

## UW 2-13 Review Committee Report

Committee: <i>CW-ENGL 2-13 Comm</i>	Restructuring UW for the Future Recommended Action: <i>Restructuring of Creative Writing and English</i>
Committee Members: <i>Julia Obert, Alyson Hagy, Paul Bergstraesser, Mike Edson</i>	Submitted to Provost Carman on: <i>October 1, 2021</i>

### Executive Summary (Limit to 250 words)

There are benefits to either Creative Writing remaining with Visual & Literary Arts or CW re-merging with English. These are spelled out below. In short, the benefit of CW's existing placement with VLA offers administrative efficiencies in terms of overseeing the Neltje gift and common ground in terms of creative practice. Remaining with VLA is the current preference of the voting faculty in CW and of the faculty in Art & Art History. An eventual re-merger with English, however, is recognized by most parties involved as being potentially beneficial for all programs in both English and CW if resourced appropriately. The latter pathway would be best staged as follows:

1. Hire for PhD in English and pilot the program; test the financial model the department is proposing (see appendices) to ensure that model works well in practice. Meanwhile, have CW remain in VLA while the Neltje Center develops so CW and Art/Art History can work effectively to administer that bequest. Sustain the MFA by keeping its current number of faculty positions consistent through this period.
2. Sketch out a creative or creative-critical track in the English PhD and a joint MA/MFA program (details of both are provided below) over the course of two years, and look at moving CW back into English at this time. Once both the PhD and the Neltje Center are fully operational, the shape of a mutually beneficial re-merger will be much clearer.

**Benefits** (Limit to 1 page)

In this section, describe the benefits of the proposal, including benefits to organizational structure, staffing efficiencies, research and scholarly synergisms, improvements in educational programs, and community engagement.

1) Advantages of consolidating the Creative Writing program into English *with* new resources for piloting a PhD and maintaining the MFA include:

Summary: R1 status for UW via a PhD in the Humanities; continued stellar reputation/profile of both the MFA and the English Department (which benefit the reputation of UW as a whole); benefits in terms of intellectual capacity and labor potential to the state that a Public Humanities graduate focus would provide.

Details: Many MA and MFA students already take CW and ENGL courses, respectively, as degree electives; many MA students already integrate creative work into their theses and many MFA students seek out English faculty for critical feedback on their projects. Merging the programs with an infusion of new resources would formalize, streamline, and strengthen this existing relationship. Surveys of current and former ENGL MA students indicate significant demand for a critical-creative hybrid PhD (see attached Appendices). Gray's does not keep data on creative-critical PhDs, and this gap suggests such programs are growing but are still few in number, indicating a market for UW to expand into. Three programs that do offer creative-critical PhDs--U of Houston, U of Calgary, and UC Santa Cruz--are all R-1 or equivalent. A Public Humanities PhD with critical and creative components would be a truly one of a kind program that would enhance UW's national profile and would attract students from across the country and beyond. Moreover, such a program would 1) retain interested UW BA, MA and MFA students who currently leave Wyoming for their next degree and do not return and 2) energize the arts community around Wyoming while training a new generation of WY teachers, writers, and arts leaders in a program unique to the state of Wyoming. Most CW faculty support efforts to develop a unique PhD program housed in English.

Likewise, a joint MA/MFA program is a possibility that could be entertained in the event of a re-merger. Current and former MA students surveyed express strong interest in a combined three-year MA/MFA degree (see attached Appendices). The added efficiency and marketability of such a degree is clear: students spend one less year getting two degrees that would take four years if completed separately. Gray's does not keep data on dual MA-MFA programs, but the few R-2/M-1 schools offering them--Chapman U (CA), Monmouth U (NJ), Willamette U (OR), Arcadia U (PA)--indicates an opening for an institution aspiring to R1 status like UW to lead in this hybrid degree field. A dual MA-MFA would be split between critical and creative courses, and students could write a creative, critical, or hybrid thesis.

Benefits for undergraduates would be as described in section 2 below, and could eventually also include a BFA in Creative Writing housed in English. (That said, a BFA - if CW is sufficiently resourced - could also potentially be run out of a Creative Arts department. And a PhD - likewise, if sufficiently resourced - could be undertaken by English alone.)

2) Advantages of consolidating the Creative Writing program into English *without* new resources to grow graduate programs:

In this case, the advantages would hold almost exclusively for undergraduate CW curriculum. Graduate curriculum would likely suffer. An English/CW merger might strengthen already robust offerings in undergrad creative writing. The Creative Writing minor, consistently one of the largest on campus, enrolls 40+ students. About half of the current CW minors are English or English Education students; the rest span a variety of different majors across the university. The class offerings each year in creative writing appeal to not only students who want to pursue the minor, but others (faculty, staff, adult ed learners around the state) who wish to explore their creative sensibilities in a structured manner. A small number of existing English faculty could teach classes that CW undergraduates could take for minor credit. (However, no current faculty housed exclusively in English have the credentials to teach MFA craft workshops.)

Most immediately, the merger would enable adding a Creative Writing track to the English BA and satisfy a desire among undergrads for more CW courses (see our attached appendices). Such a track seems feasible with current CW faculty and with potential English faculty contributions, as described above.

### **Organizational Restructure** (Limit to 3 pages plus org chart)

In this section, describe the organizational structure that is needed to achieve the intended goals of the restructure (i.e., to position UW for the future and to respond to a significant reduction in the university's budget). Provide a recommended organizational chart that includes positions (by job title only) needed to administer and support the new organization/academic unit. Include a rationale that supports the recommendation. Specifically address how the recommended structure enhances synergism among disciplines, improve student experiences and success, emphasize growth of programs for 21<sup>st</sup> century themes, incorporate better efficiencies, better position the University for R1 research classification, and provide economic support to the state of Wyoming.

Administrative Structure: CW would be a fairly autonomous unit within English. CW faculty would elect their own Director (who might or might not be in English; in the latter case, the CW Director would have voting rights in English on shared matters only for the duration of their Directorship). CW would control their own graduate admissions, control and administer the Neltje bequest, compete for their own URDM GA funding, and so forth. CW Director would report to the English Head on other matters. (A clear MOU would outline the breadth of these matters.) Hires with joint benefit would be prioritized wherever possible, but CPM would run through the English Department Head. MA/PhD and MFA GA lines would be requested and allocated separately, with consultation between units given ENGL 1010 staffing needs. The possibility of a creative trajectory within an English PhD would be explored. Sabbatical rankings and nominations for university committees and awards would run through English Head. A new shared staff position would be required to help to administer all three graduate programs (MA, MFA, PhD), and to assist with administrative matters for English 1010. Existing CW faculty could choose to run their RTP processes solely through CW or through CW/ENGL; future RTP committees & votes would reflect where lines are housed. Interdisciplinary CW faculty could have subject-matter experts from other units on their RTP committees-- to be negotiated with individual faculty members.

Enhancing synergies/improving student experiences: Given our survey data (see attached appendices), this would likely come primarily at the BA level. Many BA students feel their critical/analytical work and their creative work go together and would like the opportunity to do more of the latter under the auspices of English. The benefits at the graduate level are perhaps less clear, although there do already exist transits between English and CW in terms of both MA/MFA students/coursework and faculty members serving across unit lines on graduate committees.

However, CW - as a fundamentally interdisciplinary program - also has such transits with other units, as does English to a lesser degree, but that doesn't mean we need to merge with them, so these transits alone do not offer sufficient rationale for an ENGL/CW merger. Indeed, MFA students reported in our survey that they were as likely to feel synergies with those engaged in creative production in Art as they were with English faculty and students.

