3. Strengthen partnerships with Aboriginal community

Academic Plan Priority Four: International Initiatives

- 4.1. Position Langara as the school of choice for post-secondary international students in British Columbia
- 4.2. Increase intercultural supports for students, faculty, and staff
- 4.3. Provide international learning opportunities, both on campus and abroad for students and faculty

Academic Plan Priority Five: Environmental, financial, and social sustainability

- 5.1. Create and strengthen programming that encompasses the cross-disciplinary nature of sustainability
- 5.2. Advocate and model sustainable practices
- 5.3. Build sustainable partnerships with employers, community partners, and alumni

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