

DEPARTMENT OF ENGLISH

Mission

The Department of English increases students' understanding of our linguistic, literary, and cinematic traditions in all their diversity, develops their critical and creative abilities, and strengthens their rhetorical skills. Faculty members contribute to creative activity, scholarship, and service in literature, Teaching English as a Second Language, linguistics, creative writing, composition and rhetoric, technical communication, and film and television studies.

Vision

The Department of English seeks to be the premiere English Department in the region and a major presence in the national scholarly community. It will strive to:

- Maintain and enhance excellence in research and creative scholarship;
- Maintain excellence in undergraduate and graduate teaching;
- Mentor students to contribute to their disciplines regionally and nationally;
- Prepare students for the world's challenges by imparting to them skills in critical thinking and analysis, problem-solving, and written communication; and
- Share and promote the literary and cinematic arts and linguistic and rhetorical understanding within the community.

Core Values

Excellence in teaching, research, and service

Academic integrity

Intellectual freedom

Diversity of ideas and of our student population, faculty, and staff

Service to the university community and the larger local, state, and regional communities

Stewardship of Resources

Goals, Critical Success Factors, Objectives, and Strategies

Goal 1: Environment: Enhance for the production of high quality research, scholarship, and creative activity.

Critical Success Factors:

- Faculty salaries at or above the average of the Big 12.
- University contributions to TIAA-CREF increased by 3%.
- Increase university contributions to employee health costs.
- Restore frozen Professional Writing line.
- Retain faculty size of 30 faculty lines (plus the 1 frozen line) and target increase of 8 new lines.
- Average one national or international conference presentation per faculty each year.
- Average 20 refereed journal articles & book chapters (average length 15 pages each), and creative publications a year.
- 10 books every 5 years.
- 5 external research proposals submitted per year.
- Increase staff development opportunities.

Objectives:

Objective 1.1: Retain and reward productive faculty and staff through competitive salary and benefit programs.

Strategies:

- Petition upper administration to increase faculty and staff salaries.
- Petition upper administration to improve retirement benefits.
- Compile data on health care expenses to support request for additional university funding.

Objective 1.2: Maintain and further enhance department-level faculty development programs that facilitate and enhance research and scholarship.

Strategies:

- Continue internal faculty research release program and explore its expansion.
- Continue departmental support of national conference participation.
- Continue departmental funding of competitive proposals for research travel.
- Continue mentoring program for untenured faculty.
- Continue departmental colloquium series and advertise these more widely.

Objective 1.3: Maintain and improve college and university-level research support programs.

Strategies:

- Compile data on faculty conference participation and the amount of unreimbursed research travel expenses in order to support request to upper administration for increased funding.
- Compile report on faculty use of college and university research funds to support request for continuing funding.
- Promote continued use of sabbatical leaves.

Objective 1.4: Maintain and improve department productivity in research.

Strategies:

- Encourage faculty participation in national and international conferences.
- Maintain a departmental record of ongoing faculty research projects.
- Encourage continued placement of articles in high-quality publications.
- Develop departmental programs for recognizing faculty achievements.

Objective 1.5: Improve local and national reputation of program by increasing the visibility of research.

Strategies:

- Maintain up to date information on the departmental website of ongoing research and publication.
- Place articles in local press on faculty achievements.
- Encourage faculty involvement at local and national conferences.

Objective 1.6: Further develop staff expertise and participation in training opportunities.

Strategies:

- Discuss training needs and opportunities with staff during annual evaluations.
- Provide departmental funding and offer release time to staff members who wish to participate in targeted development opportunities.

Goal 2: Undergraduate and graduate programs: Expand breadth and depth of undergraduate and graduate programs to better meet student needs and to enhance the national and regional reputation of the department.

Critical Success Factors:

- 3 new Stillwater-based faculty hires.
- Effective mentoring of all faculty and graduate assistants to ensure excellent teaching.
- Increase diversity of undergraduate course offerings.
- Improve student satisfaction on exit and alumni surveys.
- 5-8 undergraduate students participating in Wentz research and various scholarship opportunities.
- Increase graduate student publication & participation in national conferences.
- Increase undergraduate participation in leadership opportunities.

Objectives:

Objective 2.1: Hire three new Stillwater-based faculty members over the next five years to enhance the quality and reputation of selected programs: one in TESL/Linguistics, one in modern literature and/or film studies, and one in creative non-fiction.

Strategies:

- Petition upper administration to fund three new tenure-track lines in TESL/Linguistics, modern literature and/or film studies, and creative non-fiction.

Objective 2.2: Promote excellence in teaching among faculty and graduate assistants.

Strategies:

- Continue faculty mentoring program for untenured faculty members.
- Continue teaching orientation programs and mentoring programs for graduate students.
- Increase opportunities for graduate students to teach courses beyond composition.
- Encourage faculty and graduate student participation in campus-wide teaching forums.
- Encourage graduate students to apply for teaching awards offered by the Graduate College and the College of Arts and Sciences.
- Support nominations of faculty and graduate students for university and college teaching awards.