Financial efficiencies are likely similar in either English or Art - they may be even clearer in the latter because of the administration of Neltje monies and because existing staff in VLA already have the bandwidth to help administer the MFA program (as they have been doing for the past several years).

R1 status: English, as mentioned elsewhere, is ready and able to pilot a PhD program - which is necessary for UW to achieve R1 status - with some resources.

**Efficiencies (Limit to 1 page)**

In this section, address strategies for improving efficiencies in the new organization/academic unit that will be needed to meet budgetary constraints and provide students with a high-quality educational experience.

The administrative positions in CW and English (beyond Chair of English) don't come with additional pay, and course releases are very minimal, so there are likely not too many further financial efficiencies available at that level.

No staff efficiencies will be gained as the larger restructuring of A&S will need to accommodate a variety of shifts in duties and personnel of staff centers to ensure stability in business process and support of students and faculty. Combined, the English MA and MFA receive around 300 applications per year and around the same number of queries via Hubspot. The English MA also mails and emails recruitment materials to over 200 colleges and universities nationwide. A staff person is required to answer application queries and distribute recruitment materials.

We would like to note the impressive efficiencies English and CW have already implemented thanks to years of dedication to student success. The 1010 program, which trains graduate students in both disciplines, is first rate. The CW minor, which is large and healthy, is a benefit to both units. The development of a joint MA/MFA degree for English graduate students (something AMST has also requested) would be welcomed by both parties. If English decides to establish a CW track in its major or CW decides to pursue a BFA in CW within VLA, those efforts are likely to result in fruitful partnerships no matter what administrative structure is selected.

**Academic/Discipline Specific Expertise (Limit to 3 pages)**

English/Creative Writing; Visual & Performing Arts

This section is optional. You may want to think about areas of faculty expertise that should be emphasized to position the department to be nationally and internationally competitive in its scholarship and creative endeavors. You may also include in your recommendation the ideal number of faculty positions that will be needed to provide students with a high-quality education experience and to deliver current and/or future degree programs.

For UW to reach R1 status, the university requires a PhD in the Humanities, and English is the sole department in the College ready, able, and eager to pilot such a program (a PhD in English with a focus in the Public Humanities; we have a proposal ready to circulate when requested). If Creative Writing were to be housed in English, resources would then be required to sustain the MFA--the terminal degree in CW--and to initiate an ENGL PhD program with creative-critical synergies with the MFA (which the Public Humanities focus would ensure). These resources could be staged over, say, a four- or five-year period.

**English:** 4 tenure-track lines to maintain a competitive research-intensive faculty with the breadth and depth of scholarship needed for a PhD program: one in Native American literature/Indigenous Studies, one in African-American literature & culture, one in Renaissance literature, one in Public Humanities. At least two of these could be joint hires with the School of Culture, Gender, & Social Justice, and creative-critical synergies with CW are also possible in at least two cases. One replacement lecturer line to teach COM courses is also needed to free up tenure-line faculty to teach increased numbers of graduate students. All hires will target individuals with identities underrepresented in higher ed (and glaringly underrepresented in the UW ENGL department as it currently stands).

**CW:** 3 tenure-track lines are needed to sustain a leaner version of the MFA program: one in fiction, one in environmental writing, one in hybrid forms/digital narratives. One of these lines could be a joint hire with SCGSJ, another with Haub, another with Art. The MFA's national reputation is anchored in its interdisciplinary structure, including its joint MA/MFA degree with Haub. The interdisciplinary reach of the program should be maintained. Please note: Hiring a replacement for the recently departed Director of CW in AY 22-23 is critical to the ongoing operations of the MFA.

**Joint:** One shared staff person who would help to run all the grad programs (MA, MFA, PhD) as well as English 1010.

Please see details of these plans in our Appendices.

**Unintended Consequences, Mitigation Strategies, and Suggestions for Alternative Approaches (Limit to 2 pages)**

In this section describe unintended consequences the proposal may have result from implementation of the proposal (including any budgetary consequences). Make recommendations on how such unintended consequences might be mitigated. If you have alternate suggestions for how to achieve budget reductions or achieve optimal organizational structure, please provide them here.

Neither English nor Creative Writing requested this merger. Both units have thrived in recent years in their current configurations, and CW entered into partnership with Art expressly to prepare for the development of the Neltje Center for the Visual & Literary Arts. It is true that many R1 institutions feature CW/MFA programs within English, but this usually occurs when a PhD program (sometimes with several tracks) is also present. It is equally as common to find CW/MFA programs within the best colleges of Art and Design around the country, where CW students and faculty thrive alongside artists, actors, filmmakers and others. Art & Art History has voted almost unanimously in favor of retaining CW, so clearly that unit sees continued benefit to this arrangement.

One possible unintended consequence of the proposed merger of CW and English is a weakening in the short to medium term of UW's graduate program profile. As things stand, the "new" A&S will house three existing terminal degree programs: Psychology, Archaeology, and Creative Writing. Where, and how, those programs are administered and resourced will matter. An MFA in CW within a "federated" School of the Arts at UW could catalyze innovative and distinct programming without additional cost, especially if the Neltje Center becomes a hub for state and federal arts funding.

Moreover, Creative Writing remaining with Art likely provides as many - if not more - financial efficiencies than a re-merger with English, in part because the Neltje Center in Banner, WY, might be more easily administered by a single department and its staff. Coordinating the programming, administration, and fundraising required by the Neltje Center will require years of faculty dedication and focus. It will also require staff time and attention. Both options should be fully explored before making any final decisions.

Also, staff support in VLA for a program with a high volume of applications (200+ even in lean years) has been notably enthusiastic as there are no other graduate programs to administer. If this task were to return to English, a new staff person would be required to handle this duty and others surrounding graduate programs.

The merger would also have some immediate impact on staffing of MA and MFA thesis committees. English and CW routinely use faculty from the other unit to fill the outside reader role. The merger would eliminate CW faculty from this role in ENGL (as they would no longer be considered outside ENGL) and vice versa. ~4-6 students per year would be impacted.

The merger with English could, over time, affect the MFA program's interdisciplinary focus and reach. The MFA was founded and funded by previous administrations expressly to provide an interdisciplinary terminal degree program in the arts and humanities that could take advantage of UW's strengths in many disciplines. Since that reach, especially in science writing and environmental studies, is what differentiates UW's MFA from hundreds of other CW programs, UW could lose a competitive advantage here.

Most, but not all, CW faculty strongly prefer an affiliation with Art. There are pedagogical and philosophical reasons for this. Most Art colleagues hold MFA degrees. And a Master of Fine Arts in a potential School of Arts has appeal. The workshop-based system of classes in CW is akin to the studio-based system in Art. Moreover, CW and Art have already begun some good cross-pollination with a few co-taught classes that serve both groups of majors, and more such courses are in the works. CW has started working on events at the Art Museum that involve both writers and visual artists. Many of its faculty look forward to continuing this work, as do the Art & Art History faculty - who, as mentioned above, have voted almost unanimously in favor of retaining CW as part of their unit.

English as a unit is happy to entertain either possibility (CW remaining with VLA or re-merging with ENGL), but its faculty strongly wish to respect CW's desires for its own future. Although everyone concerned wishes to be professional no matter the outcome of this process, an unenthusiastic re-merger would undoubtedly negatively affect morale in both units.

