

**JOSÉ GABRIEL RICARDO-OSORIO**  
340 Meadowcreek Drive North  
Chambersburg, PA 17202, USA  
[jgrica@ship.edu](mailto:jgrica@ship.edu), [assessment4real@gmail.com](mailto:assessment4real@gmail.com)

## **EDUCATION**

### *University of Arkansas*

2001-2006 Ed.D. in Higher Education with an emphasis in foreign language teaching.  
**Dissertation Title:** Learning Outcomes Assessment in Undergraduate Foreign Language Education (Published in *Foreign Language Annals*).

### *University of Arkansas*

1999-2001 M.A. in Spanish.

### *Brasshouse Language Centre* (Birmingham, England)

July-August

1995 Summer Programme for E.L.T (English Language Teachers)

### *Rotherham College* (Sheffield, England)

1993-1994 Cambridge Proficiency Course.

Passed with distinction.

### *Universidad del Atlántico* (Barranquilla, Colombia)

1987-1991 B.S.Ed. in Foreign Language Education  
Spanish and English Emphasis

## **WORK EXPERIENCE**

### **Interim Associate Dean in the College of Education and Human Services**

Jan, 2020-Present

Two-year fulltime appointment as Associate Dean at Shippensburg University of Pennsylvania. Duties include overseeing effective FTFEs allocation across the college for seven departments. Ensuring that course schedules meet the college and the university's enrollment needs. Meeting with first-year students during New Student Orientation. Approving curricular changes such as course substitutions or Individualized Instruction. Supervising the college advising center. Coordinating retention initiatives to support students on academic probation. Representing the dean at official events/meetings when needed. Overseeing the accreditation process of the Teacher Education program. Chairing the Teacher Education Council (TEC). Approving student readmit requests as well as student academic or medical leaves. Teaching as needed: UNI 101 (First

Year Seminar), EDU 426 (Foreign Language Teaching Methods) or a Spanish grammar (or language) course.

### **Acting Associate Provost for Educational Effectiveness Assessment**

2017-2019 Two-year part time appointment as Associate Provost for Educational Effectiveness Assessment at Shippensburg University of Pennsylvania. Duties performed while being department chair and faculty. Duties included serving as tri-chair of the Middle States Accreditation Self Study. Coordinating the overall data collection, analysis and report writing of the Self Study. Creating specific rubrics for each accreditation standard to facilitate data collection. Leading the writing and revising of Chapter 5 of the Self Study (Educational Effectiveness Assessment). Meeting with the accreditation team to answer questions pertaining to student learning outcomes assessment in particular and the Self Study process in general. Ensuring proper data collection and analysis to assess the University's Strategic Plan.

### **Interim Associate Dean in the College of Arts & Sciences**

2013-2014 One-year full time appointment as Interim Associate Dean at Shippensburg University of Pennsylvania (No teaching or Department Chair duties). Duties included overseeing effective FTFEs allocation across the college. Ensuring that course schedules met the college and the university's enrollment needs (i.e., General Education courses). Meeting with entering students during New Student Orientation. Facilitating curricular approval during the College Council meetings. Supervising the college advising center. Coordinating retention initiatives to support students on academic probation. Representing the dean at official events/meetings when needed. Overseeing student workers and graduate assistants in the college. Approving student readmit requests as well as student academic or medical leaves.

### **Global Languages and Cultures Department Chair**

2011-2020 Dual appointment as department chair and faculty member at Shippensburg University of Pennsylvania. Duties include overseeing the department's non-personnel budget. Revising and approving budget requests. Managing the annual budget to hire student workers. Leading the implementation of the department's strategic planning. Coordinating curricular changes and course proposals. Coordinating the accreditation of the teacher-training program (Foreign Language Education). Running monthly department meetings. Creating course schedules. Advising language majors on study abroad, service learning and career opportunities. Representing the department at university and community events. Serving on the university-wide Student Success committee as an agent of change for Hispanic/Latino students (including recruitment and retention initiatives).

Serving as one of the editors of the department's peer-reviewed *Shippensburg Journal of Modern Languages (SJML)*. Serving on the university-wide International Education committee and the JFK Scholarship Committee. Facilitating the orientation of new international students and students in the Honors College. Serving as a faculty mentor for international students.

