

NMHU Unit Strategic Planning: FY21 Plan Unit name: Department of English & Philosophy VP / Dean / Chair / Director / Lead: Lauren Fath Date submitted: 9/17/2021	
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PLAN - Unit Goals / Objectives										
Unit	Unit / Department Objective	Purpose of Objective	SP Goal 1	SP Goal 2	SP Goal 3	SP Goal 4	SP Goal 5	Status (New or Ongoing)	Timeframe	Measureable outcomes
English & Philosophy	Increase student engagement through community-based research, writing, and publishing activities	Provide opportunities for high-impact practices such as service learning and co-curricular activities	x	x	x	x		Ongoing	Ongoing	At least one course involving community-based research, writing, or publishing activities each semester
English & Philosophy	Provide opportunities to showcase the scholarly, creative, and professional accomplishments of students and faculty	Promote student engagement, attract students to the major/minor, and retain those already in the program	x	x		x		Ongoing	Ongoing	More students and faculty involved in public display of accomplishments at Geek Week, research day, creative readings, and faculty development
English & Philosophy	Re-establish the philosophy minor	Add to core courses offered and re-establish student interest in studying philosophy	x	x		x	x	Ongoing	Started Fall 2021, ongoing	Offer one philosophy course each semester
English & Philosophy	Maintain and expand the services of the Writing Center	Increase subject-specific tutoring and services for graduate students	x	x		x	x	Ongoing	Ongoing	Increased WC visits for subject-specific tutoring and by graduate students
English & Philosophy	Maintain English faculty involvement in learning communities	Enhance first-year students' academic success and encourage students to major or minor in English	x			x	x	Ongoing	Ongoing	One literature learning community and one composition learning community offered each fall
English & Philosophy	Serve the NMHU and Las Vegas communities through high-visibility activities such as a visiting writers series and Geek Week	Offer high-impact co-curricular opportunities for students and engage the community	x	x	x	x		Ongoing	Ongoing	Increased number of activities and participants in Geek Week
English & Philosophy	Increase departmental efficiency and record-keeping	Create continuity of information and procedures during turnover in faculty or staff	x			x	x	New	Started Fall 2021, ongoing	Archived documents on SharePoint
English & Philosophy	Extend the reach of learning opportunities for students through innovative and accessible technologies	Increase enrollment and retention in English courses by offering flexible learning modalities	x		x	x	x	Ongoing	Ongoing	Increased number of students taking classes online
English & Philosophy	Develop stronger relationships between the composition program and other university programs	Support university retention efforts and encourage students to engage more with the campus community. Provide students with a theoretical framework for negotiating a variety of writing and speaking tasks.	x	x		x	x	New	Start discussions and planning with stakeholders in Fall 2021. Implement in Fall 2022.	Increased number of classroom visits by representatives of university programs. Increased number of FYC courses that participate in learning communities. Student writing assignments that focus on discourse communities.
English & Philosophy	Increase enrollment in the English M.A. program	Afford students opportunities to further their education, tutor, teach, and prepare for careers in their community	x	x	x	x	x	Ongoing	Ongoing	Increased number of students enrolled in the English M.A. program

Unit	Unit / Department Objective	DO - Implement Plan		STUDY - Assessment			ACT - Improve
		Action(s)	Budget implication	Status (Met, Ongoing, Stop)	Outcome(s)	Challenge(s)	Improvement(s)
English & Philosophy	Increase student engagement through community-based research, writing, and publishing activities	Maintain and increase the number of community-based activities in English through coursework and co-curricular activities such as the <i>New Mexico Review</i> , Sigma Tau Delta, and conferences	Minimal funds needed to update <i>New Mexico Review</i> technologies and support student conference travel	Ongoing	Increased community and campus visibility of the English program	Recruitment and funding for activities	Continue to offer the Online Literary Publishing course to attract students to the <i>New Mexico Review</i>
English & Philosophy	Provide opportunities to showcase the scholarly, creative, and professional accomplishments of students and faculty	Continue to offer and expand Geek Week each spring semester and to hold celebrations of student and faculty success	Moderate funds needed to expand Geek Week	Ongoing	Increased representation of English and NMHU through news releases and university events	No monetary support for Geek Week; shift to distance learning due to COVID resulted in two years of Geek Week cancellations	Increase awards for English students beyond the Michael T. Carroll Prize and continue to nominate English students for university-wide recognition
English & Philosophy	Re-establish the philosophy minor	Continue to establish student interest in a philosophy minor by offering philosophy courses	Salary for assistant professor of philosophy	Ongoing	Increased student enrollment in philosophy courses	Funding for hire	Explore the possibility of sharing the philosophy instructor with other programs to create a full-time position
English & Philosophy	Maintain and expand the services of the Writing Center	Evaluate student and academic unit demand for expanded Writing Center services	None	Ongoing	Increased programming for subject-focused writing and graduate students	Staff shortage in the Writing Center due to decrease in graduate student enrollment	Writing Center director has already expanded training and created a handbook for WC staff
English & Philosophy	Maintain English faculty involvement in learning communities	Continue to seek collaborative possibilities for learning communities	None	Ongoing	Improved retention of first-year students and increased number of English majors/minors	Low freshman enrollment	Collaboration with HUE director to ensure students enrolled in English LCs are interested in English
English & Philosophy	Serve the NMHU and Las Vegas communities through high-visibility activities such as a visiting writers series and Geek Week	Offer Geek Week each spring semester and request funds to bring in guest lecturers/writers	Moderate funds needed to expand Geek Week and initiate/sustain a visiting writers series	Ongoing	Continued growth of Geek Week offerings and participation	No monetary support for Geek Week or a visiting writers series	Thinking about how to hold Geek Week online if necessary in future years, but without contributing to student and faculty Zoom fatigue
English & Philosophy	Increase departmental efficiency and record-keeping	Consider additional documents to make available via SharePoint	None	Ongoing	Increased efficiency in access to departmental records and documents and better student advising	Getting department accustomed to using and updating the SharePoint dashboard	Trainings to familiarize department with archiving and accessing information
English & Philosophy	Extend the reach of learning opportunities for students through innovative and accessible technologies	Continue to offer Zoom synchronous and asynchronous courses	None	Ongoing	Increased student persistence and completion due to flexible course scheduling	Need for more Zoom-enabled rooms in Douglas Hall to provide hybrid in-person/online instruction	Use outcomes assessment data to compare student success in online vs. in-person sections of classes to determine best modalities
English & Philosophy	Develop stronger relationships between the composition program and other university programs	Invite representatives of campus organizations to speak in FYC courses. Increase the number of FYC courses that participate in learning communities. Revise curriculum to include the study of literacy, discourse community, and genre.	None	Ongoing	Improved retention of first-year students. Increased student engagement with co-curricular activities. Application of rhetorical concepts that provide a framework for understanding how language functions in different situations.	Composition program objectives might be dependent on the practices and objectives of other programs. It might be difficult for instructors hired at the beginning of the semester to participate in LCs because they are unfamiliar with the HUE program or with the focus of the LC.	Explore options for campus activities sponsored by the composition program. Consider how the composition program can support overlapping Writing Center objectives.
English & Philosophy	Increase enrollment in the English M.A. program	Market the program to current NMHU undergraduates and increase regional and national outreach	Minimal funding needed to create and distribute informational materials	Ongoing	Increased student enrollment in the English M.A. program	G.A. funding is low and G.A. positions are limited	Continue to offer Writing Center tutoring and composition teaching opportunities to aid in G.A. professional development