### Other

#### Appendix: Hiring Priorities

1. **English priorities:** Associate Professor with a specialization in Native American literature. This position is crucial to UW's relationship with indigenous populations in the

- state and to the NAIS program in the School of Culture, Gender, and Social Justice as well as to English. UW currently has no one to teach Native American literature courses.
2. Assistant Professor of African American Literature and Culture. Necessary for credible curricula at both undergraduate and graduate levels and for demonstrating a serious commitment to diversity and inclusion. Individuals 1 and 2 would both be of significant value not just to English and CW (especially if we hired folks who could potentially serve at very least as second readers on MFA committees), but also to the School of Culture, Gender, and Social Justice.
  3. Professional Writing extended term Assistant Lecturer. This position teaches 7 COM courses per year, including the bottle-necked COM 3 courses seniors across the university need to graduate. This would free other faculty members up to work more intensively with increased numbers of graduate students.
  4. Assistant Professor of Shakespeare/Renaissance Literature. Needed to meet the historical period requirements crucial to both the undergraduate major and graduate work in English. Additional drama offerings that this individual would offer could be useful to CW students taking genre-focused courses as well.
  5. Assistant Professor with a specialization in the Public Humanities and Grant Writing. If we are gearing up for a PhD program, this hire will be crucial in helping us gain national recognition in a growing focus in humanities research. This might also be a good place for synergies with Creative Writing, especially in the area of creative nonfiction.
  6. **CW Priorities:** A viable MFA requires two actively publishing experts each in fiction and nonfiction to share workshop, seminar, and thesis duties. A diverse faculty is also key to recruiting at the national level. Assuming no midcareer faculty depart, CW suggests three replacement positions to maintain the program's unique interdisciplinary structure. These would be a nationally known fiction writer (shared with School of Culture, Gender & Social Justice or other unit), a nonfiction environmental sciences writer (shared with the Haub School), and a fiction/hybrid forms/digital narratives expert.
  7. We need to add a new staff position, programs coordinator, who would help in running all the grad programs (MA, MFA, PhD) as well as the English 1010 program. \$50k-\$55k depending on experience.

Additional appendices attached as .pdfs: Survey of ENGL undergraduates (p.10-19); survey of ENGL MA students (20-36); survey of MFA students (37-38); staff feedback (38); English PhD proposal (39-42).

**Appendix I: Survey of English Undergraduates**

Q1	Q2
<p><b>If a Creative Writing track were available in the English major (so your degree would be in English with a concentration in CW), would you consider pursuing one?</b></p>	<p><b>Why did you answer question 1 the way you did?</b></p>
Yes	
Yes	
Yes	Because I love writing and building my knowledge and experience in that field.
Yes	I'm already an English major and CW minor and I only chose literature as my track because it was most closely tied to CW. I'd love to combine them.
No	My career focus is not towards creative writing.
Yes	I think combining the minor and the English major would be very helpful and an easier path to combine the classes.
Yes	I want to pursue a creative writing career and would be fun.
No	I think it's a really great idea, but I personally want to stick to the literature track.
Yes	I am not sure what I will be doing with my English major yet, but I would like to have the option to pursue a focus in Creative Writing.
Yes	I am interested in becoming a writer one day and having the opportunity to learn as much as I can about the non-composition aspects of writing would be incredibly helpful.
No	I specialize in nonfiction and proofreading.
Yes	Less coursework than a minor and would allow for other minors
Yes	I've always found creative writing very interesting, and it's definitely a good skill to know. Particularly for those who wish to become authors. English is helpful for academic writing, but creative writing is a different animal.
Maybe	
Maybe	The only reason this isn't a resounding "eyes" is because I already have a BSE in English, and I'm currently working on an online master's in English at UWYO. If an online MFA similar to the English master's program were offered, I would, without a doubt, leap at the opportunity to enroll.

Yes	Some people love to read and is one of the reasons they pursue an English major. I personally am pursuing an English degree not because I love reading(although I do enjoy it) but because I love the story telling and the creative process behind. The English classes that are required for this degree do not discuss these topics in detail. They more or less talk about who, what, where, when, and why. We do not spend time on how the authors came up with their writings. A very important aspect not only in the reading and writing fields but in every field of study. Albert Einstein once said, "Creativity is intelligence having fun." If a man who devoted his life to science realizes the importance of creativity then why are we denied the chance to pursue a field in which specializes in creativity.
Yes	The creative writing track would be more specified for my intended career in book publishing and writing.
Yes	My goals after college align more with creative writing than solely English
Yes	I like writing, so if possible, it would be interesting to pursue a double major in English with focuses in Editing and Creative Writing.
Yes	I'm interested in creative writing and would love for it to be a more prominent part of my major as a Secondary English Education student. Instead, I feel like it's offered less frequently and less accessibly despite being a common writing aspect taught in secondary ed.
Maybe	Creative writing is intertwined with writing skills required of English majors and provides new and applicable skills for those majoring in English.
Yes	I would love to have experience in creative writing as my interest is more with fiction and the process behind it
Yes	I originally was looking for a major with a focus in creative writing because I wish to become a grant writer so this focus would be more beneficial.
Yes	CW would be a great addition to my coursework.
Yes	I think that a creative writing minor could really help people who want to become authors.
Yes	
Yes	Part of the reason that I decided to pursue a degree in English was due to my interest in writing. I have been writing for my own delight for several years now and enjoy learning about how to improve my craft.
Yes	
Yes	I'm more interested in creative writing as a concentration over the current options.

Maybe	I may be interested if this were a track available to MA students, but also I would maybe pursue such a track because I have been interested in creative writing in the past.
Yes	Because I would
No	I don't have a huge interest in creative writing and I'm not sure how I would utilize a degree in creative writing.
Yes	My main issue with the two English paths is that I want to do both, but I do not want two majors. I am pursuing the English Studies path because I can still do the CW one on the side.
Yes	I have always loved creative writing, I write, and I have a lot of incomplete literary works that I wish to work on and publish.
Maybe	I'm not sure if I'd be interested in being a creative writing major. I am excited to take creative writing classes through the English department, but for me personally, I don't think a major would make sense. I think the major would be an amazing addition to the English program though.
Yes	I think that creative writing is a very important part of English, and it is something that I really enjoy doing.
Yes	Because I like to write, would like a Creative Writing concentration, but feel like it would be beneficial in the workforce to have it under the umbrella of English Degree.
Yes	I probably would have pursued a concentration in creative writing if it had been available earlier in my undergrad.
Maybe	I am interested in creative writing, but perhaps not in pursuing it formally through the university.
Yes	I don't even want a degree if it's just studying English. If I can't write on a regular basis then what's the point?
Yes	
Q3	Q4
<b>If a BFA (an entire undergraduate degree just in Creative Writing) were offered at UW, would you consider pursuing one?</b>	<b>Why did you answer question 3 the way you did?</b>
Maybe	
Maybe	
Maybe	I'm not too sure what I would be able to do with that.

