



Program Annual Reflection: Stabilization/Growth Plan

As part of the review of your Program Annual Reflection (PAR) by the Academic Integrity, Planning, and Quality Improvement Council, your dean, and the provost, your program is being asked to develop a **stabilization** plan. A **stabilization** plan is requested because your program is evaluated as unhealthy in one or more criteria and may need support or resources to be strengthened. The **stabilization** plan is designed to articulate the unhealthy aspects of the program, and resources needed to strengthen the program.

Program Name: **Creative Writing**

Date: **March, 2024**

The following questions are to be answered by faculty in the department:

- 1) Based on the PAR review what aspects of your program have been rated as unhealthy? **We feel as though we are not in need of a stabilization plan due to no “unhealthy” areas present in our annual review. We received “neutral” in area 4; “neutral/healthy in area 6, otherwise our evals were all healthy.**
- 2) Do you agree with those ratings? **Going off the feedback we received on our PAR, we do not agree that our program standing needs a stabilized plan, but a growth plan** If not, please explain.
- 3) Are there structural and/or functional issues and/or other obstacles that impact your program and might limit **stabilization** efforts? **Again, we need to focus on a growth plan** Briefly explain.
- 4) What internal or external resources could help to strengthen your program and improve its health. Briefly explain. **In general for our program, I believe it is essential that we develop an editing course for students in writing courses, titled Editing for Publication. We have drafted a proposal, and will await a decision.**
- 5) What other departments do you anticipate being impacted by the resources needed to **stabilize** this program (e.g., Library, Tutoring and Testing Services, other departments that contribute to the curriculum, facilities, advising, Institutional Effectiveness and Technology, etc.)? Briefly explain. **What we need to grow our area of study is a revolving and evolving selection of courses taught as WRIT 324, Topics in Writing courses. For example this summer, '24, we are offering a topics in writing course titled: *Writing Science Fiction and Fantasy*. We also see the student desire in 2-credit course offerings. In fall, 2025, we intend to run a 2-credit course in Spoken Word.**

The following questions are to be answered as part of discussions between faculty in the department and their dean:

- 6) How does the stabilization of this program and the resources needed align with the college/school's strategic goals? Briefly explain.
- 7) If additional resources are not available, how could resources already allocated to the department be used differently (e.g., restructuring, merging programs, resource reallocation etc.)? Briefly explain.
- 8) Is there sufficient workforce and/or student demand to stabilize enrollment in this program? Briefly explain. Please see the [CAREERwise Tool](#) available through MN State, or the MN Department of Employment and Economic Development [Labor Market Data](#), data available from [Institutional Effectiveness and Research](#), or other data sources.
- 9) What is the most important thing about your program's situation that you'd like the administration to understand? Briefly explain.

Developing a Three- Year Plan

With your dean and using the information discussed and provided in the above answers, develop a specific three-year plan to stabilize your program. The plan you will develop will be reviewed in the context of the strategic plans for the college and university and resource availability. Your plan should include:

- Specific goals and/or measures that will indicate when the program is stabilized.
- Planned activities and a rationale for how each will contribute to stabilization (e.g., evaluation of current resource use, schedule review, enrollment analysis, mediation, curriculum review, curriculum innovation, professional development, etc.).
- Requested resources to support the plan with a rationale for how they will contribute to stabilization.
- Timeline for the stabilization plan

Your growth plan should be submitted to the Provost on, or before, March 22, 2024.

Department Chair Signature:

Dean Signature: