

April, 2024

Professional Development Plan for Academic Years: 2024-26
re: Suzanne Nielsen

Dear Michael:

My plans for the academic years, 2024-'25 and 2025-'26 include working on a two-year plan for creative writing majors by revisiting and making updates to our creative writing program via the catalogue, as well as revisiting our core course descriptions and learning outcomes. I recently sent for approval CCRs for three of our core courses in creative writing: WRIT 251; WRIT 353; WRIT 354 following Bloom's Taxonomy structure. The changes are minimal, particularly under learning outcomes, yet the changes are significant for clarity.

Administrative work challenges me, yet working as the program coordinator I've welcome this challenge by looking at our program identifiers, and paying attention to wording in program descriptions. I continue researching other creative writing programs, both within MinnState and beyond, to compare/contrast learning strategies for specific populations. Metro State holds a unique position within MinnState in that our students are multi-tasking more than other institutions. 56% of our students are first generation; the average age is 30. Some of our students are homeless.

I will continue participating and promoting a sense of community among CW majors through my teaching and extracurricular activities to include advising the literary magazine, *Haute Dish*, nominating qualified candidates for the OSA, annually chairing the Carother's Distinguished Writers Award, promoting student readings, promoting and participating in student/alumni Sunday writing group, *Get Lit*, and continue researching for future course offerings. I am excited to say that this summer, 2024, we are offering a WRIT 324, Topics in Writing course: *Writing Science Fiction and Fantasy*. In fall, 2025, we intend to offer two classes as 2-credit options for our majors.

In January, 2025, I intend to apply for promotion to full professor. I hope to be approved by my department, and my college. In the meantime, I will continue to teach my courses, and I will continue serving on the MLS Advisory Committee, the LAM Committee, and the Curriculum Committee.

Below lists more specifically my academic intensions for continued development as a strong and effective creative writing associate professor in the college of liberal arts.

Criterion 1: Effective Teaching

1. I will teach the following courses fall, 2024-25, as well as fall, 2025-26: WRIT 357: *Writers as Readers*; WRIT358: *1000 Words or Less*. *Writers as Readers* will be offered face-to-face; *1000 Words or Less* will be offered synchronously.
2. In spring, '25 I will be teaching WRIT 359, *Boot Camp* as well as WRIT 481, *Advanced Creative Writing Capstone*. WRIT 359 will be synchronous, WRIT 481 will be face-to-face.
3. In spring, '26, I will teach WRIT 358: *Humor Writing*, and WRIT 251: *Introduction to Creative Writing*. WRIT 251 will be face-to-face; WRIT 358 will be synchronous.
4. I will continue contributing to the LAM proposal/portfolio reviews focusing on the following components of writing: Ideas/Content; Voice; Organization; Word Choice; and Sentence Fluency/Conventions (adapted from the 6+1 trait writing from the National Education Association).

5. I will engage students in multicultural texts and assigned readings/discussions for all CW courses.
6. In addition to a class syllabus, I will send out to all my students weekly agenda sheets as a way to recap our class agenda.
7. I will invite throughout each semester guest speakers to join in on our class discussions.
8. I will provide prompt feedback weekly for all assigned writing assignments. In addition, I agree to read up to 25 pages of out-of-class writing for each of my students.
9. I will continue to evaluate semester student portfolios for each course I am teaching to assist me in determining individual writing processes (in place of a final). This assignment is a requirement for each of my courses and a way to evaluate writing as recursive process.
10. I will develop a course for young adult novel writing.
11. I will continue working on proposing our own editing course for CW majors.
12. I will schedule zoom conferences with various authors for my *Writers as Readers* class, as well as my *1000 Words or Less* class. Students enjoy the opportunity dialoguing with authors.

Criterion 2: Scholarly or Creative Achievement or Research

1. I will send creative work (poetry/fiction) to a minimum of 10 journals for ongoing publication.
2. I am editing a collection of poetry I drafted during my sabbatical semester, spring, '23.
3. My publications thus far into 2024 consist of a two poems; one memoir.
4. I will guest speak in colleagues' writing-related courses throughout the next two years, as well as continue to visit high schools promoting creative writing through a prearranged workshop setting.
5. I will continue to advise *Haute Dish* over the next two academic years through regular scheduled meetings with the editorial staff and through attending *Haute Dish* readings on campus.
6. I will work this fall with a new managing editor brainstorming ideas, such as paid writing challenges as a submission category, and I will continue recruiting new editors for the school years, 2024-26. This is a lot of work because our students multi-task, and have very little free time.

Criterion 3: Evidence of Continuing Preparation and Study

1. I am working with Carrie Noble brainstorming programming ideas that will involve a series with various CLA faculty for 1-hour slots, either on Tuesdays, Wednesdays or Thursdays. What we intend to do is interest students in writing, developing a passion for overall health. Hybrid, 1 time a month with the working title: "What's your Thing?"
2. I will attend commencements: May, 2024-'26, and December, 2024-'26.
3. I will continue working on our 2-year plan.
4. I will continue working with our dean on our growth plan.
5. I will continue to work obtaining an independent section of WRIT 371.
6. I benefit so much from attending the Teaching and Research (TAR) talks provided by CLA, and I hope they continue into next year.
7. I will continue to work hands-on as the faculty advisor for Metro's literary magazine, *Haute Dish* over the next two academic years.
8. I will continue to attend the student writers' group, *Get Lit*, which meets the first Sunday evening of each month throughout the calendar year. This event is open to current students as well as alumni. Current monthly attendance ranges from 10-21.
9. I will continue writing letters of recommendation for students applying to grad school(s) and scholarship funds.
10. I will be active in the writing community, and to collaborate on community literary events promoting Metro State's creative writing program/students.
11. I intend to be active in the scheduling of student creative reading events annually for fall semesters, '24-26, and spring semester(s), '24-26.

Criterion 4: Contributions to Student Growth and Development

1. I will continue serving as chair for the annual Carothers Distinguished Writers Award. This involves forming a committee of three faculty and staff to read all blind submissions, averaging between 18 and 42 per year. Once the committee is formed, I then collect, record identification, and make certain all entrants are saved as blind submissions. I send out all submissions the following day after deadline, and offer the committee at least one week to read and work using a prepared rubric, until a winner is determined at the final meeting. I enjoy this process as an annual event that honors student writing. This year my student, Bryant Rooney, won the OSA for our college of CLA.
2. I will continue recruiting students to serve as editors for our literary magazine, *Haute Dish*, published bi-annually. This is determined on face-to-face interviews and writing samples.
3. I will work on developing a creative writing project with high school seniors.
4. I will continue to stay current on student growth by keeping track of alumni through *Get Lit* monthly meetings, and recognizing students' continued publications.
5. I will continue to nominate students for the OSA bi-annually.
6. I will welcome an open-door policy for advising and check-ins after using a virtual open-door policy. I enjoy my student check ins, especially face-to-face.

Criterion 5: Service to the University and Community

1. I will attend IFO meetings monthly.
2. I will serve on the MLS Advisory Committee
3. I will serve on the LAM Committee.
4. I will remain the program coordinator for creative writing.
5. I will attend as many professional lectures monthly, such as CLA TAR Talks
6. I will continue my role for adjudicating the MN Writing Region for the 2024-25 Scholastic Arts and Writing Awards.

I intend to go forward with these qualities in mind: justice, self-control, prudence, humility. . . Thank you for serving as our chair, Julie.