



April 29, 2021

Dear Deborah,

As specified by the Program Review process, following the BoR Evaluation Team Report, the Department is to provide a Program Faculty Response to the Dean of the College. The report must include an 'action plan' for any identified learning outcomes/assessment/evidence shortcomings and must also address all recommendations in the context of agreement, disagreement and/or plans.

There are no outcomes/assessment/evidence shortcomings so I will turn here to the recommendations.

Recommendations:

Curriculum: *The department already maintains an effective, adaptable curriculum that is regularly reviewed and revised to maintain peak efficacy. Regular review and adjustment of reassigned time for Program Directors to maintain equitable labor distribution is also recommended.*

--Agreed. We review curriculum and reassigned time on an annual basis.

Student Learning Outcomes and Assessment: *Emphases and programs under the English department might benefit from some standardization of assessment strategies without sacrificing the diversity and adaptability of such a large and complex department.*

--Agreed. Since 2014-15 we have gone from little/no assessment to a robust assessment process across programs with progress made each year. We especially have made significant progress this year with our Literature program and continue to make it and the other programs' assessment procedures more efficient.

Academic Advising: *Greater advising support at the college level especially is the primary recommendation of the evaluation team, though all members were very impressed with the structure and efficacy of Weber's mixed model of advising. Also, several advisors raised the possibility of more Department and College-level scholarships to help address challenge 3 above (students running out of financial aid).*

--Agreed: We need more College Advisors.

--The Department will implement in Fall 2021 a new faculty mentoring program for incoming majors and minors to assist with connecting students to the Department.



--As for the scholarship comment, more money would of course enable more support. Currently we are drawing from a recent six-figure donation to the department to strategically allocate scholarships for recruitment, retention and completion purposes.

Faculty: *Contract and adjunct faculty wish to have the opportunity to teach more overload classes for additional pay.*

--Regarding overload—policy is that faculty cannot receive reassigned time and teach overload. We can and do offer overload for contract and adjunct faculty, but there are only so many courses to go around. We try to give 3 credits overload to all FT faculty who request it while ensuring loyal adjuncts have steady work.

In addition, it would be beneficial to consider increasing the current 2-year contract for the contract faculty to 3- year contract (tied to the 3-year review of the contract faculty) for the contract faculty to have better job security and stability.

--English moved all instructors to two-year contracts a few years ago; the 3-year option is a recent (18 months or so) development and we will explore this option in the coming months.

Improved compensation and greater job stability for full-time NTT faculty especially could solve multiple challenges facing the department.

--Improved compensation would need to come from the Dean's Office and/or the Provost's Office. The job stability comment has to do with the desire to create a career track for NTT faculty, consisting of promotions at set intervals along with pay raises. I have mentioned this idea over the last 12 months to some deans the Provost's Office, Betty K, and the President, who seemed receptive to the idea. Creating a career track would require cross-campus coordination and I would be glad to participate in this effort but cannot make the change single-handedly at the department level; same is true again, for the question of increased compensation.

--Though not mentioned as a recommendation, diversity of faculty is an issue and we are hopeful that future hires will reflect greater diversity as a result of new university-wide and initiatives and work done by the departmental task force.

Staff: *Department administration is already planning an audit of Kate's job to assess hours that the additional marketing responsibilities will add.*

--In progress, though this is a MA Program task.

The most pressing recommendation is that the Composition Program would greatly benefit from (at least) a half-time admin position due to size and complexity.



--The Composition Director, Assistant Director and I will discuss and quantify need. Since the Composition Program serves the entire university should demonstrated need exist, it would not be unreasonable to request funding for this position from the Provost's Office.

Relationships with the External Communities: *Though not a recommendation, the evaluation team wanted to especially commend the Composition Program's creative and ambitious initiatives to better and more adaptably serve General Education at Weber, from integrated classes with librarians to multimodal pedagogy using Adobe Creative Suite, these initiatives demonstrate that innovative writing pedagogy can absolutely be a scalable enterprise across a large student body.*

--Agreed!

Sincerely,

A handwritten signature in cursive script that reads "Hal Crimmel".

Hal Crimmel
Brady Professor and Chair, Department of English