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<td>1. Support and Enhance Academic Excellence</td>
<td>Increase % of ENG &amp; PWR courses offered by tenure track faculty</td>
<td>Hire new ENG and PWR faculty members</td>
<td>Two new faculty hired in ENG and PWR</td>
<td>Spring 2009</td>
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<td>Department Chair; Dean A &amp; S</td>
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<td>Decrease the Composition Program’s reliance on contingent faculty.</td>
<td>Conversion of part-time positions to full-time lecturer positions</td>
<td>A reduction in the number of part-time faculty and an increase in the number of full-time faculty</td>
<td>2008. Convert 2 part-time faculty to FTls. 2010. Convert 2 part-time faculty to FTls. 2012. Convert 2 part-time faculty to FTls.</td>
<td>This will depend on the part-time faculty members’ salaries and length of service</td>
<td>M. L. Kennedy</td>
<td></td>
<td>Improved quality of instruction, enhanced faculty excellence, and a decrease in the English Department’s reliance on part-time lines. Consider these salary and position adjustments as a moral obligation.</td>
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<td>1. Provide Professional Development for contingent faculty teaching CPN &amp; PWR courses</td>
<td>Create a Professional Development program 2. Deliver Professional Development program</td>
<td>1. Participation of contingent faculty in professional development 2. Assessment of PWR courses</td>
<td>Run workshops in Summer 2010</td>
<td>Stipends for contingent faculty participants and workshop leaders</td>
<td>MWR Director</td>
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<td>Review effectiveness of professional development (2010-11 AY)</td>
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<tr>
<td>1. Support and Enhance Academic Excellence 1.1 Improve students’ academic achievement and success</td>
<td>Develop graduate certificate in Rhetoric and Writing</td>
<td>1. Propose and receive approval for certificate 2. Coordinate program with Seven Valleys Writing Project (SVWP)</td>
<td>1. Program approval 2. Enrollment of SVWP students</td>
<td>Fall 2009 Summer 2010</td>
<td>New faculty in PWR as noted above.</td>
<td>PWR Curriculum Cmte. &amp; SVWP Director</td>
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<td>1.4 Academic Program Direction</td>
<td>Review Undergraduate ENG curriculum.</td>
<td>1. Curriculum Committee conducts curricular review of ENG major 2. Survey ENG faculty 3. Conduct necessary research 4. Propose curricular changes</td>
<td>Program approved by Department and College committees and administrators</td>
<td>Spring 2011</td>
<td></td>
<td>ENG Curriculum Committee Chair</td>
<td>Ongoing periodic reviews by ENG Curriculum Committee</td>
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<td>Develop Seven Valleys Writing Project</td>
<td>1. Recruit qualified K-12 teachers as participants in Summer Institute. 2. Develop additional sources of funding for program 3. Offer six graduate credits in English during the summer as part of Summer Institute.</td>
<td>1. Prepare 60 teachers through the summer program. 2. Support successful professional development program for K-12 teachers. 3. Apply for additional grants. 4. Seek out regional partners for SVWP.</td>
<td>Spring 2011</td>
<td>Continued College support for SVWP</td>
<td>David Franke, SVWP Director</td>
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<td>Continue to use GEAR assessment information, first, to identify important areas of curriculum development and improvement and, second, to reaffirm uniformly acceptable definitions of writing performance that can be made explicit to students.</td>
<td>CPN 101 Portfolio collection 1. Propose new course 2. Gain GE, LAS, WI approvals 3. Coordinate with Cinema Studies program</td>
<td>Meeting the standards set by the SUNY writing rubric</td>
<td>2009-2010</td>
<td>Funds to remunerate full-time lecturers who judge essays</td>
<td>M. L. Kennedy and Director of Institutional Research and Assessment</td>
<td>As we did in the last round of GEAR, we will assess the validity of the SUNY rubric. That the OIRA assist us in carrying out the assessment in a timely manner.</td>
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<td>Develop a 200-level (GE7) course in Introduction to Film.</td>
<td>1. Propose new course 2. Gain GE, LAS, WI approvals 3. Coordinate with Cinema Studies program</td>
<td>New course approved and scheduled</td>
<td>Fall 2009</td>
<td>Classroom space for 60-120 students to view films during class lab; Funds for copies of films</td>
<td>M. Gauthier</td>
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<td>Improve student advising.</td>
<td>1. Establish and maintain email list of undergraduate majors 2. Publish regular communications with majors concerning registration information and department news</td>
<td>1. Maintain current email list 2. Publish undergraduate newsletter at least once per semester</td>
<td>Fall 2009</td>
<td></td>
<td>Department Chair</td>
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<td>2. Make Cortland a more culturally competent institution</td>
<td>Hire new ENG faculty with expertise in Gender, Sexuality, Racial/Ethnic, Postcolonial, and/or Globalization Studies</td>
<td>Redesign of CPN 100/102 and CPN 101/103 courses</td>
<td>Courses approved through curriculum process</td>
<td>2010</td>
<td>Funds for faculty development</td>
<td>M. L. Kennedy</td>
<td>Assess the success of the courses via CTEs and student surveys</td>
<td>Implement changes based on assessment</td>
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<td>2.5 Enhance the curriculum and infusing diversity into content.</td>
<td>Plan, submit, and implement new first-year writing courses with a heightened emphasis on diversity, culture analysis, and critique.</td>
<td>Require primary or secondary expertise in these areas from new faculty hire and replacement hires.</td>
<td>Hire new faculty with primary or secondary expertise in these areas</td>
<td>ongoing</td>
