

Program Development Plan

Program: BA and MA in English

Department: English

Date: 4-16-2007

Strengths:

1. The English faculty is clearly committed to the success of WCU students and programs there is a good mix of both newer and longer-term tenured and tenure-track faculty which provides students with a rich variety of learning experiences, and gives newer faculty the benefit of the knowledge of the university system that older faculty have acquired over time.
2. Several faculty members have received regional and national recognition for their work in areas of creative writing and literary scholarship.
3. Faculty members are accessible when needed, either in face-to-face contact or via e-mail or telephone. This supportive environment is reflected in the high retention rate of undergraduate students and the success of graduate students when they leave the program.

Recommendation	Strategic Action(s)	Resources needed C=current R= reallocation N=new	Costs	Person(s) Responsible	Date of Review
1. The issue of enfranchisement of term faculty should be resolved expeditiously. The department should have a strong voice in determining how many of the 80% faculty lines will be converted to tenure-track and how many will remain as renewable instructorships, perhaps using this process to address the relative lack of expertise in pre-1650 British literature.	Develop a comprehensive 3-year plan to address: <ol style="list-style-type: none"> 1. conversion of 80% faculty positions to fixed term positions through reinvestment of current resources and FT; 2. conversion of Visiting Assistant Professor positions to tenure track positions; 3. strategies for transitioning to a 3/3 load for tenured and tenure-track faculty; and 4. the viability of the current number of programs and concentrations with the major within the context of the first 3 items above and the department's strategic directions. 	C/R	TBD	Elizabeth Addison Dean of A & S	10/15/2007
2. Ensure that the pursuit of emerging (e.g. MPS) rather than traditional areas of study is reflective of a departmental consensus and compatible with its long-term goals.	No actions recommended				

3. Expand clerical and operational support to department. Specifically, add one additional full-time staff member who is tasked with maintenance of the departmental web site, and provide an additional copier for exclusive use by the English Department.	1. Move current half-time support staff position to full-time. 2. Allocate funding for furnishings for faculty offices; specific purchases will be at the discretion of the DH	N	TBD	AJ Grube Elizabeth Addison	08/01/2007
4. Eliminate the journalism concentration, if only to clarify that students interested in careers in print media should pursue a major in Communication rather than English.	Develop a proposal for a Journalism major, jointly administered by English and Communication.	C/R	TBD	Don Connelly Elizabeth Addison Robert Kehrberg Dean of A & S	10/15/2007
5. Pursue a combined WCU-UNCA creative writing MFA as a way of generating additional local support and prestige for all programs in the WCU English department as well as strengthening ties between greater Asheville and the Cullowhee campus.	Investigate a joint MFA program with UNCA and submit a feasibility report to the Dean and Provost.	C	TBD	Elizabeth Addison	10/15/2007
6. Develop a systematic approach to program assessment within the department. Specifically, provide training in assessment procedures, factor assessment activities into overall computation of load, assign coordination of departmental assessment activities to Assistant Chair, consider partnering with CEAP in the use of TaskStream for portfolio construction and assessment.	1. Designate Assistant DH as coordinator of all departmental assessment activities. 2. Work with Assessment Office to develop a consistent assessment framework.	C	TBD	Elizabeth Addison Mary Adam Melissa Wargo	09/01/2007
7. Increase departmental input on specific uses for students' educational technology fees. Proposed uses for those fees include personal laser printers where access to departmental networked printer is a problem, site licenses for software (e.g. InDesign) needed for teaching in professional writing and other identified need areas, and increasing the number of "Smart" classrooms.	Develop and implement a divisional process and template for departments to bring proposals regarding the use of student technology fees through the deans' offices.			Kyle Carter AJ Grube Beth Lofquist	08/01/2007
8. Increase support of graduate students to 10 full-fee assistantships with more attractive stipends to all departments to compete for top students.	Coordinate with Graduate School and Research to develop a proposal regarding GA stipends and fee waivers. Dean of Graduate School and Research will bring forth the proposal to the Provost.			Elizabeth Addison Scott Higgins Melissa Wargo	07/01/2007

9. Implement a differential teaching load, with targeted release time for research (and accompanying accountability), as a means of transition from a 4/4 standard load to the desired 3/3 load.	See actions for Item 1				
10. Establish a productive interdisciplinary relationship between the MPS concentration and the major in Motion Picture Production, to the mutual advantage of both programs.	Done				
11. Convene a departmental task force to address the issue of online and blended instruction before regulations are generated and enforced from above. Former WCU chemistry faculty member Frank Prochaska is the Executive Director of the UNC Teaching and Learning with Technology Collaborative; the department might contact him to discuss further planning parameters.	Convene a task force to include English DH, Director of Coulter Faculty Center and the Dean or Associate Dean of Educational Outreach to develop a proposal on online and blended instruction.	C/R	TBD	Elizabeth Addison Anna McFadden Pat Brown or Regis Gilman	02/15/2008
12. Track the career paths of alumni more closely as one method of assessing the validity of the curriculum. Specifically, the department should institutionalize Assistant Chair Mary Adams's detailed tracking of graduates' employment and graduate study in order to be certain this exemplary resource is preserved and maintained.	See actions for Item 6				