English, Department of

Professional Activities And Service

Goal Description:

The faculty will engage in professional activities and service at a level appropriate for the individual faculty member's rank.

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

To Provide Professional Service

Performance Objective Description:

English faculty will take part in service activities at local, state, regional, national, and/or international levels.

RELATED ITEM LEVEL 2

Professional Service Activities

KPI Description:

The number of professional service activities--local, state, regional, national, and/or international--by the Department's tenure-track faculty will indicate engagement in professional service.

Results Description:

Professional Service Activities

Department of English faculty are highly engaged in fulfilling a variety of service commitments, as the following list ofservice activities attests:

Department = 79 (22 faculty)
College = 9 (6 faculty)
University = 44 (17 faculty)
Community = 14 (4 faculty)
Editorships = 4 (4 faculty)
Associate Editorships/Editorial Boards/External readers= 19 (12 faculty)
Other = 22 (8 faculty)

These activities represent substantive professional service on the part of our faculty, and every faculty member was active in terms of service. We met our goal of 100% of the faculty participating in service activities.

RELATED ITEM LEVEL 3

Action: Service

Action Description:

As a whole, the department engages in a substantial amount of professional service; however, such engagement at the individual level remains uneven. Service assignments within the department, college, and university will be spread out more evenly among the faculty, with particular faculty aptitudes taken into consideration for the specific service required.

Quality Instruction

Goal Description:

Faculty in the Department of English will demonstrate quality in the instruction of their classes.

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

To Teach Effectively

Performance Objective Description:

The Department's faculty will maintain a level of instruction at or above the average for all departments at SHSU.

RELATED ITEM LEVEL 2

Demonstration Of Teaching Effectiveness

KPI Description:

Successful teaching will be demonstrated by faculty performance on the Individual Development and Educational Assessment (IDEA) Class Evaluation System. The IDEA survey is a nationally-normed, university-adopted evaluation instrument which measures student perception of instructor teaching. The faculty of the Department of English will average at least 4.2 (the university's average) on the IDEA student evaluations of teaching. Part of quality instruction is also adherence to stringent student evaluation; courses need to be interesting yet not too easy.

Results Description:

For 2016, the departmental IDEA average was 4.1, which is slightly lower than the 4.2 university average.

RELATED ITEM LEVEL 3

Action: Teaching Effectiveness

Action Description:

We were borderline meeting our standard for IDEA scores. The department will offer more professional training and resources for our instructors, especially at the pool level, where so many of our freshman classes are taught. We also look to better standardize the course syllabi for multi-sectioned courses, so we can better assess student outcomes as they relate to instruction.

Research And Creative Activities Productivity

Goal Description:

The Department's tenured and tenure-track faculty will engage in research and publication.

RELATED ITEMS/ELEMENTS –

RELATED ITEM LEVEL 1

To Engage Actively In Research And Publication

Performance Objective Description:

The number of peer-reviewed publications, conference presentations, and grant proposals by the Department's tenured and tenure-track faculty will serve as indicators of active research agendas.

RELATED ITEM LEVEL 2

Number And Quality Of Publications

KPI Description:

The number of faculty publications will be noted; however, it is important for the faculty and administrators to understand that quality is much more important than quantity. Quality is defined as publication in peer-reviewed print journals or presentation to peer-reviewed conferences. The expectation is the publication of one peer-reviewed article (or equivalent) per faculty member per year.

Results Description:

Research Productivity

Faculty in the Department of English saw the following number of pieces published, accepted for publication, or submitted for publication:

Published = 46 (11 faculty)
Accepted for publication = 26 (10 faculty)
Submitted for publication = 131 (7 faculty)

In sum, 16 faculty members either published, saw accepted for publication, or submitted for publication a piece of scholarship. This represents 67% percent of the department's faculty (N = 24).

RELATED ITEM LEVEL 3

Action: Research

Action Description:

Although the results show an acceptable research presence in the department, how research factors into our larger departmental vision is still unclear or undefined. Therefore, the department will establish a research committee, whose charge will be to establish preferred research criteria, expectations, and vision for the department.

