

## Language Development in Non-Native-English-Speaking Teaching Assistants

Susan E. Brennan, Jiwon Hwang,  
Soyon Kim, & Agnes He



Center for Multilingual and  
Intercultural Communication



Stony Brook University

1

## Communication in the Global University: A Longitudinal Study of Language Adaptation at Multiple Timescales in Native- and Non-Native Speakers



This material is based upon  
work supported by NSF under  
Grant # IBSS-1519908.

2

## The “ITA problem” (an ugrad’s perspective)

42% of undergraduates report having dropped a class upon learning it would be taught by a non-native speaker of English (Rubin & Smith, 1990).

Chinese speakers of English as L2 tend to depart from standard pronunciation in (at least) these ways:

- /l/ not distinguished from /r/
- /v/ pronounced as /w/
- Non-standard vowels and lack of vowel contrasts
- Epenthesis in selected consonant clusters
- /th/ pronounced as /s/
- Non-standard prosody (pitch accents, hesitations, etc.)

3

## The “ITA problem” (an ugrad’s perspective)

42% of undergraduates report having dropped a class upon learning it would be taught by a non-native speaker of English (Rubin & Smith, 1990).



ITA 1: final voicing, lexical stress,  
final /L/, /l/-/e/ contrasts,  
epenthesis for some clusters



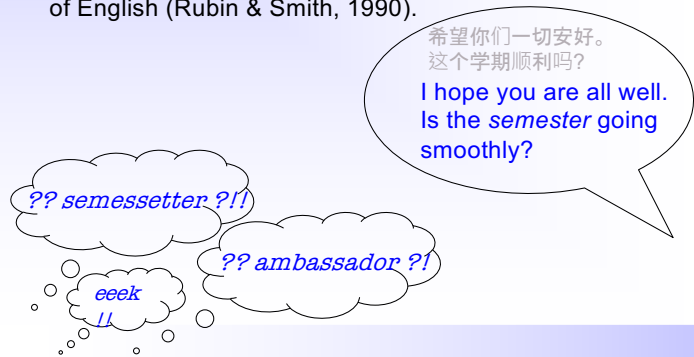
ITA 2: /v/-/w/ contrasts), /L/ and  
epenthesis for some clusters,  
vowel contrasts, prosody

*“Not much research has been done on everyday multitasking and healthy aging, or in situations that are important in everyday life, like completing errands in a mall or preparing something to eat. We’ll present an experiment and a multivariate study using a virtual breakfast-making task.”*

4

## The “ITA problem” (an ugrad’s perspective)

42% of undergraduates report having dropped a class upon learning it would be taught by a non-native speaker of English (Rubin & Smith, 1990).

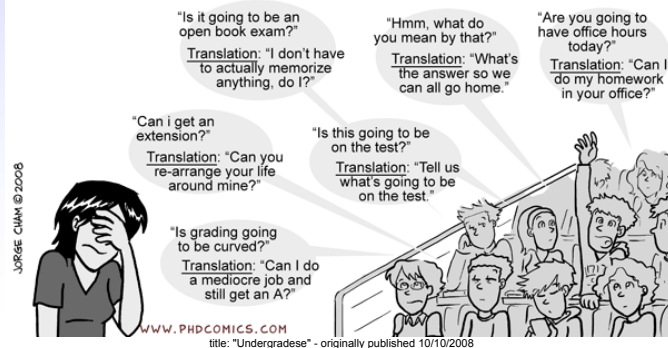


5

## The “ITA problem” (an ITA’s perspective)

### Undergradese

What undergrads ask vs. what they’re REALLY asking



6

## The “problem” is not just the ITA’s problem...

- how undergraduates can adapt to an ITA’s foreign accent (perceptual learning, explicit and implicit interventions), and
- how ITAs and undergraduates ground meanings in one-on-one conversation.
- TODAY’s talk: How ITAs’ English proficiency develops over time.

7

## Modeling ITAs’ language development

### Longitudinal study of Chinese ITAs new to the US

Three 2-year waves of repeated measures.  
(Wave 1 is now complete.)

