

Major and minor counts by semester									
Number of:	Majors			Minors				Total students	
	English		Writing						
Majors and minors	CLA	Holt	Expl	CLA	Holt	CLA	Holt		
201701	88	41	0	13	1	31	33	207	
201709	74	96	6	18	1	27	26	248	
201801	70	37	8	18	2	24	24	183	
201809	51	27	9	15	3	19	22	145	
201901	52	27	11	15	4	19	22	150	
201909	44	14	15	13	5	17	12	120	

English Faculty					Service Courses			
Rank	16-17 (21)	17-18 (18)	18-19 (17)	19-20 (17)	Semester	RCC	HON	rFLA
Tenured	12	9	8	9	201701	0	1	3
Tenure Track	3	4	4	3	201709	5	0	3
Non Tenure Track	2	1	1	2	201801	0	2	4
Lecturers	4	4	4	3	201809	2	3	6
Exec/Artist in Res	0	0	0	0	201901	0	1	10
Post Doc Fellow	0	0	0	0	201909	0	1	5

Additional service courses provided to the College:

The English department provides the following service courses:

- all ENG 280, required by all Holt students
- all Literature (L) courses required by Holt students
- Many writing faculty also teach Expressive Arts (A) courses.
- Provides all the coverage for the Writing Competency (ENG 140) for CLA and Holt.

Enrollment from 201701 – 201909

201701	CLA	Holt	201809	CLA	Holt
Total courses offered	63	8	Total courses offered	43	5
Total seats available	806	119	Total seats available	680	86
Total seats occupied	633	85	Total seats occupied	555	74
% of occupied seats	79%	71%	% of occupied seats	82%	86%
201709	CLA	Holt	201901	CLA	Holt
Total courses offered	55	7	Total courses offered	48	6
Total seats available	795	122	Total seats available	727	102
Total seats occupied	695	112	Total seats occupied	568	98
% of occupied seats	87%	91%	%of occupied seats	78%	96%
201801	CLA	Holt	201909	CLA	Holt
Total courses offered	59	8	Total courses offered	43	6
Total seats available	822	136	Total seats available	650	102
Total seats occupied	696	114	Total seats occupied	617	56
% of occupied seats	85%	84%	% of occupied seats	95%	55%

Department - English

Department Chair - Vidhu Aggarwal

Academic Year in which this person will begin teaching - 2020-2021

Please provide any additional service contributions your department makes to the

college in the space below. This would include competency courses, Holt general education programs, etc.

Title of position requested - Lecturer

Type of position requested - other

You selected "other"; please explain. - As will be discussed in detail below, we currently have three lecturers teaching in the department, down from four or five lecturers from 2011-2019. Because each lecturer is responsible for teaching six sections of either ENGW 140 or ENGW 280 as part of their annual 4-4 load, adjunct faculty are now teaching a greater percentage of these CLA and Holt classes. This position will allow us to assign these critical courses in the curriculum to full-time faculty, improving the student experience and our delivery of the WCMP (CLA and Holt) and the Holt Writing Reinforcement (R) to the college.

Does your faculty teach in an interdisciplinary major in CLA? - if "yes", provide the interdisciplinary major(s). - Yes. Interdisciplinary majors and minors: American Studies, Africa/African-American Studies, Film Studies, Jewish Studies, Latin American & Caribbean Studies, and Sexuality, Women's & Gender Studies.

Does your department offer graduate courses? - No, but faculty regularly teach classes in the MLS program

Does your department offer graduate courses? - - No, but faculty regularly teach classes in the MLS program

Does your department offer Holt undergraduate courses? - if 'yes' provide the number of courses on average per year - Yes. 51 (Fall 2019: 30, Spring 2020: 18, Summer 2019: 3)

Does your department offer Holt undergraduate courses? -yes.

Anticipated courses this person will teach in the major - Each year, this position will teach one course in the Professional Writing minor and six sections of ENGW 140 or ENGW 280.

