

Evaluation Report for Program Review Face to Face Meeting

University of Wisconsin-Whitewater: English (BA, BS, BSE) Majors and Minors, 2021-2022

Date: 11/16/2021

Invited: Provost John Chenoweth; Dean Frank Goza (L&S); Department Chair/Program Coordinator Elena Levy-Navarro; faculty and staff in the English program Jonathan Ivry, Michael Bennet, Dan Baumgardt, Marjorie Rhine; Program Review Team Chair James Collins; Assessment Representative Katy Casey

Overview of review team evaluation, program comments:

- a) Review team chair, Dr. Collins, summarized the strengths of the program discussed by the review team (see pg. 12). These included, faculty engagement, contributions to general education, and ambitious goals that are largely met.
- b) The Program Chair, Dr. Navarro, shared her program's concerns related to reduced instructional staff. She pointed out the high student-teacher ratio (double what is nationally recommended) and shared concerns on how this impact student learning, and faculty engagement and retention. The program faculty highlighted the value of a strong freshman and remedial English program to the University. They are advocating for a more innovative approach to staffing these courses in particular.
 - i) Both the Dean and Provost recognized the unique challenges in this program carrying the load of English proficiency courses, that benefit all programs on campus. The Provost noted the issue of staffing the right programs at the right time is worth exploring from a budget perspective.

Discussion of Review Team's evaluation:

1 – The report included a number of comments related to challenges within the workplace environment and expectations of faculty/staff of color and female faculty/staff having expectations to take on more work than others. We are interested in learning more about these challenges and how work expectations are communicated. Has the program looked into strategies to improve the environment and address these [*perceived?*] biases?

- i) The program recognized the issue is one of perception and not limited to faculty/staff in the English Department. The Provost shared the results of a retention analysis covering the past 10-years. The results show that inequity was not a reason faculty/staff chose to leave their positions. Dean Goza shared his College's approach to helping address the issue of recruiting and hiring a more diverse staff.
- ii) Dr. Ivry voiced concern about a position remaining vacant for two years, which puts a significant burden on faculty in the program. Dean Goza recognized the concern and explained the decision process for approving hiring in vacant lines.

2 – Concerning the University’s aggressive efforts to increase freshman enrollment, it seems we have responsibility to support the students we are enrolling. The English program has demonstrated a commitment to supporting students upon admission. For example, they took the initiative to take students out of remedial English courses and into credit-bearing courses- putting more demand on those instructors to provide academic support. This, along with contributions to General Education, is a great advantage to the University. What support is needed to continue this level of academic support and service to the University?

- i) This was discussed at the beginning of the meeting, and is summarized in point 3b.

Recommended Actions:

Recommended Action #1

Work with appropriate College leadership to identify staffing and other resources to adequately support students.

Recommended Action #2

Share more information, or investigate, improvements to the Writing Center to support students in writing across campus. Include suggested structural or procedural changes, and additional resources.

Recommended Action #3

Include the program's plan to assess all student learning outcomes in the next self-study report. For example, make sure the timelines in the assessment plans include when the SLOs are being assessed.

Recommended Result:

Continuation with minor concerns

Next Self-study and/or Progress Report Due Dates:

1 - Next FULL self-study will be due to the Dean on May 1, 2027, and to the Assessment Office on August 1, 2027

For a copy of the full evaluation report and detailed comments, please reach out to the assessment office: assessment@uww.edu.