Creative Writing Quality Assurance Plan

Date submitted to SSCPR: August 25, 2023

Date Self-Study Report approved by SSCPR: September 21, 2022

Date of External Review: January 16 & 18, 2023

SUMMARY OF PROGRAM STENGTHS, CHALLENGES AND OPPORTUNITIES FOR IMPROVEMENT

The strengths of the Creative Writing program are distilled best in the comment sections of the students, alumni, and faculty surveys. These include numerous remarks from current students about the quality of instruction and the variety of topics and genres in the curriculum: "good professors," "smaller classes that lead to a discussion," "broad variety of courses in different genres of creative writing," "interactive, attentive professors," "variety of classes available and supportive professors," "[t]he faculty. Very inclusive and willing to help you," "[t]eachers who are practicing writers and the variety of writing genres taught."

Of the thirteen alumni comments on the strengths of the program, five used the word *variety* or *various* ("variety of courses offered" or "various literary genres") and seven referenced the instructional quality of the program: "The Creative Writing Program's strength is in its instructors" or "[h]igh instructor variety showcasing a multitude of writing styles, focus areas, and approaches to the creative process." The faculty survey also reflects the idea that one of the main strengths of the program as a whole has to do with the fact that the program is taught by "working writers" and faculty using "interdisciplinary approaches to creative process" and that, on the whole, the faculty are "excellent instructors/practitioners who teach with a strong emphasis on craft, self-awareness, and empathy."

Suggestions for improvement from current students include more interactive activities to help make connections amongst students, classes offered in the summer term or on other campuses, and more opportunities for professional development and job preparation. Suggestions from alumni primarily focus on improving professional development opportunities and experiences, creating clarity around the Business of Writing class and, as raised elsewhere, the need for permanent BIPOC faculty members: "The faculty doesn't reflect the students they teach and can't guide them properly in topics of writing about being in a racially marginalized body so students stray away from these topics." The faculty takes this comment very seriously. Thinking and writing about the self are fundamental to both personal growth and coming into one's own as an artist. If we can grow the program in a way that benefits a larger swathe of students then we can hire an instructor or instructors whose life experience(s) reflect some of our students' life experiences.

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One of the struggles the department faces is how to grow the program and create and develop larger initiatives when so many of the faculty are already working full-time or beyond full-time jobs. A number of part-time faculty teach in different departments to make ends meet, some teach at different institutions or do consulting work, some take on literary jury duties, all have committee responsibilities within the department, and all of the faculty are working on their creative or collaborative projects to stay current in the creative/academic/activist/wellness spheres. Which is to say that one of the difficulties for the program is that any large conceptual initiative ultimately seems to require more bandwidth than the current faculty has. Initiatives may be conceptualized and forwarded to an extent but the work of furthering the initiative (whether investigating Co-op options or developing a CRWR class for international students) rests on a department already stretched to capacity.

The way forward will be to work diligently on the feedback and recommendations we receive in the Program Review and to prioritize our program's potential growth opportunities, working collectively to achieve the best outcomes for our learners and department, and to advocate for institutional support in those areas where we can generate real and beneficial outcomes for our department and the institution. This study shows that the program and faculty are highly regarded by students, by alumni, and by members of creative communities and the arts sector. We look forward to building on the positive work we have already done and to developing those areas that would benefit from attention, critical thought, and action.

RECOMMENDATIONS THE QUALITY ASSURANCE PLAN DOES NOT ADDRESS

The Recommendations from the Self-Study Report and External Review Report that this Plan <u>does not</u> address as provided below, with a brief rationale for why these Recommendations cannot be addressed.