### Inclusion criteria:

- No previous experience living in or studying in the U.S.
- Native speaker of Mandarin
- Admitted to any SBU STEM PhD program with funding

8

## Research Questions

- To what extent does ITAs' language proficiency develop over time in the U.S.?
- Does ITAs' *confidence* in their skills matter?
- Does it matter whether they are aware of their language proficiency? (*metacognition*)
- What factors are associated with high English proficiency?

9

## Versant test

Four sub-scales are combined into a weighted score:

- Sentence mastery } Content
  - Vocabulary } Content
  - Pronunciation } Intelligibility
  - Fluency } Intelligibility
- } Versant

Versant = Sentence + Vocabulary + Pronunciation + Fluency

Versant Intelligibility = Pronunciation + Fluency

10

## Self-report measures

- ✓ Demographic info
- ✓ Language background
- ✓ Travel and multi-cultural experiences
- ✓ Self confidence in English language skills
- ✓ Personal interactions on and off-campus

11

## Other measures

### Mint test of vocabulary

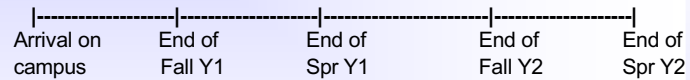
### Speech recordings:

- Words selected for certain features, in and out of sentence contexts
- Short discourses
- Answers to questions (to test for felicitous focal stress in pragmatic contexts)
- Ethnographic interviews (>44 hours)

12

## Key Repeated Measures

5 TIME POINTS over ~2 years:



Versant Score ↔ Confidence in Own Communication Skills

- Versant sentence mastery ↔ Confidence in grammar
- Versant vocabulary ↔ Confidence in own vocabulary
- Versant pronunciation ↔ Perception of own English accent
- Versant fluency ↔ Confidence in presenting research

METACOGNITION variables:

Accuracy in estimating own proficiency ( $Z_{\text{Confidence}}$  minus  $Z_{\text{Versant}}$ )  
 Direction of error: +Over-confidence vs. -under-confidence

13

## Key Repeated Measures

School/life experience

Estimated ease of school-related activities

- Learning
  - Managing time
  - Getting help with schoolwork
  - Interacting with faculty
- } Composite variable