## **Language Professor**

2010-present Associate Professor of Spanish and Foreign Language Education at Shippensburg University of Pennsylvania. Duties include designing and delivering a variety of Spanish courses including intermediate and advanced grammar, conversation and Special Topics (i.e., Latino Pop Culture). Designing and delivering a foreign language teaching methods course. Other job-related tasks are: supervision of foreign language student teachers' practica, serving on the Secondary Education, and Teacher Education Committees, coordinating the department's Curriculum Committee, serving on the university assessment committee as co-chair and participating in departmental activities such as Spanish Club, International Education Week (i.e., Immersion Afternoon) and the Biennial Foreign Language Conference.

## **Other Work Experience**

Fall 2004 Spanish Instructor for the Veteran Upward Bound program at the University of Arkansas. Duties included the design and delivery of a beginner's Spanish course for adult learners, design and implementation of assessment instruments, and implementation of computer assisted activities.

Summer 2003 English as a Second Language (ESL) Instructor at Spring International Language Center at the University of Arkansas. Duties included development and delivery of vocabulary and listening lessons, and participation in extracurricular activities conducive to the improvement of beginning ESL students' speaking skills.

2001- 2005 Hispanic Outreach Project coordinator for the Admissions Office at the University of Arkansas. Duties include development of recruiting materials in Spanish, design and implementation of outreach activities at high schools in northwest Arkansas, design and implementation of higher education workshops for parents, evaluation of students' credentials for admissions decisions, and conduct campus tours as needed.

1999-2001 Teaching assistant of Spanish, University of Arkansas. Courses taught include levels 1013, 2003 and 2013 and coordination of student learning assessment for level 2013. Duties also included presenting at LinguaLinks, and serve as a facilitator at the 1<sup>st</sup> Spanish Summer Camp for children.

- 1998-1999 Teacher of English as a Foreign Language, Universidad Jorge Tadeo Lozano (Colombia). Duties included curriculum development, material design and ESL instruction at the intermediate level.
- 1995-1999 Bilingual teacher of math, science and English for children, Colegio Británico de Cartagena (Colombia).
- 1993-1994 Spanish instructor, Rotherham College of Arts and Technology (England), Spanish instructor, Rother Valley College (England), Spanish instructor, Clifton Comprehensive School (England).
- 1992-1993 Teacher of English as a Second Language, Colegio Hispanoamericano (Colombia), Teacher of English as a Foreign Language, Comfenalco de Valledupar (Colombia).
- 1991 Teacher of English as a Foreign Language, Colegio la Sabiduría (Colombia).
- 1990-1992 Teacher of English as a Foreign Language, Centro Colombo Americano, Barranquilla (Colombia).
- 1990 Teacher of English as a Second Language, Centro Paidológico Juana de Roncallo (Colombia).
- 1988-1989 Teacher of Spanish and English, Centro Educativo y Técnico de Barranquilla (Colombia).

## **AWARDS**

- 2018 Universidad del Atlántico- Distinguished Alum.
- 2018 Shippensburg University-Presidential Leadership Academy (PLA) Fellow.
- 2018 Shippensburg University- Academic Mentorship Award.
- 2017 Pennsylvania State Modern Language Association (PSMLA) Educator of the Year for Postsecondary.
- 2010 Dr. Martin Luther King Humanitarian Award by the African American Organization -Shippensburg University of Pennsylvania.
- 2010 Faculty Empowerment Award by Sigma Lambda Gamma Sorority Inc. Shippensburg University of Pennsylvania.
- 2009 Recipient of the *Provost's Award for Extraordinary Service* for the 2008-2009 academic year.

- 2000-2004 Ambassador for the International Culture Team, University of Arkansas. Facilitator of the first Spanish Summer Camp for children, University of Arkansas.
- 2001-2003 Ambassador of Good Will by the Governor of the State of Arkansas.
- 2003 Recipient of the LULAC-Wal Mart “Héroes de Corazón” (Heroes of the Heart) Hispanic Leadership Award.
- 2002 Latinos Unidos Vice-President. Emerging Leaders Program facilitator. Recipient of the University of Arkansas Volunteer Spirit Award.
- 2001 Recipient of a University of Arkansas assistantship to pursue a Doctorate in Higher Education. Member of the organizing committee of the University Leadership Retreat.
- 2000 Attended University of Arkansas Leadership Retreat.
- 1999-2000 Facilitator of Latin American Dance at LinguaLinks, University of Arkansas.
- 1999 Make A Difference Day volunteer.
- 1999 Recipient of a University of Arkansas teaching assistantship to pursue a Master’s in Spanish.
- 1993 Recipient of the British Council assistantship to teach Spanish in the U.K and further studies in British culture and language.