Maybe	I'm a senior, so it's odd to think of these questions at this point, but I may have taken it into serious consideration as a high school senior or UW freshman.
No	My career focus is not towards creative writing.
Maybe	I'm not particularly interested in an undergrad degree specifically in creative writing, but I may have double-majored if it were offered
Yes	Same as before, but I would get a better understand
Maybe	I got a BFA in creative writing (at another university) and it was a great experience.
Maybe	As I stated previously, I'm not sure what I want to do with my English degree, but it would be nice to have the option for exploratory purposes. Offering a major devoted to Creative Writing would open up more options.
Yes	I would likely want to double major in creative writing and English as a general, but I love writing and having a degree in creative writing would be beneficial towards my goal of becoming an author/editor one day.
No	I'm not a creative writer.
Yes	Creative Writing is the main reason I went to college
Yes	Same as above. English and creative writing are different skills that are equally valuable.
Maybe	
Yes	I am currently a K-12 English teacher. As such, I earn an increased salary based on the number of graduate credits I take. A BFA, then, would not help me, (though I answered "yes" because I would have loved the opportunity prior to my graduation), but again, an MFA in creative writing, particularly a low- or no-residency online program, would be an absolutely remarkable opportunity for someone like me, who is seeking career advancement within education but is not interested in becoming a principal or otherwise working in administration. An MFA would allow me the opportunity to expand my career outreach to eventually teach creative writing at the college level. Again, if UWYO offered a low- or no-residency online MFA in creative writing, I would absolutely enroll; I would even consider leaving my current program to join it.
Yes	Creativity is essential for all degree study. "The true sign of intelligence is not knowledge but imagination," Albert Einstein. I believe everyone should take some sort of creative course whether it's writing or some for art class. It would help to view the world in a different way. To solve problems from a different perspective. Once you get the general education classes you are surrounded with people who think and view the world in a similar way as you.

Maybe	I feel that a creative writing BFA would be a good track, but would want to broaden my degree and knowledge of the English language by sticking with an English BFA.
Yes	Personally, I almost didn't attend UW because it didn't have creative writing as a major
Yes	Mainly for the reasoning listed above.
No	
No	It is not within my interest range enough for me to want to devote my entire BA education to.
Yes	I have wanted to be an author for as long as I remember and a degree specifically tailored to what I want to do, not just a broad English studies, would be very beneficial in achieving that, and giving me peace of mind.
Maybe	The main degree may miss some that English degrees need.
Yes	See above answer
Maybe	I think it would be a good thing for students who specifically want to be authors but don't want to be an English major. personally I'm not pursuing becoming an author but if a creative writing BFA was offered I'd be more willing to consider it.
Yes	
Yes	Exploring creative writing has many benefits, not limited to empathy, creativity, fluidity, and perseverance (have you ever tried to write a book? It is damn difficult, but so satisfying once completed).
Yes	
Yes	I'd love to get a BFA in creative writing.
No	Not interested.
No	First learn to walk, then to run
No	
Yes	It would be a definite bonus to pursuing both tracks.
No	I cannot go back to undergrad school just for a BFA. I can always work on my novels and get them published with my MA.
No	Same reason as above.
Yes	Creative Writing is something that I really enjoy doing, and I would appreciate the opportunity to focus on it during my time in college.
No	Because I don't think a Creative Writing degree would be applicable to much beyond writing; it probably wouldn't serve in the workforce in general. I want a degree that can be applied to more than just writing; it's too limiting.
Maybe	I would have been more interested in a concentration, but I would have considered a degree in creative writing.

No	I already have an undergraduate degree.
Yes	See 1.
Maybe	
Q5	
<p><b>Can you think of any benefits or drawbacks of having Creative Writing (which is now an independently-run unit housed in Art) be a part of the English Department?</b></p>	
<p>It blends nicely with English</p>	
<p>As someone who wants to go into publishing, that is an important part in being qualified and having a wide knowledge of many sorts of literature.</p>	
<p>My only concern would be that it may be a small department and, therefore, range of topics and specialization may be limited. I've experienced this issue with my Art History major.</p>	
<p>None.</p>	
<p>Not really - I think it would be more helpful</p>	
<p>There would be many benefits to deficits. While creative writing is an art form, there is far more resources available to creative writing in English and will be more serviceable to creative writing majors.</p>	
<p>While creative writing is definitely an art form, I think it has much more in common with English education than with visual art education.</p>	

The benefit that immediately comes to mind is the fact that English and Creative Writing go hand in hand - it seems like it may make it easier for English majors to explore paths related to their field.

I don't really understand why creative writing isn't currently considered as part of the English department. So much about creative writing is influenced by composition writing and analyzing literature styles and troupes. In order to craft your own styles and stories, you have to have an extensive knowledge about literature and its history as well as the composition behind writing.

None.

I know that the department is struggling in terms of staff and funding, so it would maybe allow more funding. I just want it to stay alive and stay awesome. We have one of the best in the nation

I think it would help round out the education available in English department. That being said, it might be expensive.

Creative writing MUST become a part of the English department, and UWYO should consider expanding its creative writing program offerings to include a low- or no-residency online MFA similar to the online English master's program currently offered. Many of my cohort are English teachers; continuing education expectations for teachers often steer us toward administrative positions, but some of us want to continue to teach, but perhaps at new levels. For example, I want to continue to expand my career, but I want to focus my attention on an area I'm passionate about: creative writing. I dream of the opportunity to one day teach it at a community college. An MFA would allow me to do that while also allowing me the benefits of an increased salary in my current position for credits earned.

Currently, among low- or no-residency online MFA programs, Southern New Hampshire University is UWYO's biggest competitor. Each of the 48 credits required in SNHU's costs a whopping \$627, for a total of over \$30,000, far too costly for many teachers. UWYO has a major opportunity here to satisfy a demand and draw in students looking for a credible and I don't mean merely accredited affordable, flexible graduate program that offers a different avenue in the sphere of public education. Please consider building an online MFA program. Students will flock to it.

The benefit of having the Creative Writing be part of the English Department would be combining two fields that study written work from two different perspectives. This combination of knowledge would not only benefit the students but the professors as well.

I feel creative writing matches more closely with English and language than with art. Putting English and creative writing classes in the same department and possibly the same building would keep students with many similar-minded, writing AND reading loving peers and encourage the sharing and collaboration of students' current projects and thoughts.

I think it could draw in more people to the university and expand the English program
I think integrating creative writing to the English department would be beneficial.
Creative writing is English. It should be a part of the department.
It would instill UWs pedagogies involving an interdisciplinary approach to education.
I cannot think of anything
It would be better because the ENG faculty is better!
I think it would help students find specifically what they want to do and it could help students further develop their writing style. I could see students taking it and realizing that they don't actually want to be authors, but that can happen for any major.
I have listed but a few of the benefits above, and I cannot immediately see a draw back to it being included in the English Department. However, that being said, I have met with those who have taught creative writing as faculty members within the English Department who did not see the merit of anything outside poetry and non-fiction, which, I find to be depressing. But, these are my feelings, take them as you like.
It makes no sense to me that creative writing wouldn't be part of the English department to begin with.
I feel that creative writing should be housed within English as they are related and interdisciplinary topics. Rhetoric that applies to studies in English can also be applied to creative writing.

None whatsoever
I would be afraid that it would have to adopt a more objective approach to CW to fit the department's standards.
I think that there would be benefits. I'm sure more people would join the English department. So many people love to write and have great idea but they don't know how to put them into words. I think a creative writing major would be a great addition!
I think that this change would help many English majors and students interested in English more easily access and pursue Creative Writing while feeling like they're working towards their undergraduate degree.
Putting it under the umbrella of an English degree makes it more applicable to the work force in general/gives it a wider range of possibilities.
A lot of English students want to publish and write creatively for a career but the English track we have now is more toward reading and analyzing literature or technical writing. This would provide more opportunities for the students.
Benefit: creativity is a fun way to explore thoughts and ideas.
I can tell English has been gutted hard since there's not a single class I'm taking in a dedicated building. English with CW concentration should be added but perhaps keep it strictly in the Art department.