Recommendations	Indicate Self-Study Report (SSR) or External Review Report (ERR) and page number	Rationale for Not Addressing
Develop a marketing plan to promote the Creative Writing program to high school writers in our catchment areas.	SSR, 66	Our department participates in the Open Doors day to welcome Indigenous high school students to KPU as well as other promotional events such as Open Houses and Declaration week. As well, our classes are full, and so marketing the department is not a high priority at the moment. In addition, developing a marketing plan is beyond our purview as a faculty, and is a task that should be done by the Marketing Dept.
Present students with learning outcomes for each course in the course outline.	SSR, 68	This should already be done by all faculty as this is required in all KPU course outlines. The Chairs can remind faculty of this but this should not be an "action" item in our SSR.
Undertake an analysis of grade averages across courses and genres to ensure that students aren't entering a class or genre stream where the overall expectations are higher than in other classes/genre streams.	SSR, 64	This is beyond the purview of the faculty as a whole. We do not discuss the grades we give to students with each other. This should not be an action item.

QUALITY ASSURANCE FIVE-YEAR ACTION PLAN

*The Quality Assurance **Goals** for improving or maintaining program quality over the next five years are:*

MONTH/YEAR WHEN THE FIVE-YEAR ACTION PLAN BEGINS: September 2023

GOAL 1: Review and revise course outlines to reflect revised PLOs

Recommendation(s) this Goal Addresses	Indicate Report & Page Number
Create small working groups including sessional faculty composed of those who most often teach a certain course.	SSR, 64
Have working groups review all course outlines for Creative Writing to assess which PLOs have been integrated into which courses (and how).	SSR, 64
Revise course outlines.	SSR, 64

Actions(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Create small working groups including sessional faculty composed of those who most often teach a certain course.	Aislinn Hunter and Jen Currin	January 2024	January 2024	
Have working groups review all course outlines for Creative Writing to assess which PLOs have been integrated into which courses (and how).	Aislinn Hunter and Jen Currin	January 2024	January 2025	Aislinn Hunter and Jen Currin will be the leads but all faculty will be asked to give input.
Revise course outlines.	All faculty	January 2024	January 2025	

Resource Requirements (if applicable)

Resources required to achieve this Goal: N/A
When resources will be required: N/A
Faculty and/or Institutional support required: Need permanent and NR2 faculty to make time to do this.

GOAL 2: Update program relevance and help students enter and continue the pathway.

Recommendation(s) this Goal Addresses	Indicate Report & Page Number
Clarify and consolidate the purpose of the New Media stream, hire more qualified faculty who can teach it, promote the stream through marketing.	SSR, 64
Revisit the possibility of an online Minor stream in Creative Writing.	SSR. 64
Revisit CRWR request for a specific budget for decolonial work and for funding to bring in Indigenous writers and speakers.	SSR, 64; ERR, 3
Develop a clear set of admission guidelines (a one-pager) for mature student applicants or aspiring writers wanting to take a CRWR class at KPU. Offer and promote Advising hours.	SSR, 66
Create a clearer 4-year pathway model for students (via graphics or a video) so that the idea of what a Creative Writing degree entails becomes more easily conceptualized.	SSR, 66; ERR, 7
Finish revising hiring criteria to reflect decolonizing practices across the institution and the nation. Focus on inclusive hiring practices in hopes of recruiting BIPOC faculty.	SSR, 64; ERR, 3
Discuss how CRWR Dept. can work with, and support, Indigenous writer-in-residence.	SSR, 65

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Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Clarify and consolidate the purpose of the New Media stream, hire more qualified faculty who can teach it, promote the stream through marketing.	Nicola Harwood, Ross Laird, Nathan Adler	January 2024	April 2024	
Discuss possibility of online minor stream with administration.	Chairs and Aislinn Hunter	January 2024	January 2025	
Discuss the possibility of extra funding for decolonial work and to bring in Indigenous writers and speakers.	CRWR Chairs	January 2024	April 2024	We have been working closely with the new Indigenous writer and artist in residence program initiated by the Dean's office and engaging significantly with the visiting artist and writer. We also have a long history (ten years a least) of inviting Indigenous writers to read/speak in our department.
Develop a clear set of admission guidelines (a one-pager) for mature student applicants or aspiring writers wanting to take a CRWR class at KPU. Offer and promote Advising hours.	CRWR Chairs	January 2024	One-pager: September 2024; advising ongoing	The CRWR chairs are working with Advising to start have an annual "CRWR Advising Day" every October for students to plan out their pathways. This is underway and will start in fall of 2023.
Create a clearer 4-year pathway model for students (via graphics or a video) so that the idea of what a Creative Writing degree entails becomes more easily conceptualized.	Marketing Department and CRWR Chairs	January 2024	January 2025	

Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Finish revising hiring criteria to reflect decolonizing practices across the institution and the nation. In next rounds of hiring, focus on inclusive processes in hopes of recruiting BIPOC faculty.	CRWR chairs Jen Currin and Nicola Harwood	September 2022	December 2022	
Discuss how CRWR Dept. can work with, and support, Indigenous writer-in-residence.	Faculty as a whole	September 2023	ongoing	

Resource Requirements (if applicable)
Resources required to achieve this Goal: Marketing materials to promote New Media stream. KPU social media to promote this stream. Academic Advisors to hold specific "CRWR Advising" hours.
When resources will be required: Starting in fall 2023 or spring 2024.
Faculty and/or Institutional support required: Marketing support (social media and also materials developed); CRWR faculty who teach New Media.

GOAL 3: Analyze and update instructional delivery methods as needed.

Recommendation(s) this Goal Addresses	Indicate Report & Page Number
Begin robust faculty discussion on issue of professional development for our students and the balance of literary training with employment skills. Consider adding a professional development component to the capstone 4150/4250 courses.	SSR, 68
Create (and possibly formalize) opportunities for students to experience professional development through specific courses. Consider revising the reading series model to focus more on professional development. Consider using new Student Level Program and Research Credit courses as professional development opportunities for upper-level students.	SSR, 66; ERR, 3

Recommendation(s) this Goal Addresses	Indicate Report & Page Number
Have a fulsome faculty discussion about the effects of de-laddering courses in our last curriculum revision. Perform an analysis/multiple student case-study of the two-year ed. plan to see how the ed. plan's genre switching affects students' ability to progress through the program.	SSR, 66; ERR, 7
Post intended CRWR classes for the year so that students can plan their schedule.	SSR, 67; ERR, 7
Review the balance of courses offered across terms to see if adding more courses in the summer would help with the flow of the program. Discuss the balance of online and in-person courses. Clarify if student dissatisfaction is based on desired or required courses and, if possible, what courses in particular.	SSR, 66, 67; ERR, 7
Continue grading roundtables, once or twice a semester.	SSR, 63
Consider developing a concept-based introduction to creative writing courses.	ERR, 7

Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Begin robust faculty discussion on issue of professional development for students and the balance of literary training with employment skills. Consider adding a professional development component to the capstone 4150/4250 courses.	CRWR faculty as a whole	September 2023	April 2024	
Create (and possibly formalize) opportunities for students to experience professional development and work experience through specific courses. Consider revising the reading series model to focus more on professional development. Consider using new Student Level Program and Research Credit courses as professional development opportunities for upper-level students.	CRWR faculty as a whole	September 2023	September 2028	Embedding professional development opportunities and assignments in courses will be ongoing.
Have a fulsome faculty discussion about the effects of de-laddering courses in our last curriculum revision. Perform an analysis/multiple student case-study of the two-year ed. plan to see how the ed. plan's genre switching affects students' ability to progress through the program	CRWR faculty as a whole	September 2023	September 2025	

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Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Post intended CRWR classes for the year so that students can plan their schedule.	CRWR Chairs and Anne Linn	September 2023	ongoing	
Review the balance of courses offered across terms to see if adding more courses in the summer would help with the flow of the program. Clarify if student dissatisfaction is based on desired or required courses and, if possible, what courses in particular.	CRWR Chairs	January 2024	April 2024	
Continue grading roundtables, once or twice a semester.	CRWR faculty as a whole	September 2023	ongoing	
Consider developing a concept-based introduction to creative writing courses.	Faculty as a whole	January 2024	April 2024	

Resource Requirements (if applicable)
Resources required to achieve this Goal: N/A
When resources will be required: N/A
Faculty and/or Institutional support required: Faculty are needed to take on some of these duties.

