



UNIVERSITY OF WASHINGTON
The Graduate School
G-1 Communications
Box 353770
Seattle, Washington 98195-3770

Telephone: (206)543-5900
Fax: (206)685-3234

May 28, 2019

To: Robert Stacey, Dean, College of Arts and Sciences
Brian Reed, Divisional Dean for the Humanities, College of Arts and Sciences

From: Rebecca Aanerud, Interim Vice Provost and Dean *Rebecca Aanerud*
Kima Cargill, Interim Associate Dean for Academic Affairs and Planning *Kima Cargill, Ph.D.*

RE: Review of the Department of English (2018-2019)

This memorandum outlines the Graduate School's final recommendations from the Department of English academic program review. Detailed comments on the review can be found in the documents that were part of the following formal review proceedings:

- Charge meeting between review committee and administrators (May 15th, 2018)
- Self-Study (September 15th, 2018)
- Site visit (November 5th-6th, 2018)
- Review committee report (January 4th, 2019)
- Department of English response to the report (February 26th, 2019)
- Graduate School Council consideration of review (May 2nd, 2019)

The review committee consisted of:

Paul Atkins, Professor and Chair, Department of Asian Languages and Literature (Committee Chair), University of Washington

Naomi Sokoloff, Professor, Department of Comparative Literature, Cinema, and Media, University of Washington

Beverly Taylor, Professor and Chair, Department of English and Comparative Literature, University of North Carolina

LuMing Mao, Professor and Chair, Department of Writing and Rhetoric Studies, University of Utah

David Vazquez, Associate Professor and Department Head, Department of English, University of Oregon

The Department of English offers the following degrees: Bachelor of Arts, Master of Arts, Master of Arts for Teachers (of English to Speakers of Other Languages), Master of Fine Arts, and Doctor of Philosophy.

Members of the Graduate School Council presented findings and recommendations to the full Council at its meeting on May 2nd, 2019. A summary of this report, composed by Graduate School Council Members, is attached to this document.

Graduate School Council Recommendations

The Graduate School Council commends The Department of English on the strength of its programs, faculty, and students. After discussion, the Council recommended the following:

- Full academic program review in 10 years (2028-2029)
- An interim report of 5-10 pages in 5 years (2023-2024) outlining progress in addressing challenges in departmental governance and in undergraduate education

We concur with the Council's recommendations.

cc: Mark Richards, Provost and Executive Vice President
Patricia Moy, Associate Vice Provost for Academic and Student Affairs, Office of the Provost
Anis Bawarshi, Acting Chair, Department of English
Jason Johnson, Associate Dean for Undergraduate Academic Affairs
Becky Corriell, Director, Academic Affairs & Planning, the Graduate School
Academic Unit Review Committee Members
Members of the Graduate School Council
GPSS President

Attachment

University of Washington | Graduate Council

Summary of the review of Department of English

The review committee divided their work into 8 categories, each with separate recommendations. There was not an overall ranking of strengths or challenges.

Academic Unit Name: Department of English

Degrees/Certificates Included in the Review:

Bachelor of Arts, Master of Arts, Master of Arts for Teachers (of English to Speakers of Other Languages), Master of Fine Arts, and Doctor of Philosophy

Program Strengths

1. The review committee was impressed by the dedication of the faculty and staff of English and by the experience that was being provided to students.
2. The leadership of the department was praised for their efforts to preserve and enhance the department's reputation for excellence. Specifically included were past and present chairs, the elected Executive Committee, the leaders of the various programs, and conscientious, collaborative members of the faculty and staff.
3. The department has worked to enhance collaboration among its various programs and to heal past schisms. The review committee especially commended the creation of a grant program for collaborative projects.
4. The department has made great progress toward improving equity and inclusion.
5. The recent addition of an undergraduate minor in English and other recent changes were considered important steps for enhancing enrollment.
6. The review committee commended innovations in the graduate program, including reduction of the cohort numbers and creation of pathways to alternative careers. They had high praise for the staff of the graduate program.
7. The two large writing programs, Expository Writing and Interdisciplinary Writing, were considered pivotal contributions to undergraduate education at UW. The review committee was impressed not only by their size but by their commitment to equity and inclusion and their responsiveness to changing needs.

Challenges and Risks

1. Although governance of the department is good, the burdens have not been equally shared, with junior faculty shouldering more than their fair share of service obligations. The review committee recommended steps be taken to include service in merit reviews and to improve the attendance and efficiency of faculty meetings.
2. To build further collaborations among the various programs, the review committee recommended a series of activities including shared projects, presentations, social gatherings, and formal mentoring of junior faculty that should include setting examples of engagement in departmental events and meetings.
3. Support for faculty travel to conferences is inadequate, and the committee recommended reallocating college and/or departmental resources for this purpose.
4. Issues of equity and inclusion remain despite progress, particularly in recruiting and retaining students and faculty of color. The committee recommended a series of actions including facilitated discussions, curricular reform

to include issues of race, ethnicity and inequality, making this a priority in hiring decisions, consulting with UW and other experts, and targeted outreach to regional scholars for substantive encounters.

5. The review committee saw a need to equalize and rationalize workloads across units and ranks and recommended development of a clear and consistent policy to do so, taking into account outreach, administrative and service activities as well as course load.
6. To address the general loss of undergraduate enrollment in English that has occurred as a national trend, the review committee recommended using degrees granted as a metric for majors, offering STEM students a double major in English, holding events for undergraduates, tracking declared majors, and increasing the availability of smaller, advanced courses for undergraduates.
7. The review committee recommended that the Graduate School provide training and support for Directors of Graduate Studies and graduate committees for all programs (not just English).
8. Graduate students need more support for professional development, notably travel support.
9. The review committee urged providing security and stability for lecturers in the Interdisciplinary Writing Program, supporting the two writing programs directors' research and travel, recruiting TA's from other humanities departments, and encouraging greater partnership between the two programs.
10. The department should form an advancement committee so that fundraising is not left entirely to the chair.

Areas of Concurrence

The department was in strong concurrence with the review committee's report and is already working to accomplish many of the recommendations. In fact, they have recently drafted a strategic plan that addresses most of these issues.

Graduate School Council Recommendations

The Graduate School Council accepts the recommendation of the review committee that the next full review be conducted in 10 years, but that a short (5-10 pages) interim report be submitted after five years. The department's response noted that they welcomed the suggestion of an interim report, which would be well timed with respect to their strategic plan and the next chair's term. The interim report should discuss progress in addressing challenges in departmental governance and in undergraduate education.