Interactional Experiences

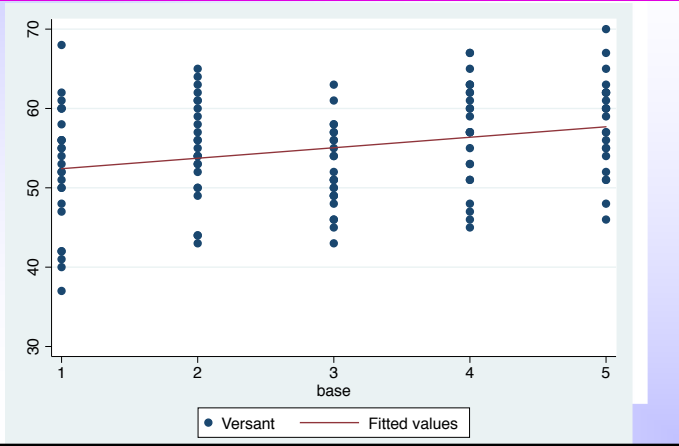
Use of English within U.S. campus home

**RESULTS →**

14

## Repeated Versant scores over time

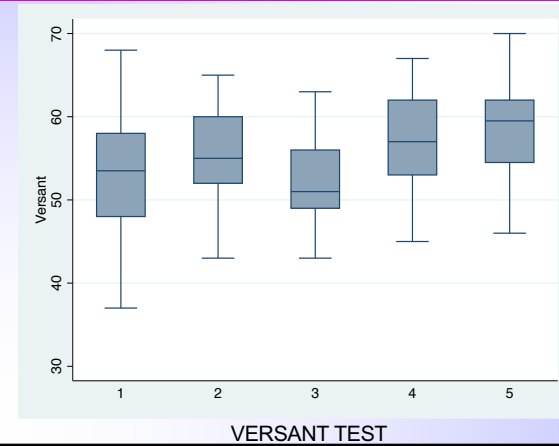
N = 26, 25, 25, 25, 24



15

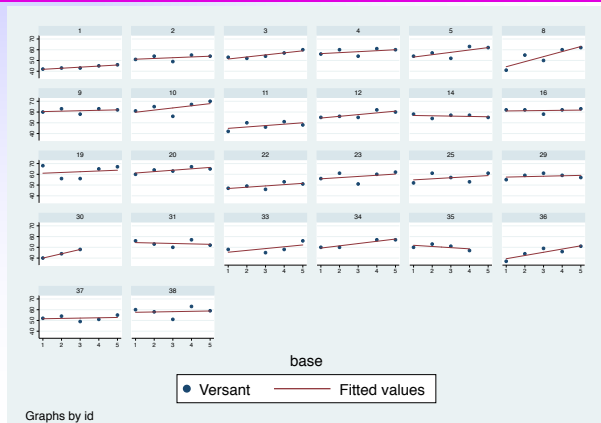
## Repeated Versant scores over time

N = 26, 25, 25, 25, 24



16

## Versant scores over time by subject



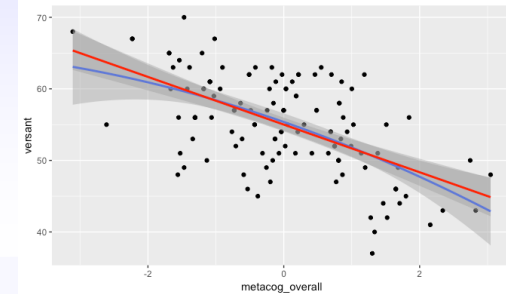
17

## Metacognition by Proficiency

Metacognition: Accuracy in estimating own proficiency

( $Z_{\text{Confidence}}$  minus  $Z_{\text{Versant}}$ )

Direction of error: +Over- vs. -under-confidence



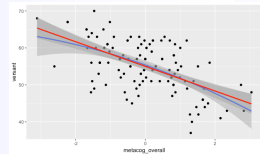
18

## Mixed Effects Models 1A and 1B Full Versant with Metacognition

Dependent variable: Versant overall Score

Fixed Effects:

- Base(time)
- **Metacognition (ranging from overconfident to underconfident)**
- Ease of doing school related activities
- Use of English (at US home)



19

Linear mixed model fit by REML t-tests use Satterthwaite approximations to degrees of freedom [lmerMod]  
Formula: versant ~ base + metacog\_overall + metacog\_overallsq + avgease + engnhome + (metacog\_overall | id)  
Data: mdata

REML criterion at convergence: 630.5

Scaled residuals:

Min	1Q	Median	3Q	Max
-2.54609	-0.48758	0.05599	0.54835	2.13442

Random effects:

Groups	Name	Variance	Std.Dev.	Corr
id	(Intercept)	16.597	4.074	
	metacog_overall	1.361	1.167	-0.62
Residual		6.682	2.585	

Number of obs: 121, groups: id, 26

Fixed effects:

	Estimate	Std. Error	df	t value	Pr(> t )
(Intercept)	46.10655	1.82468	111.19000	25.268	< 2e-16 ***
base2	1.94801	0.80134	85.99000	2.431	0.017137 *
base3	1.53949	0.82285	87.55000	1.871	0.064697 .
base4	4.57577	0.76330	85.15000	5.995	4.77e-08 ***
base5	4.96208	0.77859	86.34000	6.373	8.74e-09 ***
metacog_overall	-2.80253	0.43971	29.70000	-6.374	5.16e-07 ***
metacog_overallsq	0.07235	0.19474	22.36000	0.372	0.713753
avgease	1.93203	0.51093	92.43000	3.781	0.000276 ***
engnhome	0.59056	0.63487	90.75000	0.930	0.354736

---  
Signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1

20

```

Data: mdata
Models:
object: versant ~ base + metacog_overall + avgease + enghome + (metacog_overall | id)
object: id)
..1: versant ~ base + metacog_overall + metacog_overallsq + avgease +
enghome + (metacog_overall | id)
Df AIC BIC logLik deviance Chisq Chi Df Pr(>Chisq)
object 12 659.76 693.31 -317.88 635.76
..1 13 661.69 698.04 -317.85 635.69 0.0669 1 0.7959

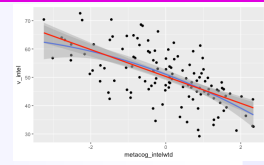
```