<td>New faculty hire in ENG as noted above</td>
<td>Department Chair</td>
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<td>2. Enhance the curriculum and infusing diversity into content.</td>
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<td>ongoing</td>
<td>New faculty hire in ENG as noted above</td>
<td>Department Chair</td>
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<td>3. Internationalize the campus.</td>
<td>Develop new course offerings in Gender, Sexuality, Racial/Ethnic, Postcolonial, and/or Globalization Studies.</td>
<td>1. Propose new courses 2. Gain GE, LAS, WI approvals</td>
<td>New courses approved and scheduled</td>
<td>Fall 2009</td>
<td>Patience and persistence</td>
<td>ENG Curriculum Committee</td>
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<td>3.3 Increase number of international students</td>
<td>Better address the teaching writing to diverse student populations in Seven Valleys Writing Project Summer Institute.</td>
<td>Recruit more qualified K-12 teachers from urban school districts with diverse student populations.</td>
<td>Steadily increasing number of such participants</td>
<td>Summer 2011</td>
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<td>David Franke, SVWP Director</td>
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<td>3. Internationalize the campus.</td>
<td>Increase international students’ success by providing special sections of composition courses for second language learners who struggle with writing.</td>
<td>Creation of special sections of CPN for ESL and EFL students</td>
<td>Courses approved through curriculum process</td>
<td>2010</td>
<td>Funds for faculty development</td>
<td>M. L. Kennedy and P. Quaglio, ICC</td>
<td>Assess the success of the courses via CTEs and student surveys</td>
<td>Implement changes based on assessment</td>
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<td>3. Internationalize the campus. 3.6 Increase number of Cortland students with international experience</td>
<td>Increase the number of Department majors who participate in study abroad programs.</td>
<td>1. Increase awareness among department majors and faculty advisors about study abroad opportunities 2. Develop international internship opportunities 3. Create curricular models for AEN students interested in studying abroad</td>
<td>20% increase in number of English Department students who participate in study abroad programs</td>
<td>Fall 2011</td>
<td></td>
<td>International Coordinator for Study Abroad</td>
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<td>Develop new course offerings in Postcolonial and/or Globalization Studies.</td>
<td>1. Hire new faculty with relevant expertise 2. Create new GE course in Literature of Globalization 3. Offer topics courses with postcolonial and globalization content through</td>
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<td>Collaborate with NeoVox program and COIL Center to develop international online courses in PWR.</td>
<td>1. Offer Writing for Online Publication course through NeoVox. 2. Teach online NeoVox course in collaboration with international faculty. 3. Continue to support NeoVox’s relationships with international students.</td>
<td>1. Course offered (Fall 2008) 2. Offer online courses through COIL center (Spring/Fall 2009) 3. Seek external funding for NeoVox</td>
<td>Ongoing</td>
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<td>PWR Director &amp; NeoVox Director</td>
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<td>Offer one-year visiting lectureships to international faculty</td>
<td>1. Secure funds 2. Conduct search and hire faculty</td>
<td>1. Hired faculty 2. Successful courses taught from international perspective</td>
<td>Fall 2010</td>
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<td>Dept. Chair</td>
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<td>4. Support research and scholarship through sponsored activities and increase faculty participation in funded research and scholarship</td>
<td>Provide time and funding for full-time lecturers who teach 3 to 4 intensive writing courses each semester to participate more fully in faculty development opportunities and to engage in research related to teaching.</td>
<td>1. Provide release time for faculty; 2. Reimburse faculty for attending training and workshops; 3. Provide adequate funds for travel to conferences</td>
<td>Increase in course development initiatives; lowered anxiety about technology and new literacy; improved teaching strategies</td>
<td>2008-2010</td>
<td>Funds for faculty development</td>
<td>M. L. Kennedy</td>
<td>Assess the success of course innovations via CTEs and student surveys</td>
<td>Implement changes based on assessment</td>
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<td>Provide funding for part-time faculty to participate in faculty development.</td>
<td>1. Provide release time for faculty; 2. Reimburse faculty for attending training and workshops; 3. Provide adequate funds for travel to conferences</td>
<td>Increase in course development initiatives; lowered anxiety about technology and new literacy; improved teaching strategies</td>
<td>2008-2010</td>
<td>Funds for faculty development</td>
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<td>Enhance research opportunities for students</td>
<td>Broaden student research opportunities by promoting wider participation among undergraduates and graduate students at Scholars’ Day</td>
<td>Increased undergraduate and graduate student participation in Scholars’ Day</td>
<td>Fall 2010</td>
<td></td>
<td>Department Chair</td>
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<td>Support faculty development and research in the Humanities through one-semester release-time awards for junior faculty.</td>
<td>1. Establish competitive one-semester release-time research awards for junior faculty 2. Secure greater representation for Humanities scholarship on College Research Committee.</td>
<td>Implementation of one-semester release-time research awards program for junior faculty</td>
<td>Fall 2009</td>
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