Objective 2.3: Revise graduate curricula to better reflect faculty specializations and meet student needs.

Strategies:

- Establish a periodic review of graduate curricula by program to address changes in faculty, field, and student needs.
- Institute exit interviews for graduate students to solicit feedback on programs.
- Review alumni survey data for possible program revisions.
- Explore creation of a TESL certificate program.
- Explore creation of an M.F.A. program.

Objective 2.4: Revise undergraduate curriculum to ensure students' exposure to diverse cultures and better meet student needs.

Strategies:

- Create ad hoc committee to review curriculum and propose revisions.
- Have general faculty review proposal and implement improvements.
- Review exit surveys and alumni surveys for possible program revisions.

Objective 2.5: Identify and promote research clusters within and across departmental programs for recruitment of graduate students.

Strategies:

- Have Graduate Director solicit input from faculty regarding potential groupings of researchers with shared interests.
- Advertise points of research emphasis in graduate program fliers and online, and use in recruiting graduate students.

Objective 2.6: Enhance professional development of graduate students.

Strategies:

- Petition upper administration for more funding for graduate student travel to collections and professional conferences.
- Explore and promote opportunities for graduate student internships with department publications and organizations.
- Invite graduate students to present research through department colloquium series.
- Encourage graduate student involvement with faculty research projects.

Objective 2.7: Enhance leadership and internship opportunities for undergraduate students.

Strategies:

- Promote the activities of departmental clubs and organizations (e.g. English Club, CWA) that provide opportunities for student leadership roles.
- Offer training and employment for undergraduate peer tutors in the Writing Center.
- Promote student involvement with undergraduate publication Papyrus.

- Explore internship opportunities for undergraduate majors.

Goal 3: Undergraduate and graduate student body: Increase quality and diversity of graduate and undergraduate student body.

Critical Success Factors:

- Maintain an enrollment of approximately 200 qualified undergraduate majors.
- 20-25 students in undergraduate honors program.
- Increase diversity of undergraduate student body.
- Increase diversity of graduate student body.
- Increase applications to department Graduate Programs by 10%.
- Increase enrollment in department graduate programs by 5%.
- Increase graduate assistantships to \$12,000 for M.A. students and \$15,000 for doctoral students per academic year.
- 5-10 graduate student scholarships or full-waivers per year.

Objectives:

Objective 3.1: Maintain quality and number, and increase diversity of undergraduate English majors.

Strategies:

- Continue and improve departmental involvement with recruiting activities associated with Scholars' Day.
- Establish closer working relationships with the University Office of High School Relations.
- Develop connections with selected high schools with diverse populations through workshops and OSU Writing Project connections to encourage applications from a more diverse student body.
- Petition upper administration for funding to maintain a strong website that highlights the English department's undergraduate programs.

Objective 3.2: Improve recruitment of a talented and diverse graduate student body.

Strategies:

- Petition Office of Diversity to create incentive packages for perspective graduate students from underrepresented student populations.
- Maintain and improve advertising for graduate program through fliers and website that highlight the department's programs and research strengths.
- Advertise the OSU graduate program at the annual convention of Sigma Tau Delta, the National Honors Society for English majors, and other similar events.
- Feature selected graduate student achievements on the departmental website.

Objective 3.3: Improve retention by strengthening research support and teacher training for English graduate students.

Strategies:

- Maintain first year Ph.D. Teaching Fellowship and the Dissertation Fellowship, and explore opportunities for additional funding for research support in the form of teaching load reductions.
- Encourage graduate students to apply for research fellowships offered by the graduate college, such as the Robberson Award.
- Maintain and support current writing program teacher-training and cross-visitation.
- Petition for continued funding of the no-rookies-on-rookies program that allows for effective teacher training.

Goal 4: OSU-Tulsa: Promote growth of selected programs.

Critical Success Factors:

- Expand TESL graduate program at OSU-Tulsa over 5 years.
- Create a B.A. in English at OSU-Tulsa over 5 years.
- Increased acquisition of OSU-Tulsa library holdings in the humanities, including monographs, films, and improved access to on-line databases.
- 5 Tulsa-based faculty hires in targeted areas: British, American, Film, Creative Writing, Technical Writing.
- Establishment of OSU-Tulsa Writing Center.
- Hire of qualified faculty director for writing center.

Objectives:

Objective 4.1: Build on the successful TESL graduate program that is already established at OSU-Tulsa.

Strategies:

- Expand graduate course offerings in TESL.
- Increase course offerings in other complementary areas, including composition, rhetoric, and technical writing.
- Work with OSU-Tulsa marketing representatives to better advertise program.
- Hire a permanent Tulsa-based faculty member in TESL/Linguistics.
- Compile list and request that the OSU-Tulsa library acquire journals in the area.