Models not sig diff  
Quadratic term not needed

21

## Mixed Effects Models 2A and 2B Versant Intelligibility w/ Metacognition

Dependent variable: Versant Intelligibility



Fixed Effects:

- Base(time)
- **Metacognition (ranging from overconfident to underconfident)**
- Ease of doing school related activities
- Use of English (at US home)

22

```

Linear mixed model fit by REML t-tests use Satterthwaite approximations to
degrees of freedom [lmerMod]
Formula:
v_intel ~ base + metacog_intelwtd + avgease + enghome + (metacog_intelwtd | id)
Data: mdata

REML criterion at convergence: 706.8

Scaled residuals:
  Min      1Q  Median      3Q      Max
-2.5379 -0.4831  0.0250  0.4507  2.1179

Random effects:
 Groups Name      Variance Std.Dev. Corr
 id      (Intercept) 31.436  5.607
          metacog_intelwtd 1.563  1.250 -1.00
Residual 14.252  3.775
Number of obs: 121, groups: id, 26

Fixed effects:
      Estimate Std. Error   df t value Pr(>|t|)
(Intercept) 37.5771    2.4783 108.1700  15.162 < 2e-16 ***
base2       2.8450    1.1567  87.1600    2.460 0.015888 *
base3       3.8211    1.2297  91.4900    3.107 0.002515 **
base4       6.0131    1.1203  87.9500    5.367 6.42e-07 ***
base5       6.5712    1.1214  86.9300    5.860 8.12e-08 ***
metacog_intelwtd -3.9847    0.5520  41.7900   -7.219 7.28e-09 ***
avgease     2.6532    0.7081  92.6800    3.747 0.000311 ***
enghome     1.0373    0.8958  93.2300    1.158 0.249837
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

```

23

```

Linear mixed model fit by REML t-tests use Satterthwaite approximations to
degrees of freedom [lmerMod]
Formula: v_intel ~ base + metacog_intelwtd + metacog_intelwtdsq + avgease +
enghome + (metacog_intel | id)
Data: mdata

REML criterion at convergence: 703.3

Scaled residuals:
  Min      1Q  Median      3Q      Max
-2.68671 -0.47439  0.05073  0.48465  2.09648

Random effects:
 Groups Name      Variance Std.Dev. Corr
 id      (Intercept) 33.788  5.813
          metacog_intel 2.908  1.705 -1.00
Residual 13.482  3.672
Number of obs: 121, groups: id, 26

Fixed effects:
      Estimate Std. Error   df t value Pr(>|t|)
(Intercept) 38.1300    2.5317 109.6400  15.061 < 2e-16 ***
base2       2.9027    1.1311  85.3800    2.566 0.012024 *
base3       3.5110    1.2096  89.8100    2.903 0.004656 **
base4       5.6570    1.1095  86.6600    5.099 1.99e-06 ***
base5       6.1328    1.1216  85.9000    5.468 4.40e-07 ***
metacog_intelwtd -3.9850    0.5876  32.3800   -6.782 1.09e-07 ***
metacog_intelwtdsq -0.4650    0.2326  91.8300   -1.999 0.048541 *
avgease     2.7210    0.6875  88.9800    3.958 0.000152 ***
enghome     0.7291    0.8913  89.9900    0.818 0.415522
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