## WORKSHOPS FACILITATED

- 2019 Assess Smart: Aligning Formative and Summative Performance-Based Assessments. Pennsylvania State Modern Languages Association (PSMLA) Fall Conference, State College, PA, October 25<sup>th</sup> [Forthcoming Invited Session].
- 2018 Integrated Assessment: Connecting Course and Program Assessments Middle States Annual Conference, Washington, DC. November 29<sup>th</sup>-30<sup>th</sup>.
- 2017 Keynote Speaker at the 4<sup>th</sup> International English Language Teaching Congress. From Theory to Practice: Education for Change. Piura, Peru. July 8<sup>th</sup>. [Invited Presentation]
- 2017 An Integrated Approach to Assessing Writing. Symposium on Second Language Writing. Chulalongkorn University, Bangkok, Thailand. July 2<sup>nd</sup>.
- 2016 Implementing Targeted Strategies to Improve Student Learning in the EFL Classroom. Institución Educativa Distrital Jorge N. Abello. Barranquilla, Colombia, October 13<sup>th</sup>. [Invited Workshop]
- 2016 Gamification Techniques to Assess Student Learning. IUP Spring Methodology. Indiana University of Pennsylvania, April 15<sup>th</sup>. [Invited Session]
- 2015 Gamification. PSMLA Teacher Immersion Day. Chesnut Hill College, March 7. [Invited Workshop]
- 2015 An Exploration of the Teacher Training Model Proposed by the American Council on the Teaching of Foreign Languages, ACTFL. 2<sup>nd</sup> International Conference on Applied Linguistics. Universidad Nacional de Costa Rica sede Brunca, October 30<sup>th</sup>. [Invited Plenary Session]
- 2015 Aligning Teaching with Assessment: The Integrated Performance Assessment-IPA. 2<sup>nd</sup> International Conference on Applied Linguistics. Universidad Nacional de Costa Rica sede Brunca, October 28<sup>th</sup>. [Invited Workshop]
- 2015 An Assessment-Centered Approach to Student Learning: Best Practices in SLOs Era. PSMLA Fall Conference. King of Prussia, October 16<sup>th</sup>-17<sup>th</sup>.
- 2015 Gamification in the FL Classroom. PSMLA Teacher Immersion Day. Chestnut Hill College. Philadelphia, PA March 7<sup>th</sup>. [Invited Workshop]
- 2014 Beyond the TOEFL: Authentic Assessment to Measure Academic Language Proficiency of International Students. Innovations in Supporting International Students Symposium. Shippensburg University, November 6<sup>th</sup>.

- 2013 Taller Interactivo-La evaluación de los logros de aprendizaje: Análisis de nuestras prácticas de clases actuales. Universidad de Puerto Rico (Bayamón) March 21th. [Invited Presentation]
- 2013 Embracing Diversity in the 21<sup>st</sup> Century: A Workshop on Immigration and Community Organization. Shippensburg University's Annual Day of Human Understanding, March 5. [Invited Panel]
- 2013 África en América Latina en América Latina: Influencias Musicales. PASE (Philadelphia Area Spanish Educators). Chesnutt Hill College, May 4. [Invited Presentation]
- 2013 Best of PA: Assessing Higher-Order Thinking in FL. Northeast Conference on the Teaching of Foreign Languages (NECTFL). Baltimore, MD, March 9<sup>th</sup>. [Invited Presentation]
- 2013 The X Factor Comes to the Spanish and Portuguese Classroom: Karaoke in Action. 95<sup>th</sup> Conference of the American Association of Teachers of Spanish and Portuguese (AATSP). San Antonio, TX, July 10<sup>th</sup>.
- 2012 Assessing Higher-Order Thinking in FL. ACTFL Convention. Philadelphia, PA, November 17<sup>th</sup>.
- 2012 Student Learning Outcomes: A Self-Assessment of Current Classroom Practices. Emerging & Innovative Teaching, Learning and Assessment Practices to Ensure Student Success. Shippensburg University, Oct 10-20.
- 2012 The X Factor Comes to the FL Classroom: Karaoke in Action. Michigan World Language Association (MIWLA) Fall Conference. Lansing, MI, October 26<sup>th</sup>. [Invited Presentation]
- 2012 Student Learning Outcomes: A Self-Assessment of Current Classroom Practices. Emerging and Innovative Teaching, Learning, and Assessment Practices to Ensure Student Success. Shippensburg University Symposium. October 19<sup>th</sup>.
- 2012 Designing Quality Programs for Future Teachers of Spanish: A Focus on Language, Culture and Pedagogy (co-presenter). 94<sup>th</sup> Conference of the American Association of Teachers of Spanish and Portuguese (AATSP). San Juan, Puerto Rico, July 10<sup>th</sup>.
- 2012 Lights, Camera, Action: Teaching Culture through Film. Germantown Academy. Philadelphia, PA, May 10<sup>th</sup>. [Invited Workshop]

