

Post -APR meeting - July 27, 2016

Attending: Philip Rous, Tony Moreira, Scott Casper, Orianna Smith, Janet Rutledge, Pat McDermott, Karen Fedderly

Post-APR Action Plan - ENGLISH				
Recommendation	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Action Plan
Curricular breadth/diversity and faculty hiring				
Reviewers expressed concern that the Department's Communication and Technology track cannot be sustained without additional faculty hires.	X	X	X	As the College notes, the Department has been approved for two hires in this area next year (one in Composition/Rhetoric and one in Digital Humanities). Searches in AY 16-17, for hire as of August 17.
The Department should hire a faculty member who specializes in multi-ethnic/postcolonial literature. This will help address the lack of diversity of English faculty and enable the department to enhance the global dimension of its course offerings.	X	X	X	The Department will continue to request a search in this area through the regular College process. The Department would welcome the opportunity to crosslist the courses taught by this faculty member with Global Studies.
The Department should revisit its existing multi-year priorities and provide the Dean's office with a revised document.	X	X		The Department will begin discussing its multi-year priorities at the English Department Retreat in September 2016; we will provide the Dean with a revised multi-year plan by the end of the Fall 16 semester.
The Department should be approved for a tenure-track hire in the area of Creative Writing to ensure programmatic support and to grow a national reputation.	X			The Department will discuss this possibility at our Department Retreat in Fall 2016, and in the context of developing a multi-year hiring plan.

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Faculty Issues				
A formal meeting between the CT faculty and WARD faculty, perhaps with mediation.	X	X		The Department Chair will discuss this possibility with the English faculty and the Dean. The discussions will help to ensure future hires do not replicate the issues. Timeline: AY 16-17.
A floating one-course release for specific research projects to address faculty concerns regarding their ability to balance their teaching and research obligations.	X			The Department's Chair's Advisory Committee will draft a proposal, including a detailed description of the process. The Department will vote on this, and if it is passed, it will be added to our Workload Policy. Timeline: AY 16-17.
Clarification of service expectations and the acceptable number of course preparations for junior faculty members in the Department's Mentoring Policy.	X			The Graduate Faculty in English will review the Mentoring Policy with the objective of addressing these concerns. Timeline: AY 16-17.
The Department should work with the College to "advocate for more faculty awards" that include or are specifically targeted to non-tenure-track faculty.	X	X	X	The Dean's Office will work on this at the College level with Departments and possibly the Provost's Office.
Student Recruitment and Retention				
The Department should create a more systematic program for career advising and mentoring for undergraduates.	X			As suggested by the Dean, the Department will work with the Career Center to bring English alumni on campus for presentations/panels on possible career choices for English majors. It will also work to systematize and grow its current internship program.

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<p>The Department should continue to try to recruit more graduate students to ensure more standalone graduate classes.</p>	<p>X</p>			<p>The Dean suggests offering more standalone classes, noting that only 12 of 30 credits required for the MA program are graduate-only. The Graduate Faculty will review and discuss the feasibility of this suggestion. The Department will discuss ways to attract Graduate students from other majors to these courses to increase attendance. Timeline: AY 16-17.</p>
<p>The College should fund additional graduate assistantships to help to grow the MA program.</p>		<p>X</p>	<p>X</p>	<p>The Dean is considering this request as part of a College-wide review of resources. The Department will continue to request more assistantships in its annual budget requests. The Department will discuss other ways to creatively fund graduate assistantships, as well.</p>
<p>Program Resources</p>				
<p>The Department should consider developing certificate programs to generate revenue.</p>	<p>X</p>			<p>The Department will review and discuss this possibility after we have hired faculty to address the current critical shortfall of faculty in our Communication and Technology track. The discussion will begin AY 17-18.</p>
<p>The Department should consider developing online courses for the summer sessions.</p>	<p>X</p>			<p>The Department's Curriculum Committee will review and discuss this possibility, and if appropriate, bring a proposal to the Department for discussion and vote. The Chair will reach out to the Office of Summer and Winter Programs during these discussions.</p>
<p>Assessment</p>				

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<p>The Department should consider revising outcomes in ways to shape future curricular modification.</p>	<p>X</p>			<p>The Department will fold this into its ongoing discussion and generation of learning outcomes at the undergraduate and graduate levels. AY 16 - 17.</p>
<p>Miscellaneous other issues, discussed in Self-Study but not by Reviewers</p>				
<p>Curricular revision (Self-Study, pp. 90-91): adding more flexibility within the major and revising the two-track structure of the Writing minor.</p>	<p>X</p>			<p>The Department will continue to review and revise our curriculum as part of our ongoing strategic planning discussions.</p>
<p>Civic Engagement (Self-Study, pp. 91-92). The Department should expand opportunities for students to engage with local communities and showcase the intersections between scholarship in English and public life.</p>	<p>X</p>			<p>As an initial step, the Department Chair has met with David Hoffman, and asked him to facilitate a discussion amongst English faculty regarding the connections between civic engagement, pedagogy and academic research. The Chair will meet with faculty from other departments who have successfully accomplished this, in order to learn about possible models the English faculty can use as templates.</p>

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Smaller class sizes for writing courses (Self-Study, p. 93)	X	X		The Dean has authorized the Department to use some of its part-time funding to reduce ENGL 100 sections from 24 to 22 students. Working with the Faculty Development Center, the Department will assess the impact of the reduced class size on student success in AY 16-17. This data, along with research on the optimal size of writing courses, will be presented if the Department requests additional reductions in class size for these courses.
Permanent shift of \$40,000 from Department's part-time budget to the Department's operating budget (Self-Study, p. 88)		X		Currently under consideration at the Dean's level, as part of the larger budget review.