## Appendix II: Survey of English MA Students

Survey of current and former MA students	<b>Question 1.</b> If a Creative Writing track/concentration were available in the English MA degree, would you consider pursuing that track? If so, why? If UW English offered a three-year dual MA-MFA degree, would you consider pursuing that degree? If so, why?	<b>Question 2.</b> If a creative-critical PhD were offered at UW, would you consider pursuing this degree? Why? (Note: a creative-critical PhD would involve an equal mix of English and Creative Writing courses, and the dissertation could be fully creative.)	<b>Question 3.</b> Can you think of any benefits or drawbacks of having Creative Writing (which is now an independently run unit housed in Art) be a part of the English Department?
Respondent 1	While I think adding a creative writing track to the English degree is a great idea, I'd personally stick with literature because that's where my interests lie. I also think the dual MA-MFA program sounds interesting, and I would be open to considering it, but again, based on my own interests/goals, I'd probably be more likely to move onto an English Phd program after my MA.	No. Again, that sounds great, but I want to focus on literature.	I can see the logic in linking creative writing to the art department, but I think it makes much more sense for creative writing to be a part of the English program because there's so much crossover. To be honest, I had assumed creative writing was already part of English because we're working so closely together, at least at the graduate level.

Respondent 2	<p>To begin, I am very pleased with my current MA program. If there were a dual-track program, I would be intrigued because of the probable increase of publications. For instance, I believe that a non-fiction emphasis in my own case would allow for me to diversify my academic portfolio and simply proliferate my comfort in writing among multiple genres. I think that an option for this program would once again allow the University of Wyoming to stand-out among other area schools. In my experience, interdisciplinary models, if given the proper leadership and direction, are superior to singular programmatic tracks. I do not have an answer to this, but I wonder if the 3-year track would be more fiscally sustainable for the Department, too?</p>	<p>As someone looking at PhD programs currently, I would very much like to see this option come into fruition. For the reasons given above, I would also add that the creative-critical approach modernizes the dissertation and allows for candidates to showcase their variety of scholarly and creative approaches. This would also enhance the applicability and accessibility of academia, too. Especially because the University is a land grant university, I believe that the traditional dissertation is (sometimes) difficult to make meaningful to the greater Wyoming community. With the addition of the creative track, I <u>hope</u> that a requirement would be an emphasis to include Wyoming-specific scholarship that benefits non-University affiliates, and in turn, reinvigorates the state to support humanities programs.</p>	<p>This is honestly not something I am completely familiar with, but I wonder how many of our Professors in the Department would feel comfortable teaching both or dividing time with members of the opposing "side" of the English track. That is something that could proliferate disagreement. Also, "creative writing" is a fairly broad field; I wonder how that could be more systematically defined for the purposes of the merger.</p>
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Respondent 3	<p>Though my primary academic interest is literature, I am also passionate about writing creatively. I would not choose to do the Creative Writing track if offered in the English MA, I'd definitely have to stay with literature; I don't think I'd feel comfortable pinning my future academic interests on something I consider more of a hobby. With that being said, though, I would very seriously consider the dual MA-MFA, if offered, and if funding were guaranteed throughout the entire three years. I think it would be really fascinating, and even fun, to be able to go across disciplines in this way, and I also think it would be critical in my development as both an academic and creative writer, because there are important and valuable skills that are honed and crafted in the field of Creative Writing which we don't emphasize as much in Literary Studies.</p>	<p>I would place a fair amount of thought and consideration into applying to such a program here at UW, as it is my ambition to enter a PhD program after finishing my MA here. The level of flexibility present in such a program is very attractive academically. I admit that, with it being a pilot program, I would have certain skepticisms with regard to career outcomes upon graduation, and that would be the biggest drawback for me, especially in an already tenuous academic job market. If funding were guaranteed, it's likely that I would apply to the program, but it is also likely that I would have to accept other PhD offers from more established programs if they presented themselves. The fact is, unfortunately, that the PhD is the final and paramount phase before entering a very competitive job market and one would want to put their very best as possible foot forward; where one</p>	<p>The drawback that instantly comes to my mind is the potential watering-down of the Creative Writing discipline. This is a very serious consideration for our purposes in an academic setting. Though there is already present a high level of collaboration between English and Creative Writing (which may make a merger seem like a given), Creative Writing is its own advanced and illustrious field, exclusive from Literary Studies and Rhet/Comp, and I think the autonomy present in having their own unit is not something they will want to give up, and I can't say I blame them. Mergers such as these also often involve jobs lost, and that is something I could not support either. Any vague benefit of a merger would be completely outweighed by even one single layoff or funding cut, in my opinion.</p>
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does their PhD is important, especially in a field like ours. However, having said that, I think it's a wonderful idea for our English Department to have a PhD program, as long as it doesn't detract from the MA program which our department has developed so thoughtfully and attractively.

Respondent 4 I would consider pursuing a Creative Writing track/concentration if it was offered as part of the MA. I had a Creative Writing concentration for my undergraduate and even applied to some "dual" programs during my graduate application process. I'm even considering possibly pursuing an MFA in Creative Writing after my time at UW. I would consider the "dual"

If a creative-critical PhD was offered at UW, I would consider applying to the program. Creative Writing and the study of literature (my current track) are so closely entwined it's hard for me to have to choose which one is my "dominant" interest. With this combined PhD, I wouldn't have to choose, I could embrace both of my interests.

No, I can't think of any drawbacks. We already work so closely with MFA students that it just seems like common sense to have them join the English department.

degree at UW because tacking on an extra year seems more viable than going to another program for an additional 3 years.

Respondent 5	Yes, I definitely would consider pursuing it. I think it would a great addition because it would allow one to explore their own, non-academic voice. I would def consider pursuing that degree because it would make me more qualified for a greater number of careers, provide me more research tracks and be a lot more well-rounded.	Absolutely. Both disciplines complement each other and if the dissertation could be fully creative, that would be even more attractive to me. The program would provide an opportunity to really hone writing skills in two different formats. It would make me a better writer.	I can't think of any drawbacks but one big advantage would be that Creative Writing would seem more accessible to those of us who are doing the MA, and would make it easier for everyone to communicate and share ideas.
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Respondent 6	I wouldn't pursue a Creative Writing track if it were offered to MA students. The work I do seems to be falling mostly into rhet/comp and I'm not sure how I could incorporate creative writing. I'm not even sure I could successfully incorporate it at the graduate level since I have no formal training in the field.	The idea of a creative-critical PhD is interesting. I've never heard of that before, but it seems like it might afford some neat research and projects. Though I have no plans after the MA, I would consider this PhD program after taking a break.	At first glance, I'm not sure what would change if the Creative Writing program were housed in English. The instructors and students already feel like a part of this department because they're in Hoyt and we even might share some classes. This is a tough question. In the end I see no reason why CW shouldn't be officially a part of English. It would add another dimension to the voices of the Literary, Rhetoric, and future Film tracks.
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Respondent 7	<p>If a CW track were available, I would not pursue it unless there was a business or marketability element included, otherwise I would not feel prepared for the job market. I would pursue it if there were ample publishing opportunities, or if part of the curriculum was to sit on a creative writing journal editorial board to learn about the publication process. If the English dep offered a three-year dual MA/MFA, I would consider pursuing that degree. I think creative writing is so informed by the rhet/comp end of things it would be beneficial to dwell in a space where you absorb the theoretical underpinnings of arrangement and style and then get to immediately apply them. I think it would open a lot of doors for multi-media projects.</p> <p>Interdisciplinarity and flexibility are too important to me to lock myself in one discipline over the other, so I think a dual program focusing on how CW and Rhet/Comp/Lit are constantly talking to each other would be fantastic.</p>	<p>I would consider pursuing this degree. I think there would be wiggle room for all kinds of projects that drew from disciplines across the campus and would be a great way to enrich the UW campus community.</p> <p>I'm imagining a degree like this would have the reach to be either self-contained in the English department or have the bandwidth to do qualitative projects that include the student body. If the program was funded with a student stipend AND teaching opportunities, I would be interested.</p>	<p>I would like to know the rationale of why CW is housed under Art before I answered this question with any confidence. But I can say, I think CW and Rhet/Comp complement each other, and seeing them work in conjunction would be cool. The only drawback I could come up with is the committee requirement for one faculty from a department other than English. If CW stays under Art, I think it would be easier to pull a committee member from another department.</p>
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Respondent 8 I can't see myself pursuing a Creative Writing track due to my own academic interests in pursuits. However, I definitely would love to pursue a MA-MFA as it works well with my intended study area and allows greater development.

