

Post-Year Three Review Action Plan – Global Studies Program

Next APR: 2027-2028

First Draft: Director Felipe Filomeno, Date: 10/2/25 Dean Review with John Stolle-McAllister, Date: 10/8/25. Senior Administration

Review Meeting Date: 11/11/25 **Edits/Changes to Action Plan Due Date:** 12/08/25

Attendees/Approvals: Peggy Re, Felipe Filomeno, John Stolle-McAllister, Carlos Jensen, (attending: Grace Castle, Terisa White)

Part 1 == Updates and Reflection on Action Items from APR Action Plan: 9/6/22				
Recommendation	Department Action	College Action	Provost's Office Action	Action Plan Update
1) Add additional infrastructure and increase institutional support for the GLBL program.	X	X	X	An accounting associate (10 hours/week) started in fall 2024. The GLBL Advisory Board approved affiliate faculty policy in fall 2024.
2) Establish a new advisory board for the GLBL program that can take the place of the long defunct coordinating committee. This board will help with the development of by laws for the program.	X			The Advisory Board was convened in spring 2023 and approved the program's by-laws in fall 2023. It includes faculty from GLBL, MLLI, POLI, SOWK, and HIST. The board meets at least once a semester.
3) Move to change the structure of the foreign language requirement in the GLBL program to make it more achievable for the diverse cohort of majors the program now serves (50%+ transfer student).	X			A revised foreign language requirement entered in effect in fall 2024: GLBL majors complete the GEP foreign language requirement (201-level) plus two semesters of language study. If the two semesters are taken in the GEP language, they must be beyond the 201 level. If they are taken in a different language, they can be at any level.

4) Re-examine the GLBL curriculum in terms of core required courses and their GEP statuses.	X			GLBL 210 Business Without Borders was created with a Culture GEP designation in 2024. GLBL 100 Introduction to Global Studies obtained Culture GEP designation in 2025. Current faculty capacity has prevented students from taking the three GLBL core courses with the same instructor. Affiliate faculty policy could add opportunities for student methodological training beyond GLBL 300.
5) Enhance program marketability – namely its presentation on the program website and other digital materials.	X	X	X	GLBL’s website underwent a major revision: Focus on global competence, in-depth description of thematic areas with corresponding alumni profiles, expanded careers and internships section, and study abroad section with student posts. GLBL’s Instagram account was reactivated in 01/2024. The number of followers has more than tripled since then. GLBL has an annual newsletter, first published in spring 2025. GLBL has a new brochure, created in spring 2025. GLBL established partnerships with CCBC and Howard Community College for joint programs (COIL, events) and transfer pathways.
6) Provide student majors with clear career planning and advising. They specifically need more information on relevant internship and independent research opportunities.	X		X	GLBL communication with students focuses on the concept of global competence. GLBL’s website has a new page with alumni profiles for each thematic area of the major, an expanded page on career and internship opportunities in the Baltimore Washington area, and a new page on undergraduate research. GLBL created a LinkedIn group in 2024 for current students to connect with alumni. The group has 84 members as of 10/2/25. GLBL 400 (capstone core course) now includes an instructor-led workshop on global careers and graduate school, a Career Center workshop on job interviews, and a global competence e-portfolio assignment. GLBL created the yearly Global Career Conversations, where a distinguished global professional shares career advice with the students. The first speaker was a senior UN official in spring 2025.

				In Fall 2025, the Director launched two credit-earning career-focused internships with the program: one in global education marketing, another in K-12 global education. Five students are enrolled. Starting in Fall 2025, GLBL will offer two microcredentials that communicate student skills to potential employers: Global Awareness (embedded in GLBL 100) and Global Engagement Analysis (embedded in GLBL 400).
7) Work on explicit collaboration with other units on campus regarding areas of enhancement that will serve both GLBL's interests and those of the collaborators.	X			The Advisory Board approved an affiliate faculty policy in fall 2024. The Director sits at the recently formed Global Engagement Advisory Council. BLBL and ASIA created GLBL/ASIA 301 Global Research in East Asia (first cross-listed course outside of POLI).
8) Explicit support for community engagement scholarship and student enhancement activities in this regard.	X	X		The Director regularly informs faculty of the funds available in the program's budget for such activities. The Director has informed the new assistant teaching professor of the Breaking Ground grant program of the Center for Democracy and Civic Life as a funding source for recurring community-engaged student experiences. In AY25-26, GLBL started to allocate funds to student programming organized by the GLBL Council of Majors.

