

Program Development Plan

Program: Philosophy and Religion (PAR) **Department:** Philosophy and Religion **Date:** TBD

Strengths: The PAR program ...

- offers a strong and rich curriculum that thoughtfully balances serving the needs of its undergraduate majors and those of the larger student body
- has a strong faculty, including not only a talented and highly collegial group of tenured and tenure-track faculty but a dedicated if under-supported group of adjuncts
- The review team thinks highly of the basic structure of PAR’s new plan to assess the major, the model of having bookend seminars for majors, is a national best practice and should prove an excellent structure
- faculty, individually, have done an admirable job of seeking external support for their research and endeavors

Recommendations	Strategic Action	Resources needed		Person(s) Responsible	Date of Review
		C = current	R = reallocation		
A. Curriculum					
1. The administration is urged to recognize the importance of PAR’s adjunct faculty in supporting PAR majors with a religion concentration. <i>(P. 6, R1)</i>	Given the philosophy degrees of the present PAR faculty, PAR needs adjuncts to support the 2/3 of our PAR majors who are Religion majors.			Administration	
2. Create more major-only course options for students through its newly introduced sophomore and capstone seminars. <i>(P. 6, R2)</i>	PAR created those courses this year.	Current		Kevin Schilbrack (PAR DH)	

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3. Department should follow through on its plans to develop a pre-law track. <small>(P. 6, O1)</small>	PAR will propose a pre-law concentration in 2011-12.				Kevin Schilbrack (PAR DH)	
4. There is a significant opportunity for the expansion of PAR’s footprint on campus, as well as the continued re-imagining of philosophy as a discipline pertinent to contemporary and practical academic discourses, through Arts & Sciences’ Humanities Program. <small>(P. 6, O2)</small>	PAR will begin to run the Humanities Program.	Current			Kevin Schilbrack (PAR DH)	
5. With a long-term adjunct having her specialization in Native American religions, there is not only an opportunity to offer courses covering the neighboring Cherokee peoples but also to extend courses in the area of environmental studies from the philosophical to the religious side of the curriculum (even possibly eco-feminism). <small>(P. 6, O3)</small>	PAR will offer new religion courses as Special Topics.	Current			Kevin Schilbrack (PAR DH)	

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6. A number of untapped curricular opportunities in the area of religion could be addressed, in particular courses in specific religions. <small>(P. 6, O4)</small>	PAR will offer new religion courses as Special Topics.	Current		Kevin Schilbrack (PAR DH)	
B. Faculty					
7. The area of specialization of the next tenure-track faculty should be women in religion/feminism/ecology (in line with PAR faculty desire). <small>(P. 7, R1)</small>	Hire a new faculty member with a specialization in religion.				
8. At least one or two offices should be dedicated to PAR's adjunct faculty. <small>(P. 7, R2)</small>	If PAR has adjuncts, we would like an office for them in Stillwell.				
9. There is an opportunity to diversify PAR's tenure and tenure-track faculty, especially in area of religion. <small>(P. 8, O1)</small>	See Strategic action #7.				
10. A model of a visiting professorship in which a scholar resides in the department for an academic year might fit the current needs of PAR particularly well. <small>(P. 8, O2)</small>	[no funding available?]				

C. Assessment

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11. The department needs to work to further refine the rubrics it proposes to use in PAR 295 and 495. <small>(p. 8, R1)</small>	The PAR faculty will further refine its assessment rubrics.	Current		Kevin Schilbrack (PAR DH)	
12. Introduce the use of an assessment committee constituted by a cross section of departmental faculty to annually consider a sample of papers, tests, or other student materials from the entry and capstone seminars and individually scores the work by means of the rubrics discussed above. <small>(p. 8, R2)</small>	The PAR assessment committee will review and evaluate student materials in PAR 295 and 495.	Current		Kevin Schilbrack (PAR DH)	
13. Develop a plan for assessing the attainment of general education learning outcomes in all lower-level offerings satisfying WCU graduation requirements. <small>(p. 8, R3)</small>	PAR will cooperate with the university's programs for assessing general education courses.				
14. Present collected data and findings at the regional meetings of the APA and the national and regional meetings of the AAR (thus making important contributions to the understanding of assessment in philosophy and religion). <small>(p. 9, O1)</small>	PAR will look for opportunities to present scholarship on teaching and learning.			Kevin Schilbrack (PAR DH)	

D. Advancing the Department through Funding and Promotion

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15. There are opportunities for the faculty to become engaged with the national efforts and research of the American Association of Colleges and Universities (AAC&U), which has spear-headed the introduction and implementation of the LEAP outcomes for undergraduate education. (p. 9, O1)					
16. Promote some of the existing and planned programs—the Washington D.C. service-learning program, the contributions to Liberal Arts and Humanities, the proposed pre-law track—on the website, through brochures, via campus forums and hosted panels. (p. 9, O2)	PAR will promote our programs in those forums.			Kevin Schilbrack (PAR DH)	
17. Consider creating an advisory “board of visitors” from outside of WCU. (p. 9, O2)	PAR will consider creating this board for community outreach.			Kevin Schilbrack (PAR DH)	