- 2012 Institutional Accreditation through Student Learning Outcomes Assessment. Universidad Popular del Cesar, Valledupar (Colombia), February 2nd -3rd. [Invited Workshop]
- 2011 Challenges, Trends and Success in Teacher Education (co-presenter). Pennsylvania State Modern Languages Association (PSMLA) Fall Conference, State College, PA, October 22<sup>nd</sup>.
- 2011 Higher-Order Thinking Activities in the Novice-Level Classroom. Methodology Conference. Indiana University of Pennsylvania, April 29<sup>th</sup>.
- 2010 Spicing Up the Spanish Classroom: Salsa 101. Foreign Language Educators of New Jersey (FLENJ), April 23<sup>rd</sup>. [Invited Workshop]
- 2009 *When Theory and Practice Collide: Reconciling Methods Content with Student Teaching Practice*. 1<sup>st</sup> National Summer Conference for Professional Development Schools. Penn State University, July 10<sup>th</sup>.
- 2009 Invited workshop *Embedded Assessment Practices*. Co-facilitated with Drs. Kim Long and Allison Predecki. Conference on Innovative Assessment Practices, Misericordia University, May 20<sup>th</sup>.
- 2009 *English Language Learners in Math Education*. Third Annual Symposium of the Pennsylvania Association of Mathematics Teachers Educators (PAMTE). Shippensburg University, May 14<sup>th</sup>-15<sup>th</sup>.
- 2009 Invited Presentation on *Study of Foreign Language Learning Outcomes Assessment in U.S. Undergraduate Education* at Second Language Testing, Inc. Rockville, MD. February 28<sup>th</sup>.
- 2009 Integrated Performance Assessment (IPA) in the ESL Classroom. 2<sup>nd</sup> TESOL/Applied Linguistics/Foreign Language (TALFL) Conference. West Chester University, West Chester, PA. February 21.
- 2008 Salsa Music and Dance: Opening Minds to Language and Culture (co-presenter). ACTFL National Conference, Orlando, Fla. November 20-23.
- 2008 General Education "In Flux": Reform, Assessment, and Redesign in a Period of Transition. Co-presented at the 48<sup>th</sup> Annual National Conference Association for General and Liberal Studies, Asheville, NC. September 25-27.
- 2008 Effective Use of Authentic Materials in the EFL Classroom. Universidad del Norte, Barranquilla, Colombia. July 29<sup>th</sup>-30<sup>th</sup>.



- 2007 Panelist for the roundtable “Outcomes Assessments: Problems and Perspectives” at the MLA National Conference, Chicago, IL. December 28-30.
- 2007 Azúca’: Salsing the Spanish Language Classroom at National ACTFL Conference, San Antonio, TX. November 16-18.
- 2007 Content-Based Instruction in the Foreign Language Classroom: A Learning-Focused Approach at the UIP 2007 Methodology Conference on Foreign Language Teaching, Indiana, PA. April 27.
- 2006 Multiple Intelligences in the FLEX/FLES Classroom at the NALS Symposium, Scranton, PA. Oct 18-20.
- 2003 “Let us sit together: “Creating a Global Knowledge Base through International Faculty Learning Communities co-presented at the Third International Conference on Language Teacher Education, Minneapolis.
- 2002 “Cameras, lights, action” presented at the Third Annual Conference ARKTESOL, Russellville, AR
- 2001 “Let’s have fun in Spanish” presented at the Central States Conference on the Teaching of Foreign Languages, Indianapolis.
- 1990 “Dialect differences of the British and American English” presented at the Colombian Conference of Teachers of English, Barranquilla (Colombia)

### **PROFESSIONAL DEVELOPMENT/WORKSHOPS ATTENDED**

- 2019 Courageous Conversations- Beyond Diversity. Chicago, IL.
- 2019 Green Dot Training- Sexual Assault Prevention, Shippensburg University.
- 2018 Elevating Your Assessment Game: Strategies to Sustain and Improve Assessment of Student Learning. Middle States, Pre-Conference Workshop. November 28<sup>th</sup>.
- 2015 Dealing With Difficult People. Fred Pryor Seminars. Chambersburg, Clarion Inn. January 7<sup>th</sup>.
- 2015 Innovations in Faculty Development Symposium, Shippensburg University
- 2015 Title IX Investigation Practices, Shippensburg University

2014 Title IX Investigation Practices, Shippensburg University

2014 Preventing Sexual Misconduct (Title IX), Shippensburg University

2014 Preventing Discrimination and Harassment, Shippensburg University

2014 Tell Me! About How to Create a Safe and Supportive Classroom Environment to Prepare For Student Learning. NECTFL Webinars. November 11<sup>th</sup>.

