

**Department of English
Illinois State University**

**Strategic Plan
2009-2014**

English Studies engages the contexts and cultural discourses that have shaped and continue to shape the world. Such contexts include social, historical, technological, personal, and political. In our program, English Studies is represented by teachers and scholars in the fields of Children's Literature, Creative Writing, English Education, Linguistics, Literary and Cultural Studies, New Media Studies, Professional and Technical Writing, Publishing Studies, Rhetoric and Composition and TESOL. Through our work in these areas, we offer our community of students and faculty the means of examining how we teach, how we learn, and how we understand ourselves and others."

Department Mission Statement:

The mission of the Department of English at Illinois State University, which emphasizes an English Studies model, is to:*

- maintain and support an environment of open inquiry and innovation encouraging and extending excellent scholarship and research by all faculty in the Department;
- maintain and support an environment of open inquiry and innovation encouraging and extending excellent teaching by all faculty in the Department;
- support and continue to develop model undergraduate programs based on the concept of English Studies;
- support and continue to develop model graduate programs at the master's and doctoral levels also based on the concept of English Studies;
- develop reciprocally supportive links between the undergraduate and graduate programs in English and with the undergraduate and graduate programs in the University as a whole;
- prepare graduates of all English programs effectively for careers inside and outside of education after graduation;
- maintain links with secondary and post-secondary schools throughout Illinois to foster effective research and teaching in the discipline across grade levels;
- maintain and develop public service programs consistent with the teaching and research aspects of the Department's mission;
- communicate and interact with other institutions having comparable educational and research missions to enhance teaching and research within the Department and to advance theory and practice in the field generally.

*These items are presented in no priority order.

Department Vision Statement:

The Department of English at Illinois State University is dedicated to providing an environment that facilitates the individual and communal work—creative, intellectual,

pedagogical, administrative, and outreach—of our faculty, staff, and students. Our vision is guided by the University mission statement, *Educating Illinois*, and includes the following:

- Create a work environment that values all members as people and fosters positive morale and transparency where possible, acknowledges and honors the professionalism of all faculty, staff, and graduate assistants in our various roles, and recognizes the interdependence of our work through informal and formal discourse;
- Promote innovative and dynamic pedagogical research, scholarship, and practice in the classroom and the curriculum;
- Support—through reassigned time and co-teaching opportunities—interdisciplinary research and publication, while continuing to value the forms of research and publication that are appropriate to a particular field;
- Continue to articulate and revise a multi-dimensional understanding of English Studies that responds to the changing needs of our students, the field, and the world;
- Maintain our commitment to providing students with a learning environment and community that supports growth as individuals, professionals, and citizens;
- Strengthen diversity in the composition of our faculty, students, and curricular and pedagogical approaches through individual, programmatic, and departmental action;
- Secure the human resources, facilities and other resources required to support excellence in scholarship, teaching, and research.

Goals and Actions

Goal 1: Enhance the quality and articulation of the Department's academic programs.

Strategies:

- The Undergraduate Curriculum Committee in conjunction with the English Education Committee and the Writing Committee will perform a comprehensive review and revision of the undergraduate curriculum that reflects the values of the department. *Timeline: Starting in 2009 with program review, to be completed in 5 years, with annual interim goals.*
- The Graduate Committee will perform a comprehensive review and revision of the graduate curriculum that reflects the values of the department. *Timeline: To be completed in 5 years, with annual interim goals.*
- DFSC and Council will develop policies and procedures for the proposal and implementation of team-taught courses. *Timeline: To be completed by end of Spring 2010.*
- The Graduate Committee in consultation with the Writing Program Director will develop policies and procedures for the process by which specific assistantships are assigned to advanced PhD students (e.g., teaching 100 and 200-level courses

appropriate to their field, assigning non-teaching assistantships). *Timeline: To be completed by the end of 2010.*

- The DFSC will the revise the teaching evaluation instrument for approval by the Department. *Timeline: As per university request, a new instrument should be approved by the department by January 1, 2010.*

Goal 2: Strengthen support for faculty research and teaching activities.

Strategies:

- The Department members working with Alumni Relations and the Development Office will expand the funding pool for research. *Timeline: Start Fall 2009 and ongoing.*
- The Alumni Advisory Board will increase resources that will promote interaction within our research community and enhance its intellectual life. *Timeline: Start Spring 2010 and ongoing.*
- Professional Growth Committee will develop ongoing relationships with Milner Library. *Timeline: Start Spring 2010 and ongoing.*

Goal 3: Enhance the learning and community environment for students, faculty and staff.

Strategies:

- Council will establish an ad hoc Facilities Committee that is charged with performing a needs assessment that reflects individual faculty and programmatic needs regarding space, equipment, and facilities. The committee will develop both long and short-range planning goals that are consistent with Department goals and strategies. *Timeline: Committee appointed in Fall 2009; needs assessment carried out over 2009-2010 school year; planning document to be presented to department for approval during Fall semester 2010.*
- Members will support Department's student organizations' goals to increase department involvement in their programming. *Timeline: Beginning Fall 2009 and ongoing.*
- The Chair, with pertinent committees and faculty members, will develop and implement international collaborations. *Timeline: Fall 2009 and ongoing.*
- The Professional Growth Committee, with Department staff, will organize annual community building events. *Timeline: Fall 2009 and ongoing.*

Goal 4: Strengthen the diversity of our faculty, students, and curricular and pedagogical approaches.

Strategies:

- The Assistant to the Chair, English Education Committee, and the Undergraduate Curriculum Committee will plan and implement an annual one-day English Department Workshop for High School Juniors showcasing the strengths of the department and providing mini-courses in specialty areas. *Timeline: Start October 2010, and annually thereafter.*
- The Graduate and Undergraduate Curriculum Committee in conjunction with faculty will review courses to ensure that the curriculum as a whole reflects our commitment and responsibility to attract, recruit, and support traditionally

- underrepresented groups, and will revise and/or propose new curricula as needed. *Timeline: Start Fall 2009, and ongoing.*
- The Diversity Committee, Assistant to the Chair and the English Education Committee will identify areas where the Department can support recruitment efforts and pipeline projects (e.g., First Look, Golden Apple, Minority Scholars). *Timeline: Start Fall 2009.*
 - The Diversity Committee, Department Faculty Status Committee and Search Committees will investigate, disseminate, and implement strategies for identifying promising faculty candidates from traditionally underrepresented groups. Review the effectiveness of our efforts. *Timeline: Start in the Fall 2009 search process and continuing thereafter.*

Goal 5: Increase outreach to alumni and community.

Strategies:

- The Associate Chair, Assistant to the Chair, Professional Growth Committee and staff will collect, review and revise Departmental outreach materials and public interfaces on a regular basis to reflect the evolving nature of the department and to provide information about the department to external stakeholders. *Timeline: Start in summer of 2009 and ongoing.*
- The Alumni Advisory Board in conjunction with the Department Office will host an annual alumni and community event designed to give alumni and community members an opportunity to connect with the Department. *Timeline: Start in Fall 2009 and ongoing.*
- Members of the Department, working with the Department Office, will host alumni events at professional conferences. *Timeline: Start planning in Fall of 2009 and ongoing.*