Objective 4.2: Increase presence of other English programs at OSU-Tulsa in order to augment regional prominence of English department.

Strategies:

- Expand undergraduate English course offerings in Tulsa.
- Offer more junior- and senior-level courses in literature, film, and creative writing.
- Encourage Tulsa student participation in extra-curricular activities such as submissions to Papyrus, participation in Society for Technical Communication events and contests, and Creative Writing readings.
- Encourage service-learning and internship courses to increase prominence of OSU-Tulsa English degrees.
- Explore offering M.A. in Technical Writing in Tulsa.

Objective 4.3: Establish a B.A degree program in English at Tulsa (straight English major; certification option available; film and creative writing concentration possibility) and hire five additional Tulsa-based faculty members.

Strategies:

- Create a feasible course rotation offering all courses necessary for B.A. in English over the next 5 years.
- Once funding has been approved, search for and hire five qualified faculty members in British literature, American literature, film, creative writing, and rhetoric and/or technical and professional writing.

Objective 4.4: Develop OSU-Tulsa Writing Center with qualified faculty director.

Strategies:

- Compile report on current high demand for OSU-Tulsa Writing Center services to support request to the administration for increased funding.
- Establish stable budget for OSU-Tulsa Writing Center.
- Develop staffing plan, including requests for a qualified director and graduate student tutors.

Goal 5: Resources and facilities: Improve resources and facilities for research and teaching.

Critical Success Factors:

- 3-5 offices to accommodate projected faculty hires.
- 3-4 offices for up to 8 Visiting Assistant Professors.
- 2-3 large offices with access to computers and printers to be shared by graduate TAs.
- 4 multi-media equipped rooms with state -of -the art technology available in Morrill Hall for teaching in all programs.
- Increased use of educational technology such as Blackboard, ezboard, Web CT, and other web-based applications.

Objectives:

Objective 5.1: Make effective use of educational technology throughout programs.

Strategies:

- Have current users of educational technology give presentations to faculty on the benefits of doing so.
- Provide scheduled workshops in using Blackboard, ezboard, and Web CT.
- Work with A&S Extension office to develop selected on-line courses.

Objective 5.2: Continue to develop state-of-the-art technology in Morrill Hall to create opportunities for technological training.

Strategies:

- Request funding for a new film room with dubbing equipment for editing, reproduction equipment for making clips, and computers to assist in the training of computer generated technology.
- Request a second electronic classroom to which English department students and faculty may have regular access.

Objective 5.3: Acquire adequate space for the English Department and reorganize areas to use existing space effectively.

Strategies:

- Develop report on current space use and unmet needs in support of request to administration for additional space.
- Request additional space in Morrill Hall for English Department use.
- Request renovation and use of more office space in Thatcher Hall.
- Request remodel of one classroom in Morrill Hall for office space.

Objective 5.4: Develop and maintain up-to-date websites.

Strategies:

- Acquire ½ time T.A. position as webmaster with responsibilities for departmental and program websites.
- Train support staff member to update website content.

Goal 6: Educational and cultural development of Oklahoma: Enhance the educational and cultural development of Oklahoma through continued community outreach.

Critical Success Factors:

- 1-2 community/continuing education offerings per year.
- 5-8 nationally prestigious invited speakers/visiting writers per year.
- 8 community-wide film screenings per year.
- Increase circulation of and submissions to *Cimarron Review*.
- Develop TESL Internship opportunities overseas.
- 1-2 OSU Writing Project summer scholarships per year.

Objectives:

Objective 6.1: Expand community-wide programs including course offerings, film screenings, and presentations by prominent scholars and writers.

Strategies:

- Petition administration and/or relevant foundations for additional, specifically dedicated, renewable funding for visiting writer/reading/film series.
- Continue to apply for available Norris Foundation funds for visiting scholars and writers to lecture and read.
- Develop additional workshops or course offerings to serve community.
- Publicize readings, lectures, and film screenings on a community-wide basis.

Objective 6.2: Develop stronger relations with and support for the OSU Writing Project and National Writing Projects.

Strategies:

- Improve communication with writing projects through regular meetings between writing program directors and directors of the OSU Writing Project and National Writing Project.
- Encourage more faculty participation in Writing Project workshops.
- Encourage Writing Project teachers to take graduate course work in English.
- Enhance articulation of programs by applying for external grant from International Writing Center Association to research the relationship between tutoring and teacher preparation.

Objective 6.3: Enhance interactions with local secondary schools to promote writing, literature, TESL, and technical communication programs.

Strategies:

- Compile and circulate to local schools a list of English department faculty and their specialties to encourage secondary school visits.
- Investigate available funding and opportunities for Writers in the Schools programs.

Objective 6.4: Increase collaboration with other universities, locally and internationally.

Strategies:

- Petition administration for expansion of Big Twelve visiting faculty program.
- Investigate possibilities for exchanged advertising between Cimarron Review and literary magazines at other university writing programs.
- Explore international exchange and internship programs.