
Memorandum of Understanding

BA in Chicano/Latino Studies College of Liberal Arts 10 March 2008

This Memorandum of Understanding outlines the consensus reached by the Department of Chicano/Latino Studies, the College of Liberal Arts, and the Division of Academic Affairs, based on the recently conducted program review. This MOU specifies the goals to be achieved and the actions to be undertaken by all parties to achieve these goals during the next program review cycle. Progress toward goals is to be addressed in the department's annual report.

The program review of the BA in Chicano/Latino Studies revealed a program with many strengths, including solid leadership at the department level; increasing student demand for the program; extensive faculty advising of students and student organizations; important study abroad and other international opportunities for students; departmental success in fundraising; effective working relationships with other units on campus; and, faculty and student involvement and leadership in community organizations.

The internal and external reviewers both commented on areas of concern. Many of the concerns stemmed from the recent, rapid growth of majors as well as from the changing demographic composition of the CSULB student body as a whole.

1. CHLS faculty are over-extended, due in one part to a rapid, recent increase in student majors, but due also in part to faculty commitments not only to teaching, research, and service but also to:
 - academic and career advising, counseling, and mentoring Chicano/Latino students across campus (not only majors);
 - co-curricular activities, international experiences, and student scholarships, as well as fundraising to support these activities;
 - socially-engaged action research and community engagement;
 - outreach to other campus units, including cross-listed courses and sponsorship of a number of interdisciplinary masters degree students (e.g., with public policy);
 - campus leadership in relation to Chicano/Latino teaching, research, service, and administrative issues;
 - extensive involvement in campus faculty governance for a department of its size.
2. Rapid growth in student demands and recent faculty turnover has not been addressed by strategic planning; several potential initiatives are in various stages of discussion or development (e.g., a master's degree, student success initiatives, applied research center).
3. The academic mission and intellectual goals of the department are not articulated in the department's RTP document, so that faculty contributions are not well understood or are undervalued by those outside the department.
4. The department is working toward a comprehensive statement of expected student learning outcomes for majors. Substantial progress has been made in the area of information competency. However, the department lacks a detailed plan for the systematic and sustained assessment of student learning and the use of assessment findings for program improvement.

It is therefore agreed that:

1. The Department of Chicano/Latino Studies will continue its strategic planning processes, and within the next twelve months develop a strategic plan, complete with a vision, key goals, and timetable for implementation and resource needs. The strategic plan will address the department's vision and major goals for the next review cycle. These goals include: (1) Student Recruitment & Outreach; (2) Student Success; (3) Applied Research and Graduate programs; and, (4) additional Faculty Hires and Development.
2. The College of Liberal Arts will carefully consider the department's proposed vision and strategic plan, and provide resources as recommended in both the "External Academic Review Site Visit Report (31 May 2006)" and in the "PARC BS [sic] CHLS Final Report" (approved by PARC on 7 February 2007). Specifically, these resources include faculty replacements and new hires based on need and continued growth in the major and contingent on available funds; additional support for advising based on formulae that are equitable across all CLA departments/programs; additional offices and staff based on existing formulae; and revision of the College RTP document so that it acknowledges the nature, scope, and value of interdisciplinary scholarship and applied and action research.
3. The Department will continue implementing its plan for assessment of student learning and use the resulting information for program improvement as part of its strategic planning processes. Progress will be documented in the annual report.
4. The Department will continue examining its current curricular offerings and revise its undergraduate programs to provide students the optimal curriculum that would effectively enable the faculty to achieve the desired learning outcomes and to support timely degree completion.
5. The department will define disciplinary expectations for faculty research, service, teaching, and/or other activities deemed important in the RTP process, will make these expectations explicit in the departmental RTP document, and will employ these expectations in the RTP process.

This MOU has been read and approved by:

Department Chair Luis Arroyo Date 10 March 2008

College Dean Geny Rivera Date 3/10/08

Vice Provost _____ Date _____