```

24

## Linear model Quadratic model comparison

```
Data: mdata
Models:
object: v_intel ~ base + metacog_intelwtd + avgease + enghome + (metacog_intelwtd
|
object: id)
..1: v_intel ~ base + metacog_intelwtd + metacog_intelwtdsq + avgease +
..1: enghome + (metacog_intel | id)
      Df    AIC    BIC logLik deviance Chisq Chi Df Pr(>Chisq)
object 12 742.73 776.28 -359.37  718.73
..1    13 739.66 776.01 -356.83  713.66 5.0703    1  0.02434 *
---
Signif. codes:  0 '****' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

25

## Results

- Proficiency increases over time
- **Those with more accurate metacognition were more proficient**
- **However, it's better to be underconfident than overconfident**
- Self-ratings of ease of doing school-related things was associated with higher Versant scores
- It didn't matter whether English is spoken in the home.

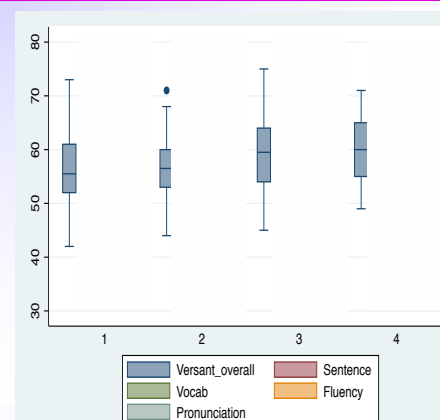
26

## Conclusions from this study:

- ITAs with more accurate metacognition about their own language skills (who were neither over- nor under-confident) had higher VERSANT scores
- Being under-confident was associated with higher proficiency than being over-confident.
- ITAs are not as immersed in an English-speaking community as one would hope.
- Stable improvements in proficiency did not emerge until after the first year.
- Accents are a bundle of features; each speaker has somewhat idiosyncratic issues with English pronunciation.

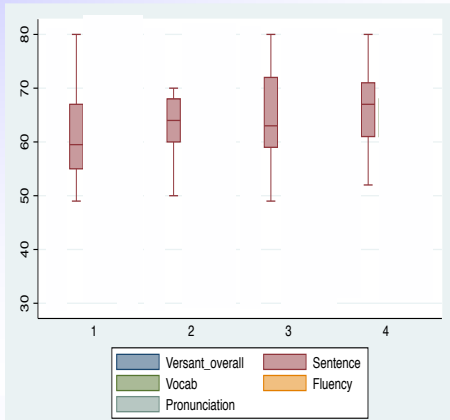
27

## Versant overall: Wave2 Baseline 1,2,3,4 (n=16+2, 15, 18, 17)



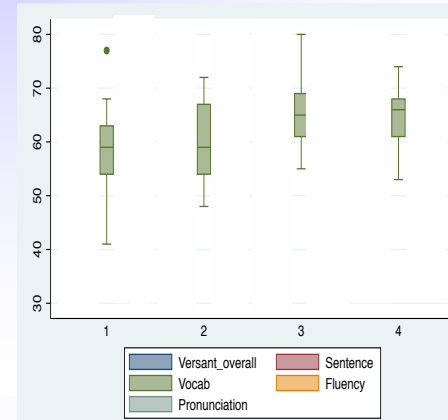
28

## Wave2 Sentence1,2,3,4



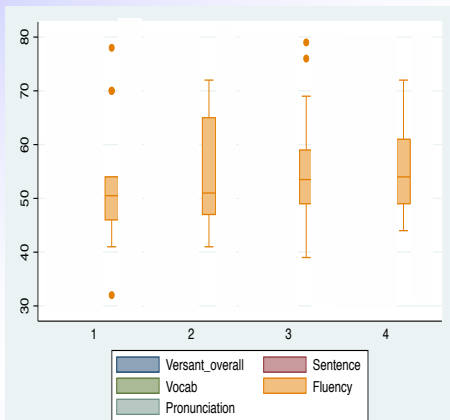
29

## Wave2 Vocabulary 1,2,3,4



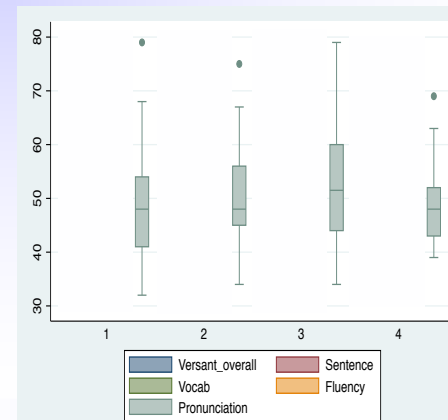
30

## Wave2 Fluency 1,2,3,4



31

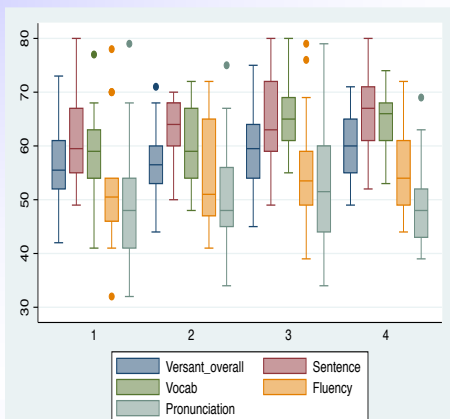
## Wave2 Pronunciation 1,2,3,4



32



## Wave2 Baseline 1,2,3,4



33

## Implications

- Over time in the U.S., pronunciation and fluency don't improve as much as do vocabulary and syntax.
- This suggests that we should address the problem at the undergrad level – train the listeners to adapt!
- The "ITA problem" is not owned by ITAs, but is broadly shared by all who participate in a major university within a modern global context.
- Native-non-native speaker communication is a rich and complex problem!

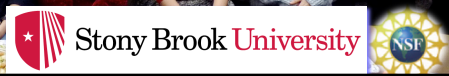