A Critical-Creative PhD is an awesome idea that I would be willing to potentially pursue in the future. I think it would be great for the department and future students.

I'm sure most changes would be most evident in funding and other logistical information that students are not privy to, but overall, I do see it as a being a primarily positive change as it would potentially expand educational opportunities for all that are involved.

Respondent 9 I would absolutely pursue both a creative writing track and (even more appealing) a three year dual degree. When I was applying to other programs, the programs that offered an MA/MFA dual degree always stood out to me, and it would be a good way to formalize a track that many people have taken in our program already. I think that the programs that are doing the coolest scholarship are the hybrid programs.

I would love to complete a creative-critical PhD; in fact, that would be my preference. My work has always leaned towards a hybrid style, and it would be amazing to have more support for that via faculty and degree structuring.

The only potential drawback to the combination of the two programs is the bad blood from the divorce. I think both of the departments need to communicate with each other and the creative writing department needs to retain independence in regards to its funding. I think that both departments have similar interests and it could be a really productive partnership if they work together.

Respondent 10	I would not have pursued a creative writing track or MFA because I am not a creative writer.	No. I also wonder if it would be ethical to start a PhD program--it would be almost predatory considering the state of the job market. Most schools are downsizing their PhDs, I'm not sure why UW would need to add one. It sounds like a long program that wouldn't really help its students. If it was created, I think it would be necessary to have funding levels at least double what the MA stipend was when I was there. It seems wrong to even provide a situation where someone would be tempted to hover at the poverty level for five years.	The two best courses I had at UW were creative writing reading seminars, one taught by Joy Williams, the other by Rattawut Lapcharoensap. They were good in terms of erudition and insightfulness--by which I mean that they were excellent classes in terms of literary analysis, and not as some kind of charismatic/creative activity. Some of my most interesting peers were also creative writing students--and interesting in academic and theoretical areas, one had left a literature PhD at UC Santa Cruz, the other a philosophy PhD at UC Berkeley. The creative writing program seems successful at attracting intellectually robust candidates (and good writers!) so I think only good things could happen when they mix with MA students.
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Respondent 11	Probably. In undergrad I was tempted toward the MFA and had not really considered an MA at all until I was invited to apply. I even ended up doing composition / rhetoric because I thought I was more interested in writing than reading. I regret that now, but that's somewhat beside the point.	No. A PhD does not interest me at all. I only did the MA program because I wasn't ready to get serious about social work (my career path) and I thought, "heck I love English, and this will give me professional skills and confidence. Why not?"	Yeah. The creative writing department I think is much stronger than the English grad program. The writing that comes out of the creative writing (at least in the years that I was there) was really something special, and the community they had was close knit. The English department was looser, and the scholarship (esp. my own 😞) was not always so sharp. I just think the creative writing dept. was higher caliber. If a merger happens, English would benefit, and creative writing would suffer.
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Respondent 12	<p>I wouldn't have pursued a Creative Writing track as I was focused on the concentration in literature. That said, I definitely would have welcomed the opportunity to take a workshop or two. As someone who was deciding between a dual MA-MFA degree elsewhere and Wyoming, I would have loved to pursue the dual degree! It also would have saved me time, as I've ended up doing both anyways.</p>	<p>While I think the option for the PhD is great, I personally wouldn't pursue it just because I've been at Wyoming for so long already. That said, I have looked at creative-critical PhDs elsewhere and I think that the concept is fantastic, and definitely helps writers who want to go into teaching to get jobs. My only question would be would it be possible to pursue a tradition English PhD thesis in this program, for those who want to focus on literature more than the creative side? I guess how many of each type of class one would have to take would sway me, also. Finally, I think that there would need to be some sort of language component, which could also be a deterrent for more traditional MFA applicants (though could very well bring in a lot more diversity from the bilingual writers pool).</p>	<p>I do think that the creative writing applicant pool will be very different than it is now, for better or worse. This doesn't hold for me personally, but a lot of MFA applicants choose Wyoming because it's so flexible with pre-requisites and provides lots of time to write. That said, I've always been of the mind that the focus on reading critically isn't highlighted in the MFA because the majority of time is spent on writing - again, for better or worse. I'm in the camp that it's hard to talk about craft if you don't have the vocabulary and skills to read critically, so I think some sort of class like that that isn't too literature-heavy for the MFAs would be helpful. A definite benefit is the pooling of faculty, and hopefully the opportunity to bring in more faculty should a PhD be picked up. Overall, I think there's a decent amount of crossover already, so any way to make that more accessible and get more funding is good in my book.</p>
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Respondent 13	No to both. I was only interested in a traditional English degree.	No, I personally would not be interested in creative writing. However, I do think it would be wonderful if UW had a PhD program in English (with potential concentrations in things like composition, rhetoric, literature.)	I don't think I know enough about how the funding works in each department, but I would be concerned if English grad students lost money by competing with MFA students. However, is it possible that combining the departments would increase the funding for all students? Another potential drawback would be requiring English students to take creative classes or creative writing students to take English classes. One potential benefit of combining the departments is that the English and creative writing students could work more closely together and build academic and/or personal relationships. Again, I feel like I don't know enough about how each of the departments run.
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Respondent 14	<p>If UW English had a three-year dual MA-MFA degree, I would have considered pursuing that degree. I think having the opportunity to work with both something theoretical, like the traditional MA, and something more creative like the MFA would have appealed to me because it garners more opportunities to conduct more interdisciplinary research. For example, if I am researching “black pathology in the 20th and 21st century,” and I want to craft a creative non-fiction piece on this topic, I can both collect research from traditional literary texts from the Department of English, and I could also work with someone like Dr. Joshua Clapp from the Department of Psychology in an attempt to learn more about his research on trauma and psychopathology and how that might relate to my own personal creative narrative that I’m crafting. I know that past MA English graduates have worked with other departments on their research, so combining MA-MFA would heighten this opportunity.</p>	<p>If a creative-critical PhD were offered at UW, I don’t think I would have pursued that degree. The main reason why I wouldn’t have pursued it is because I would have preferred a more traditional degree, like a PhD in English Literature. However, I can see the allure to wanting to pursue this degree if one was more creative centered in their approach to English.</p>	<p>I think the benefits of having Creative Writing be apart of English would be the collectivity of writers. In other words, you would have a more diverse set of English classes because more MFAs would be in MA classes and vice-versa. Another benefit is people would have the opportunity to conduct research that is theoretical and research that is more creative. Another major benefit of this would be class discussions. Class discussions would, perhaps, work better if MFA-MA were combined as you wouldn’t have students feel left out if their were just MFA or just MA. I think sometimes MFA students feel left out when taking MA courses because they try to bring in their own expertise to class, which can sometimes be difficult to do.</p>
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Respondent 15	Yes! I would have considered all Creative/English MA options. I enjoy scholarship and creative writing, and I think studying them together can only enrich your work.	I definitely would have considered it. The idea is certainly exciting, but I would want to know more about funding and, more importantly, about the long term ramifications of a creative-critical PHD vs MFA. I'm currently not sure how that would impact job options down the road in either scholarly or creative careers.	I believe the benefits would outweigh the drawbacks, and giving MA/MFA/PHD students a chance to diversify or even just enjoy a range of courses would make this merger worth it for all. That said, in my experience as a grad student at UW and as a grad student and administrator at my current institution, I think faculty, staff, and students would need to do a lot of work to prevent unpleasant divisions. I know there are strong opinions about allowing non-MFA students to participate in MFA workshops, and I've heard many MFA students grumble about teaching composition. I'm not sure if there is any way around this, but if the vision with this merger is a cohesive English department that sees Lit/Rhet/Comp/CW in the same light, I think faculty will have to be really intentional about cultivating that sort of culture.
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Respondent 16	<p>I'm not sure I would have fully pursued the creative track as the end goal for my degree. I don't really think of myself as a creative writer, and do not think that it would be a wise move to fully pursue that course of action. However, (and this bleeds into the third question) I would have loved having a creative track offered so that I could fill out parts of my schedule with creative writing courses. While I don't think I would personally have benefited from writing a creative thesis, I do think that I would have benefited tremendously from taking creative writing courses.</p>	<p>Just as all the MFA's are required to take a course on composition pedagogy even though creative writing pedagogies were not taught—which I recognize that the utility there is in teaching 1010—the MA students also would benefit from taking a creative writing course. With Creative Writing being it's own department, there were administrative and scheduling issues that prevented me from being able to, or at least easily be able to, enroll in a CW course. I believe that if the program was brought into the department, it would help alleviate these issues and make for a great quality of life improvement for the program.</p>	<p>On a similar note, I believe that a creative-critical PhD program would be most welcome provided that the final dissertation could be either critical or creative, or a mix of both. I believe that it's difficult to be entirely critical without an understanding of the creative nature behind English studies, and visa-versa. I know I would be interested in taking those courses, but I don't know if I could adequately incorporate the creative aspect into a dissertation.</p>
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Respondent  
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I am less inclined to pursue a degree in Creative Writing on its own, but I would absolutely consider pursuing a three-year dual degree. The three-year program seems like it would allow for a full exposure to Rhetoric and Composition studies (my current pursuit) while also providing opportunities for creative writing instruction. As it currently exists, the English MA program (whether Literature or Rhetoric/Composition) seems to offer very little in the way of creative writing. I can only speak for myself here, but I know that I would personally enjoy and benefit from creative writing instruction, as this is another one of my academic interests and pursuits. Having to choose between the MA and the MFA led me to the program with which I felt most comfortable—MA. Had I been given the option to lump the MA and MFA together, I certainly would have jumped on the opportunity.

