

APR Action Plan

DEPARTMENT: **English**

#	Goals and Objectives Action Item	Individual(s) Responsible	Resources Needed	Action Taken/ Status	Actions Requested	Projected Start Date	Target Date for Completion	Progress Review Date (if needed)	Funding Request	Dean's Support
Recommendation 1: Replacement and addition of staff										
				Added a Program Manager, Dylan Gauntt, to Core Writing Program in Fall 2010. Replaced Barb Van Buskirk with Eva Lipton in Dec 2010.	1) Replacement of Dee Meir, Program Mgr, who resigned May 17 2010.		December 2010			<i>pending staffing assessment</i>
		Chair and DA	Approval and funding from Dean	In Spring 2010, Dept. committed to paying for 10 hrs/wk for the IT/Web services of Sterling Coke.	2) Use part of Dee's line to pay for raises for staff. Or request for .5 Media and technology resource to assist with videotaping, webcasting, audiovisual resources, etc.	July 2011	March 2012		\$20K	<i>pending staffing assessment</i>
		Chair and DA	Approval and funding from Dean	Replacement of Tech person Robert Castillo, who resigned in May 2011. (Details in Long Version of Action Plan)	We ask that we be given permission to use part of Castillo's line as a raise for staff and part of it for a .5 media/technology person.	May 2011	March 2012		\$20K	<i>pending staffing assessment</i>
Recommendation 2: Core Writing Program										
	Review team wrote: "there do not appear to be adequate financial resources to sustain high levels of quality in the program... Core Writing has not received funding increases that parallel the growth of enrollment in their courses."	Director of Writing and Chair	Approval from Dean, Provost and Registrar	G. Houston has: a) given Assoc. Chair for CW the charge to reduce our use of PTIs; b) established a goal to lower caps on Core Writing courses so that our TAs can complete their degrees sooner and so we can provide quality writing instruction; c) asked RW to create viable alternatives to 102; d) supported RW faculty to help establish a WAC presence at UNM. RECENT ACTION TAKEN: In Fall 2011, the new dean made a significant commitment to support Core Writing by establishing a Strategic Planning Committee to come up with a campus-wide solution. The dean also provided funding for 4 new tenure-line faculty for RW over the next 3 years to help replace Sanders, Martin, Beene and Romano.	Core Writing Working Group and Strategic Planning Committee established	September 2011	September 2012 for CW working group results; Spring 2013 for Strategic Planning Committee's Pilot Project roll-out			yes
Recommendation 3: Morale										
	The team notes that lack of morale is a result of "Loss of faculty in key positions... occurring at the same time that student enrollment is increasing heightens the pressure on the department to fulfill its teaching mission..."			The Dean just provided 8.5 faculty hires over the next 3 years for the dept; this has helped to raise morale.	Possible raises for long-term lecturers to help with salary equity.	September 2011	June 2014			yes

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	The team also noted "traumatic incidents" in Creative Writing.			In order to strengthen the Creative Writing program and help students complete their MFAs in a more timely manner, Houston guided an initiative to reduce the hours for an MFA from 54 to 45. This initiative is now in the queue to be approved by UNM committees and should be approved by spring 2012.	The English department strongly supports the recuperation of the D.H. Lawrence Ranch, which would be a win-win for the University, the local and global community, and the dept. This can only take place with the support of Scholes Hall, the Regents and the legislature.	June 2011	June 2013		\$500K (or more) for DH Lawrence Ranch renovation	<i>Dean supports pursuit of grant funding in tandem with Foundation support for DH Lawrence Ranch renovation.</i>
	Asked the former dean to meet with CW.			The new dean has met with each individual CW faculty member during the fall of 2011.			completed			
Recommendation 4: Positive Press										
	Regarding lack of publicity about our department's initiatives, faculty, students and outreach efforts			Dept. website features awards, activities, and scholarship of our faculty and graduate students. We work with Carolyn Gonzales from the PR Dept. on publicizing faculty and student accomplishments.	Department using blog to highlight achievements and events		ongoing			<i>Note: a College web designer will be hired in Fall 2012</i>
Recommendation 5: Curriculum										
	APR team: "Reduce concentration for majors and streamline graduate program."	Chair and ad hoc committee		Previous to the team's visit, Houston: a) asked the Undergraduate Associate Chair to work on options for collapsing our concentrations; b) established an ad hoc Committee to examine proposed changes to the Core Curriculum, Undergraduate major offerings, Graduate curriculum, and Southwest Studies. This group met 4 times in spring 2010. c) sought ways to reduce our reliance on PTIs; d) sought to lower the number of graduate courses we offer every semester; e) sought to stop "trying to do too much" with "too few faculty". Recent Action Taken: The department ad hoc sub-committee on curriculum revision met regularly during the summer of 2011 in order to plan a retreat at which the department would work intensively on designing a new model for our undergraduate major. The retreat was held on 9/23/11 and resulted in a unanimous decision to move forward on revising the Utah model template. A new ad hoc curriculum committee has since then been established to revise the Utah model and bring suggestions to our department meeting on 11/17/11.		Spring 2009	June 2012 Undergrad; May 2013 Grad			yes
Recommendation 6: Southwest Studies										

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	APR team: "We strongly recommend that the department proceed to establish a Southwestern Studies emphasis, perhaps at the MA level."			Jesse Aleman has designed a SWS Program; the curriculum committee will consider during our curricular revisions. Some in the dept. seem virulently dead set against such a proposal, which is difficult to understand. The recent version of the revised curriculum includes a SW Program.	SW Program design completed June 2010	September 2011	June 2012			yes
Recommendation 7: Student Questionnaires										
	APR team: "it would be useful to collect data on the quality of and student satisfaction with graduate courses and on the post-degree experience of graduate students who do not accept academic appointments in colleges and universities."	Chair and Assoc Chairs	Technical resources to devise / distribute /tabulate questionnaires		Houston will take on this task when we complete our deliberations on the undergraduate major revision.	June 2012	June 2013			yes
Recommendation 8: Hiring										
	APR team: "To help guide hiring decisions, the Department of English would benefit from surveying alumni, employers who hire alumni, and graduate programs that admit alumni to determine what skills and knowledge serve English students as they enter the job market or graduate school."	Undergraduate Associate Chair		Undergraduate Associate Chair to contact alumni and employers to get their input on what they are seeking in graduating UNM seniors.		Spring 2012	Spring 2013			yes