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Part 2 == Current/Ongoing Action Items for YTR				
Recommendation	Department Action	College Action	Provost's Office Action	Action Plan Update
1) Recognize prior learning	X		X	In October 2025, The Advisory Board supported a policy draft for recognition of prior learning toward the fulfillment of the global experience requirement (typically fulfilled through study abroad). The Director will elaborate the policy draft, submit for Advisory Board approval, and start implementing it in spring 2026. GLBL will follow the emerging UMBC policy awarding language course credit for students who acquire the MD Seal of Biliteracy, OPI, and other external language credentials.
				By deadline: December 2025 for GLBL prior learning policy approval.
				Responsible Agent: Director for prior learning policy design and implementation.
2) Implement affiliate faculty policy	X	X	X	The Advisory Board approved an affiliate faculty policy revised per suggestions from the Dean's Office and resubmitted it for approval in October 2025. After final approval of the policy, the Director will invite participants of the Global Learning Lab to become affiliate faculty.

				By deadline: Depending on Dean's Office and Provost's Office approval of revised policy. Responsible Agent: Dean's Office (at current stage)
3) Revise by-laws	X	X	X	In October 2025, the Dean's Office asked GLBL to revise its by-laws, because they do not cover many of the required elements of an academic unit's by-laws. The Director will draft revised by-laws in winter 2026, the Advisory Board will deliberate on the draft in spring 2026 and submit it to the Dean's Office in the same semester. By deadline: April 2026 for GLBL submission of revised by-laws to the Dean's Office. Responsible Agent: Director for drafting revised by-laws, facilitating deliberations of the Advisory Board, and submitting revised by-laws to the Dean's Office.
4) Create P&T policy	X	X	X	In October 2025, the Dean's Office asked GLBL to create a P&T policy. The Director will draft a P&T policy in winter 2026, the Advisory Board will deliberate on the draft in spring 2026 and submit it to the Dean's Office in the same semester.
				By deadline: April 2026 for GLBL submission of P&T policy to the Dean's Office. Responsible Agent: Director for drafting P&T policy, facilitating deliberations of the Advisory Board, and submitting the policy to the Dean's Office.
5) Continue to invest in student career readiness	X			GLBL will create a microcredential recognizing a career-relevant global research skill. This credential will be embedded in GLBL 300 and offered for the first time in spring 2026. GLBL will explore the creation of a GLBL internship course. Dr. Ta and the GLBL Council of Majors will conduct a study and present a proposal to the Director in Spring 2026.

				GLBL will expand the credit-earning career-focused internships with the program to 6 students per semester.
				By deadline: December 2025 for recruitment of Spring 2026 interns and submission of microcredential for review. May 2026 for an internship course proposal.
				Responsible Agent: Director and Dr. Ta
6) Expand student recruitment	X		X	The GLBL major headcount increased 18% from fall 2024 to fall 2025. GLBL will offer an additional section of GLBL 100 in spring 2026, now that the course carries Culture GEP designation. GLBL will promote the microcredentials on website and social media. GLBL will implement community college articulation agreements. GLBL will deliver a global learning workshop for high school students. In October 2025, the Advisory Board supported the creation of a Global Studies minor. The Director will present a complete proposal to the Advisory Board in spring 2026.
				By deadline: Spring 2026
				Responsible Agent: Director and Coordinator
7) Improve student retention after the 1 st year	X			The Director and Coordinator will continue to research the causes of student attrition after the first year by contacting students who leave the major but stay at UMBC. So far, they found that 2/3 of students who left the major in recent years left UMBC. The remainder 1/3 switched to a variety of majors on campus because of changes in academic and professional interests. GLBL may start interventions depending on the findings. Several recent initiatives will likely contribute to retention (flexible language

				requirement, Global Career Conversations, microcredentials, internships with the program, funding for Council of Majors, etc.).
				By deadline: Spring 2026
				Responsible Agent: Director and Coordinator

Approval and initials:

Approved, 11/13/25 Felipe Filomeno

Approved, 11/13/25 John Stolle-McAllister

Approved, 12/2/25 Carlos Jensen

Approved, 12/3/25 Peggy Re