RELATED ITEM LEVEL 2

Research Agenda

KPI Description:

The number of peer-reviewed publications, conference presentations, and grant proposals by the Department's tenured and tenure-track faculty will serve as indicators of active research agendas. Presenting a paper at a meeting of a professional association and/or publication of one article will certify research productivity. For 2015, we expect that research productivity will increase when compared to 2014.

Results Description:

Research Productivity

The following listing provides a summary of faculty research and publication productivity. The numbers listed follow this format: # published/# accepted for publication/#submitted to a publisher for consideration or in progress

1. Publications
Books 0/2/20
Chapbooks 0/0/4
Edited books 0/1/0

Textbooks 0/0/0 (Note: 3 textbooks are still in print)
Peer reviewed articles 3/5/11
Book chapters 3/8/6
Dictionary/Encyclopedia 0/1/0
Non-peer reviewed articles15/0/0
Conference proceedings1/1/0
Poems 11/6/75
Short stories 3/3/9

Creative Nonfiction 2/0/0
Book reviews 8/0/6
Other 69/0/0

Totals
Peer reviewed published pieces = 46
Accepted = 26
Submitted or in progress = 131

Textbooks published in previous years, still in print = 3

Non-peer reviewed published pieces = 69

Total faculty with a piece either published or accepted for publication = 20 (80%) (N = 25)

2. Conference Presentations = 42

3. Grant Activity

    5 grants submitted—4 funded. Total funding = $251,168.80

4. Student Research (under faculty supervision)
Thesis Completion = 6
Graduate Student Publications = 3
Graduate Student Conference Presentations = 14
Undergraduate Research = 24
Undergraduate Publications = 11
Undergraduate Conference Presentations = 34

RELATED ITEM LEVEL 3
Action: Research
Action Description:
Although the results show an acceptable research presence in the department, how research factors into our larger departmental vision is still unclear or undefined. Therefore, the department will establish a research committee, whose charge will be to establish preferred research criteria, expectations, and vision for the department.

Update to Previous Cycle's Plan for Continuous Improvement

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):
Being a new Chair in the English department, my sense is currently that the faculty seems to be doing a fine job in the areas of research, service, and teaching. While we can strive to continue and even improve these areas, faculty members are, for the most, part on task, allowing us to reach our departmental goals. However, the department as a whole still has large issues to address beyond just faculty productivity. The following issues and actions need to be part of our planning going forward in all our curricula at the undergraduate and graduate levels, as well as in our faculty development:

1)Determining ways to increase numbers in our programs.

2)Determining explicitly what role online learning has in our department and how we could adjust our course offerings in a way that protects and builds our brick and mortar presence while still offering more online options to students.

3)Working to make our curricula more flexible and attractive to potential students; this includes having more emphasis on diversity and multiculturalism.

4)Finding more resources for professional development and research, especially for untenured Assistant Professors (perhaps by better utilizing DL funds).

5)Providing more faculty mentorship for new tenure-track faculty (something I hope will help improve upon our current teaching, research, and service accomplishments).

6)Using upcoming internal and external program reviews to make substantial changes to our various programs

7)Completing the process for a graduate certificate in Technical Writing, a growing area for which there is a great regional need (this is possibly an opportunity for online growth).

All of these things will build on our strengths and allow us to identify shortcomings in our departmental activity, which will ultimately allow us to make strategic changes in a number of areas.

Update of Progress to the Previous Cycle's PCI:

We addressed several of the issues on the previous PCI; however, there are still elements that need to be addressed:

1) We are no longer working on a Tech Writing graduate certificate; however, we are developing an online MA in Tech Writing--that is in progress.

2) We are establishing a formal mentoring policy for junior faculty.

3) We are in the process of addressing undergraduate and graduate curricula.

PCI

Closing Summary:

Our upcoming plan for continuous improvement includes the following:

1)Establishing a new undergraduate curriculum committee to address updating curriculum options to make the program more attractive to potential majors.

2)Re-designing the MA in English curriculum, comprehensive examinations, and admissions guidelines and processes.

3)Implementing better recruiting and promotional plans.

4)Continuing to promote faculty and student research.