2013 Pearson Digital Symposium. Vegas, April 29-30.

2011 NYS TESOL 32<sup>nd</sup> Annual Applied Linguistics Conference

2009 Annual Conference of the Middle States Commission on Higher Education. Philadelphia, December 9-12.

2009 PSMLA/MU Conference. Gettysburg, PA. October 17.

2009 2<sup>nd</sup> TESOL/Applied Linguistics/Foreign Language (TALFL) Conference. West Chester University, West Chester, PA. February 21.

2008 48<sup>th</sup> Annual National Conference Association for General and Liberal Studies, Asheville, NC. September 25-27.

2008 2<sup>nd</sup> Annual KU Assessment Symposium, Kutztown, PA. April 19<sup>th</sup>.

2008 “Conversation Analysis (CA) for Second Language Acquisition (SLA)”. Bloomsburg University, April 12<sup>th</sup>.

2007 Annual Conference of the Middle States Commission on Higher Education. Philadelphia, December 9-11.

OPI Assessment Workshop. San Antonio Texas, November 12-15, 2007

Outcomes Assessment Best Practices and Challenges Symposium. Kutztown University, June 16, 2007.

Advising Workshop Series. Shippensburg University, Fall 2006-Spring 2007

Conversations on Teaching (CFEST initiative). Shippensburg University, Spring 2006

Learning Focused Strategies workshop. Capital Intermediate Unit (CAIU). Session I, March, 2006. Session II, Oct 9-10, 2006.

6<sup>th</sup> Annual Distinguished Workshop on Teaching. Oral Proficiency Interview (OPI). Shippensburg University, April 1<sup>st</sup>, 2006.

Advising Workshop on “Ethnic Studies Minor”. Shippensburg University, October 4<sup>th</sup>, 2006.

Online Training Workshop on the Simulated Oral Proficiency Interview (SOPI) for the Spanish. Center for Applied Linguistics (CAL), June-July, 2004

## **PUBLICATIONS**

### **Peer-reviewed**

Ricardo-Osorio, J. G. (2011). The Collaborative World Languages Department: A Teamwork Approach to Assessing Student Learning Outcomes. In Donna H. & Laura J.R. *Assessment in the Disciplines: Literary Study, Measurement, and the Sublime*. The Teagle Foundation.

Ricardo-Osorio, J. G. (2008). A Study of Foreign Language Learning Outcomes Assessment in U.S. Undergraduate Education, *Foreign Language Annals* 41 (4), 590-610.

### **Other Publications**

Birch, D., Botteron, C., Long, K. M., Predecki, A., & Ricardo-Osorio, J. G. (2009). General Education “in Flux”: Reform, Assessment, and Redesign in a Period of Transition. The Newsletter of the Association for General and Liberal Studies. *AGLS News*, Vol. 26 Number 1, Fall Issue.

Elder, D., & Ricardo-Osorio, J. G. (2008). Multiple Intelligences: From Theory to Practice. Monograph for the International Association of Laboratory and University Affiliated Schools. University of Illinois Press.

Ricardo-Osorio, J. G. (2008). Multiple Intelligences in the FLEX/FLES Classroom. In Donna E. & José G. R.O. Multiple Intelligences: From Theory to Practice. Monograph for the International Association of Laboratory and University Affiliated Schools. University of Illinois Press. 19-27.

Ricardo-Osorio, J. G. (2008). The WHY of Assessment: Student Learning Outcomes in a Nutshell. *Assessment Matters I* (1), p.3. Shippensburg University.

## **PROFESSIONAL MEMBERSHIPS**

Pennsylvania State Modern Language Association (PSMLA), member since fall 2009.

Pennsylvania TESOL East (Penn TESOL), member since fall 2009.

American Council on the Teaching of Foreign Languages (ACTFL), 2000-present.

Northeast Council on the Teaching of Foreign Languages (NCTFL), University Delegate, 2006-present.

### **SERVICE TO PROFESSIONAL ORGANIZATIONS**

Reviewer for Foreign Language Annals (The journal of the American Council on the Teaching of Foreign Languages) (Fall 2007; Spring 2008)

Member of the MLA Delegate Assembly, 2005-2007.

Northeast Council on the Teaching of Foreign Languages (NCTFL), Member of the Advisory Council, 2006-present.