If the University of Wyoming instated a creative-critical PhD program, I would consider my dreams to have come true! My current academic and career goals include the pursuit of a PhD, as I desire to teach at the university level. One of the considerations I make when looking for PhD programs is proximity to my roots. I have spent plenty of time away from my family and the communities I love, but I desire to stay as close to home as possible moving forward. I have accepted the unfortunate reality, however, that the University of Wyoming does not currently offer a PhD program related to my goals and interests, so I have come to grips with the fact that I will likely need to spend more time away from home to accomplish these goals. If the University of Wyoming instated a PhD program, on the other hand, I would be able to accomplish these goals without sacrificing something I

My knowledge of the Creative Writing program is admittedly limited, but my current understanding is that the program is currently housed outside of the English department, despite the fact that the coursework, physical office locations, etc. are all offered through the English department. It seems to me a very sensible thing to move Creative Writing into English.

My one reservation, expressed in the form of a question, is this: Does the funding for the Creative Writing program benefit from its housing in the Art department? If so, I suppose it makes sense to keep the program in its current location, as I could foresee a competitive battle for program funding between the MFA and MA programs if they are to draw from the same financial pool.

highly value.

Making considerations outside of myself, I also understand that instating a PhD at the University of Wyoming would be a tremendous asset to the University itself. I understand there is a lack of PhD programs in the arts and humanities at this institution. Of all the programs to house a PhD program, the College of English offers the most unique opportunities for interdisciplinary and cross-curricular instruction and research. English is such a broad area of study, and it continues to expand to incorporate disciplines such as History, Anthropology, Media, Education, Politics, Communication, Public Policy, and much more. The possibilities within English Studies are truly endless, and a PhD program at this institution would quickly prove to be indispensable!

## Appendix III: Survey of MFA Students

### MFA alumni and current student survey response—September 2021

1. I'm not so sure I have much to contribute here, or if I'm off base with what I'm thinking, but my concern with the merger would be that MFA students lose some of their ability to "make the program what they want it to be." Meaning, would students have more English credit requirements to fulfill instead of, say, getting additional workshop or independent study or internship hours? One of the most important things the program offered me (and I think I can speak for many others, too) is so much uninterrupted time to write. I want to see that protected from a degree requirement standpoint. I also wonder/worry what's going on with the Neltje center, her gift, and how that might put the program on the outside looking in of an amazing opportunity.

As for advantages, perhaps it offers a stronger sense of community among grad and undergrad creative writing students. More interaction, which would benefit the undergrads. If the biggest advantage is this merger is how we keep the program thriving for a long time, then that's most important to me.

2. I think the arts practice connection between the MFA and visual arts makes a lot of sense. I think the funding opportunities (at least as I was aware of them having spanned the last split) might be better for MFA students back in English. The whole Neltje thing is definitely more complicated, though. I would be happy to provide written or spoken comments in favor of whatever you/the program thinks would be the preferable alternative.

3. I guess I have questions rather than answers to your questions.

Would students still be able to get an MFA and then an MA or vice versa if they are all in the same college? Or would it be a concentration situation? Would this change the length of the degree program? What would this PHD in English entail? I.e. Would there be a concentration in CW? Because if so, that would be a kind of cool thing.

I know that the faculty had proposed expanding the creative writing program to offer classes at other institutions. Would this still be available if we were in English instead of where we are?

I also know that an off-campus version of the MFA program was offered up as an idea. Would this still be available?

Would it be easier to gain program funding in the English department or where we are?

How are enrollments in English? Would us moving back to them help with these enrollments in a way that would be useful for both programs?

4. The MFA should stay with Visual and Literary Arts. I don't have a compelling reason beyond aesthetics. English is bleh to me... reeks of colonialism... the opposite of art. English is old. What if their ghosts start to haunt us? Are they already haunting us? I'm too new here to know.

5. I don't have specific thoughts about this because I just got here and haven't known otherwise. Funding might be a benefit. I imagine funding comes easier to English departments than to artsy sounding ones

6. Concerns? I'm worried about the program losing autonomy and interdisciplinary opportunities. And I mean this more from a programmatic stance, but also I think it reflects the student interests, as well. Media, ENR, IS, philosophy, screen writing, psychology, etc. are of equal interest (if not more) to English opportunities. Not that students we would necessarily be pressured into English tracks, but I could imagine there being some more barriers to the growth the MFA program is looking for with its interdisciplinary work. My biggest concern is more on the fact that we aren't that far from separating, and it clearly needed to happen. So I would assume the same issues from being part of the English department would still be prevalent, no matter what folks say.

