

**English Programme Review Action Plan  
Grenfell Campus  
Winter 2011**

**After due consideration, the members of the English Programme at Grenfell Campus have determined to take the following actions in response to the review process:**

**1. Ensure that the Programme Unit returns to nine permanent members and that the faculty complement is appropriately diverse.**

This is the number one recommendation by the Review Panel. We have taken into consideration as well the other recommendations related to hiring and new faculty: #2, #4, #14, and #15. Last fall, we requested a tenure-track position to replace Dr. Adrian Fowler; the Search Committee has examined the files and determined a short-list of three candidates who will be interviewed by mid-May. We left the specialization open but highlighted several preferred fields where we perceive gaps in our expertise or where we would like to increase our capacity: English Literature before 1800, Creative Writing, Newfoundland Literature, Canadian Literature, and Literary Theory. We have every intention of integrating this new faculty member into the unit.

Upon hiring a candidate, we will have eight permanent members. When Dr. Holly Pike returns to the unit in Fall 2012, we will have nine. With the return of Dr. Pike and the addition last year of Dr. Shoshannah Ganz, we will be at gender parity in the unit with four permanent male faculty and four permanent female faculty.

**2. Develop a Mission Statement and improve communication efforts.**

This action addresses recommendations #5, #10, and #11. We have planned a weekend faculty retreat in May, 2011, where we will develop both a Mission Statement and a communications and marketing strategy for the programme. We have received funding for a pop-up banner to promote the programme and for t-shirts.

**3. Bolster the research output and profile of the unit.**

This action addresses recommendations #6, #7, #8, and #9. The greater part of these recommendations is difficult to implement collectively in that, for example, faculty use of the Research Office is an individual matter and cannot be imposed without infringing on academic freedom. We have, however, committed ourselves to working more collaboratively and to seeking funding for group projects, especially those which have the potential to involve students. So, for example, Dr. Stephanie McKenzie and Dr. Shoshannah

Ganz are actively developing a journal devoted to Canadian-Caribbean writing. Other collaborative research projects will be discussed at our faculty retreat in May.

**4. Continue to develop the Programme along the lines outlined in the Review.**

This action addresses recommendations #3, #19, #20, #21, #22, and #23. We have submitted one new course proposal this year (English 2244 – Graphic Novels) and are actively revising our Honours Programme proposal, which will be completed over the spring and summer and submitted to Academic Planning and Academic Studies in the fall.. The proposal includes a revision of the English Core and several new course proposals, including English 2105, a second-year Introduction to Literary Theory. We see the introduction of an Honours option as crucial to our recruitment and retention efforts.

We believe that the APR process has been valuable for us, helping us to see our strengths and weaknesses more clearly and to develop a clear strategy for moving forward. We are confident that these are appropriate and realistic actions to take.

Sincerely,



Ken Jacobsen  
Chair, English  
Grenfell Campus  
Memorial University