The Objective of the funded proposal is to improve the communication skills of the ESL staff by sponsoring a series of speech and writing classes for a period of a year. All the proposed activities have been completed.

1) English speech training

Originally we proposed two 12-week speech classes: one for the Level-1 training and one for the Level-2 training. In the fall of 2010, nine people participated in the Level-1 training, five people participated in the Level-2 training, and many people were on the waiting list. Because of the small change in the fee per person for all level classes, the total cost for all 14 participants’ training was $9,207. With the contribution from each participant's home division or laboratory at $250 per person, we collected $3,250 towards the cost of $9,207. When we were ready to open more spots for staff members to take the speech classes and the two writing classes (see below) in the spring of 2011, UCAR Human Resources paid for all the registered 14 people to take speech classes. Among these 14 people, 7 graduated from the Level-1 class, 5 from the Level-2, and 2 from the Level-3. In August 2011, we opened two more slots for speech training with the
remaining fund in the grant. The two employees supported by the grant just graduated: one from Level 1 and the other from Level 2. One employee on the waiting list was fully funded from her home division. Overall, the grant, with the help from HR, supported 30 people taking the speech classes within last year: 17 for the Level-1 class, 11 for the Level-2, and 2 for the Level-3. Each participant received a custom-made textbook based on his/her test before each class and individual Skype lessons from Dr. Johnson (Fig.1). Every participant made weekly presentations to his/her classmates or the instructor and homework of practicing speech and listening to MP3 files downloaded from Clear Talk Mastery. The self-logged practicing hours were checked by Dr. Johnson every week. In addition to the individual training classes, Dr. Johnson at Clear Talk Mastery offered two informational seminars at no additional cost to us: one for the classes started in the fall of 2010, and one for the spring classes in 2011. There were about 30 people who participated in the first one and about 15 in the second one. Dr. Johnson gave the audience some tips on American English pronunciations as well as a brief introduction of her classes. All of the training was performed by Clear Talk Mastery in Boulder as we proposed.

![Figure 2: Comparison of the various skill scores before and after the Level-1 class. There are totally 22 people participated in the Level-1 class by the end of July 2011.](image-url)
All the participants were tested by Clear Talk Mastery staff members three times during the 12-week course period. Word intelligibility under both quiet and noisy conditions was tested. The average score for all the Level 1 participants raised from 29.97% (ranging from 13.34% to 53.33%) before the class to 60.45% (ranging from 40.12% to 84.17%) (Fig. 2). For multiple-syllable words, the average score increased from 28.95% (ranging from 7% to 45%) to 51.09% (ranging from 23% to 73%). For voice inflection, which is not the emphasis for the Level-1 class, the average score is about 20%, which didn’t change much after the Level-1 class.

The average score for the Level-2 participants increased from 58.43% (ranging from 44.58% to 70.83%) to 71.25% (ranging from 47.92% to 86.25%) for word intelligibility, from 50.9% (ranging from 21% to 69%) to 73.5% (ranging from 56% to 90%) for multi-syllable words, and from 33.5% (ranging from 15% to 85%) to 64.17% (ranging from 30% to 100%) for voice inflection (Fig. 3).

![Figure 3: Comparison of the various skills before and after the Level-2 class. A total of ten people participated in the Level-2 class by the end of July 2011.](image-url)
After graduating from the Level-1 speech class, 83% people from one of the Leve-1 classes said that they feel more confident speaking English, and that they speak English 50% more of the time. All of the participants said that they feel that their English is more intelligible now.

After graduating from the Level-2 class, a half of the participants said that they use the American inflection patterns about 30% of the time and English voice inflections 80% of the time in their daily speaking. All of them said that they gained skills in presentation and knowledge about American cultural habits and expectations about communication.

Some graduates remarked that they now understand how to approach the pronunciation of new words. When participants were asked why they would recommend this speech program to others, they noted that they appreciated the pedagogical approach, the intensity, the professionalism and the focus on results. One graduate commented, “Clear Talk is definitely the best language tutorial I have ever had, covering both mechanics of speech as well as the rules applied to speaking situations." One participant who graduated from the Level-1 training plans to spend his own money to continue his speech training.

2) Two writing classes
   a) The Nine Essential Writing Grammar & Editing Tips for ESL Scientists was given on 11 March 2011 for 1.5 hours. About 30 people participated in this seminar. Dr. Johnson focused on how to improve writing by speaking proper English. She summarized all of the English program rules into nine basic ones for ESL people. The cost for the writing seminar is what we budgeted, $350.
   b) Cut to the Chase: How to Surmount the Challenges to Seeing Your Paper in a Scientific Journal was given by Mary Golden in the spring of 2011. It was a six-week biweekly writing class. Fourteen people enrolled in the class and five people completed it. Among the five people who completed the class, one rated it excellent, three very good, and one fair. Improving writing for our ESL staff is more challenging than improving speech because writing styles vary significantly but American English pronunciation is relatively unique. It is hard for ESL people to distinguish writing styles from programmatic problems. The cost is what we budgeted, $2,000.

Approximately $400 remains in my grant.
This encumbrance of $915 plus the associated overhead reflects the final invoice to Clear Talk Mastery on P1187656. It is currently in the queue for payment. Funds available are correct.  -EAD 11/14/2011