34

## Thank You! Center for Multilingual and Intercultural Communication

Ashley Brown  
Sophia Kao  
Jeanne Charoy  
Yi Zheng  
Honaidah Ahyad  
Jessica Apicella

Lauren Kruger  
Krystalle Lyons  
Kevin Henderson  
Anne McNulty  
Hyunah Baek  
Ji Young Park

Jessica Apicella  
Lin Xue  
Hie Jin Shim  
Ellen Broselow  
Marie Huffman  
Arty Samuel



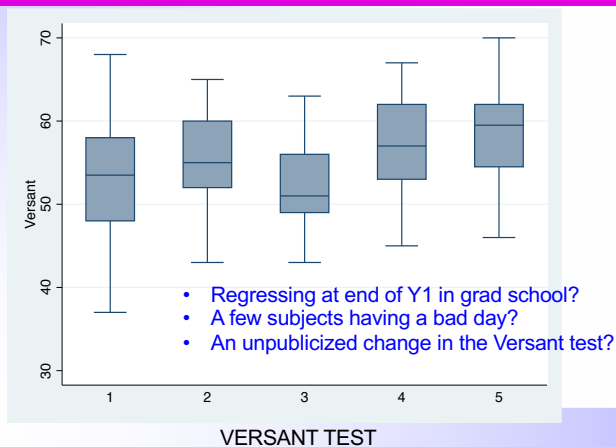
35

## Other findings from this project:

- Native English monolinguals rate foreign-accented speech similarly whether the speaker is Caucasian or Asian (*Zheng & Samuel, 2017*)
- When listening to audiovisual speech, accented speech is more intelligible when the listener is closer to the speaker (*Zheng & Samuel, \*\*\*\*\**)
- Giving ITAs and undergrads experience interacting in a matching task (a 1-2 hour intervention) does *not* make the ITA's accent more intelligible to the undergrad afterward (*Charoy & Brennan, unpublished*).

36

## Repeated Versant scores over time N = 26, 25, 25, 25, 24



37

## The “problem” is not with the ITA...

Communication is fundamentally collaborative; both partners adapt their utterances to one another as they *ground* meanings (Clark & Brennan, 1991).

This is true even when a native English speaker speaks a “target” version of the language that the partner aspires to master (Bortfeld & Brennan, 1977). Native speakers produced wildly non-idiomatic expressions in order to be clear to non-native speaker:

*“the chair in which I shake my body”*



Both partners take responsibility for achieving meanings in conversation.

38

## Starting Assumptions/Predictions

- ITAs are immersed in an English-speaking culture.
- ITAs English proficiency will improve rapidly with time in the U.S.
- Undergraduates’ attitudes are part of the problem (it’s not all about intelligibility).
- Experience in a collaborative task that requires grounding meaning should help ugrads adjust to foreign-accented speech

39

## The “problem” is not with the ITA...

Communication is fundamentally collaborative; both partners adapt their utterances to one another as they *ground* meanings (Clark & Brennan, 1991).

Both partners take responsibility for achieving meanings in conversation.

Individual ITAs may or may not become more native-like in their pronunciation; however perhaps undergraduate can learn to understand their accents.

40