GOAL 4: Market the Creative Writing Program to a wider pool of potential students, create a stronger alumni community, and create a Program Advisory Committee.

Recommendation(s) this Goal Addresses	Indicate Report & Page Number
Work with recommendations from the DA and enlist Marketing to create communication tools to increase Creative Writing's profile.	SSR, 68
Create more opportunities for CRWR alumni.	SSR, 68; ERR, 3
Investigate ways to formalize or regularize connections between alumni and current students, and alumni and faculty.	SSR, 68
Expand the CRWR Department's presence on social media.	SSR, 66
There is a reasonable rationale for a PAC.	ERR, 3

Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Assist students in starting a CRWR chapter of the Alumni Association.	Jen Currin	May 2023	December 2023	This is already completed.
Work with recommendations from the DA and enlist Marketing to create communication tools to increase Creative Writing's profile.	CRWR Chairs	September 2023	ongoing	Marketing of the CRWR Dept. will be ongoing and will need to involve help from the Marketing Dept.
Start an annual CRWR Alumni Reading or event.	Jen Currin and Cathy Stonehouse	March 2023	ongoing	This has already begun (first CRWR Alumni Reading in March 2023) and will be ongoing.
Expand the CRWR Department's presence on social media.	Cathleen With and Anne Linn	September 2023	ongoing	This will be dependent on time that faculty and staff have to pursue this. Ideally, Marketing would be the engine behind this.

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Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Create a Program Advisory Committee (PAC).	Faculty as a whole	January 2024	January 2025	The ERR read: "There is a reasonable rationale for a PAC, but it may be burdensome." This is not truly a recommendation, but we have decided to pursue forming a PAC.

Resource Requirements (if applicable)

Resources required to achieve this Goal: Marketing help to promote the program via social media.
When resources will be required: Starting in fall 2023.
Faculty and/or Institutional support required: Help is needed from the Marketing Department to help with promoting CRWR through social media.

GOAL 5: Assess the Creative Writing Department's needs around services and facilities on campus and make changes if necessary.

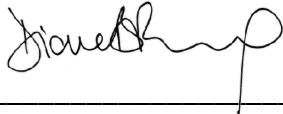| Recommendation(s) this Goal Addresses	Indicate Report & Page Number
Invite a member, or members, of Accessibility Services to sit in on a Creative Writing first year and third year class so they have a better idea of what our courses entail.	SSR, 69
Faculty members should assess satisfaction with the shared office and work with facilities management to assess the possibility of changing the shared office into a student lounge and using smaller offices for faculty and student meetings.	SSR, 64
Faculty should work with facilities to assess current public spaces on campus for events and display of student work.	SSR, 69

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Action(s) Required to Achieve this Goal	Led by	Start on (M/YY)	Complete By (M/YY)	Notes
Invite a member, or members, of Accessibility Services to sit in on a Creative Writing first year and third year class so they have a better idea of what our courses entail.	CRWR Chairs	September 2023	April 2024	
Faculty members should assess satisfaction with the shared office and work with facilities management to assess the possibility of changing the shared office into a student lounge and using smaller offices for faculty and student meetings.	Faculty as a whole	January 2024	January 2024	
Faculty to work with facilities to assess current public spaces on campus for events and display of student work.	CRWR Chairs	September 2023	ongoing	

Resource Requirements (if applicable)
Resources required to achieve this Goal: N/A
When resources will be required: N/A
Faculty and/or Institutional support required: A member of Accessibility Services who has time to sit in on at least two courses.

PLAN SUPPORTED BY:

Diane Purvey
_____
Provost's Name

_____
Provost's Signature

5 March 2024
_____
Date

Shelley Boyd
_____
Dean's Name

_____
Dean's Signature

4 March 2024
_____
Date