Advantages? Nothing clear in my mind, except maybe more "protection" from the anti-writing ingrates that seem to come after us every 5 years or so (and the "accounting errors"). Theoretically, if an English PhD were to occur, there could be some interesting prospects there for us, as well.

My hope would be that the English Department could guarantee funding for another full-time Creative Writing faculty position, if the merger were to happen.

#### **Appendix IV: Summary of Staff Feedback**

As part of the 2-13 process for this restructuring the committee held an open Zoom session with staff from both the Visual and Literary Arts and English departments. Several staff members attended. The staff could see the value of keeping Creative Writing in the Visual and Literary Arts department given the efficiencies already created within that staff center and the potential of additional efficiencies if the Neltje Center launches with its suite of programming.

If Creative Writing is moved to English the existing staff center that services that department will need more support in order to manage both Master's programs (and potentially a PhD program). Staff members provided important context and detail on this move and their input will be critical to implementation if this restructuring proposal is approved.

## Appendix V: English PhD Proposal

### ENGLISH PhD PROPOSAL

**Vision.** The English Department proposes a distinctive graduate program, the English PhD in the Public Humanities. This program will respond to student need, disciplinary change, and UW's Strategic Plan, as well as to the university's pursuit of R1 classification. As UW's first doctoral program in the humanities, our PhD will expose students to multiple career paths and boost their collaboration with the public sector, with students entering public life as part of their career preparation. Innovative features include internships in state agencies, schools, non-profits, and local businesses; practical alternatives to the traditional dissertation (i.e., editorial or curatorial projects, cultural and philanthropic programming, pedagogy, arts leadership); opportunities for creative-critical scholarship with MFA faculty at the proposed Neltje Center in Sheridan County; and interdisciplinary partnerships with professionals outside the academy. The program will equip graduates to make the humanities public through various careers, from museum curation and non-profit administration; to public advocacy, public lands, and public health work; to cultural planning, education, and research.

**Justification.** A PhD in the Public Humanities, housed in English, builds from the department's current successes. In 2016 we reshaped our MA programs to include a new capstone project, the Public-Facing Thesis Portfolio, which allows students to tailor their thesis work to anticipated career tracks in government, the non-profit sector, community college teaching, and beyond. Buoyed by this thesis option as well as by a new Public Humanities concentration in the program, our residential MA now consistently receives nearly three times as many applications as it had before these innovations, indicating a widespread demand for inventive new forms of study. The residential MA program currently houses 19 students across two cohorts, five of whom are URDM-qualifying students. Our department also offers a three-year distance MA degree; at the moment we have 45 students enrolled across three cohorts in that program. The distance MA attracts applicants from across the nation, and is especially popular among secondary teachers and two-year college instructors in Wyoming. Finally, we are in the process of developing an online Certificate in Technical and Professional Writing to address the needs of professionals statewide, and doctoral students could teach courses in support of this certificate program and otherwise contribute to it in pioneering ways. In short, a PhD program in English would capitalize on the vision that we are already pursuing in our existing graduate programs and would further grow our presence among communities in the state and beyond.

Exit surveys from our programs indicate interest in an English PhD (including significant interest from individuals who have gone on to become Wyoming community college instructors), and Gray Associates Data ranks the PhD in English very favorably. (Laramie 360 on ground PhD overall score is 29.) Beyond demand, a PhD in the Public Humanities answers the Modern Language Association's recent call to make humanities doctorates more practical.

This call has been reiterated by the Council of Graduate Schools, a group that encouraged our PhD plan when we asked them to consult with us in 2016. No doctoral program like this exists in the Rocky Mountain area—indeed, few exist in the country—so this degree offering would meet demands in Wyoming and beyond. A PhD bridging critical and creative work while also extending humanistic studies into the public sphere would be at the forefront of disciplinary trends and would position UW as an innovator in graduate education in the nation and the world. Housing that PhD in English would allow any graduates interested in more traditional academic careers to have a legible disciplinary home (a PhD in English with a Public Humanities focus allows for hiring possibilities that a ‘Humanities PhD’ does not).

**Benefits.** Presently, English graduate students in the MA program are limited to teaching ENGL 1010, but PhD students are qualified to teach a wide range of upper-division courses, including often bottlenecked COM 3 requirements such as ENGL 4010: Technical Writing in the Professions. PhD students can also teach a larger number of courses each year than MA students can, so the program would increase our department’s capacity to deliver essential undergraduate curriculum at UW. Secondly, a PhD in the Public Humanities would support the university’s desire to achieve Carnegie R1 status and would contribute to UW’s profile as a research-intensive institution. Third, such a PhD program would connect with and contribute to the already strong WIHR (Wyoming Institute of Humanities Research) research hub on campus, bringing together faculty across disciplines and professionals across the state in pursuit of shared goals with broad implications for public life in Wyoming and beyond. Finally, a PhD in the Public Humanities would strengthen UW’s ties with the two-year colleges around the state, not only because our PhD students could be placed as interns in some schools, but also because (as mentioned above) a number of Wyoming community college instructors have already expressed interest in our envisioned program.

**Resources & Readiness.** In terms of funding, several of our potential internship partners have expressed willingness to contribute some stipendiary funding for our students, at least during the period of their internships. In addition to the already strong English Foundation endowments—which presently fund several MA GA lines—English is working with its partners at the UW Foundation to develop a fundraising plan for endowed graduate student positions. Income from the department’s robust online programming also supports GA positions; we anticipate that additional revenue from a future online Certificate in Technical and Professional Writing could in turn help fund PhD GA stipends.

In terms of program infrastructure, as recent increases in our MA-level recruitment prove, our current graduate marketing strategy can bring in top candidates, and as the innovative public-facing thesis option in our MA program indicates, we have already been actively testing components of the potential PhD curriculum for several years. We already work closely with the School of Culture, Gender, and Social Justice at the undergraduate level, and we imagine that collaborations with the School as well as with other humanities departments would naturally

expand to the PhD in the Public Humanities, giving our already interdisciplinary curriculum even greater reach.

**Needs.** To pilot the program, we would like to secure a combination of tuition waivers and stipends to support 4-6 PhD-level GAs. Our ambition is to become a largely self-funded program, through both endowments and revenue from the online Certificate in Technical Communication. As to staffing, we request 4 tenure-track lines--which could be staged over a period of 4-5 years--to maintain a competitive research-intensive faculty with the breadth and depth of scholarship needed for a PhD program and with the expertise necessary to attract diverse applicants: one in Native American literature/Indigenous Studies, one in African-American literature & culture, one in Renaissance literature, and one in Public Humanities. At least two of these could be joint hires with the School of Culture, Gender, & Social Justice, and creative-critical synergies with Creative Writing are also possible in at least two cases. One replacement lecturer line to teach COM courses is also needed to free up tenure-line faculty to teach increased numbers of graduate students. All hires will target individuals with identities underrepresented in higher ed (and glaringly underrepresented in the UW ENGL department as it currently stands).

**List of interested internship partners.**

Correctional Education Programs, WDOC  
Fort Laramie/Wyoming-Montana National Park  
Service UW Foundation  
COMEA (Cheyenne)  
Wyoming State Museum  
Casper College  
Education Division, Ark Regional Services  
United Way of Albany County  
ENDOW Committee of Wyoming  
Laramie County Community  
College Bureau of Land  
Management, Cody Office UW Art  
Museum  
Eastern Wyoming Community  
College Central Wyoming  
Community College Feeding  
Laramie Valley

We are in conversation with a number of other potential partners and can provide additional information as those discussions develop.

**Additional Info.**

We are prepared to share a more detailed budget proposal as well as research on comparator programs upon request.