Describe the departmental expectation for this person to teach courses in RCC, rFLA, Honors, courses required by other majors/minors. - Seven of the eight courses taught by this 4-4 lecturer position will be service courses to the college:

6 sections of ENGW 140 (WCMP) & ENGW 280 (Writing Reinforcement, Holt).

1 rFLA course each academic year.

In addition, some of the courses in the Professional Writing minor (this position's eighth course) are electives in the Business major.

How will the addition of this position advance the Mission of the College? This position will make an immediate impact on the quality of the WCMP (ENGW 140) and R (ENGW 280) courses being taught in CLA and Holt. Full-time faculty have greater availability throughout the week than part-time positions, a critical factor in teaching writing, which relies on one-on-one conferences. In addition, full-time writing faculty who also teach in rFLA can better articulate the relationship between ENGW 140 and other courses in the CLA curriculum, improving a student's ability to describe their experience as a cohesive whole, empowering them to translate their liberal arts education into a meaningful life and productive career.

How might this position benefit other departments? Almost every department on campus relies on the WCMP or R courses to develop and reinforce our students' understanding of academic writing. Our lecturers are frequent participants in interdisciplinary conversations about pedagogy, including workshops on improving the transfer of skills learned in ENGW 140 to classes in other disciplines. Such activities improve the level of instruction being provided and the quality of students' writing as they prepare for their majors.

Make a case for why your department needs this position now. - One of the most critical service roles delivered by the English Department is teaching ENGW 140, the Writing Competency (WCMP), and ENGW 280, Writing in the Liberal Arts, which provides Writing Reinforcement in the Holt curriculum. Tenured and tenure-track professors in the department teach ENGW 140 on a bi-annual rotation, but the majority of these sections are taught by our lecturers, who are each responsible for six sections of ENGW 140 or ENGW 280 as part of their annual 4-4 load.

From 2011-2019, the department had 4-5 lecturers teaching 24-30 sections of ENG 140 and ENG 300 (now ENGW 280) annually. However, after the departures of Lori Coffee (2017) and Ryan Winet (2019), we are now down to three lecturers teaching 18 sections of ENG 140 and ENGW 280 every year.

Without an additional lecturer, a significant number of these two courses' critical pieces of the curriculum in CLA and Holt will be taught by adjuncts for the foreseeable future:

ENGW 140: Of the 29 sections of ENGW 140 (27 CLA, 2 Holt) scheduled for AY 2020-2021, 18 will be taught by our current lecturers, 2 will be taught by tenure and tenure-track faculty (Emily Russell and Victoria Brown), and 1 will be taught by staff (Layne Gordon, the Writing Center Coordinator). The remaining 8 sections (27.6%) of the WCMP are currently scheduled to be taught by adjuncts in AY 2020-2021.

The number of ENGW 140 sections being offered cannot be reduced. Currently, our Fall sections are at 99.6% capacity (271 students in 17 sections), with demand for more classes in both CLA and Holt. Class sizes cannot be increased without violating best practices for writing pedagogy.

ENGW 280: All 10 sections (100%) for AY 2020-2021 are currently scheduled to be taught by adjuncts.

To meet an anticipated rise in demand (the requirement for Holt students to take ENGW 280 as one of their first four courses in Holt), six sections of ENGW 280 were scheduled in Fall 2019. These sections did not fill to capacity (71 students in 6 sections, 69.6% capacity). Dropping to five sections in Spring

2020 including one section designated solely for the new Pathways to Teaching program in the Education Department should bring the average capacity back to its traditional level around 90% (see below).

A proposal before the Writing Committee will allow members of the department to fulfill their service obligation by teaching either ENGW 140 or ENGW 280, which will reduce the percentage of adjuncts teaching ENGW 280 but increase the pressure on ENGW 140.

Anticipated Fall 2020 and Spring 2021:

ENGW 140: 29 sections, including 8 taught by adjuncts (7 CLA, 1 Holt)

ENGW 280: 10 sections, all taught by adjuncts

Fall 2019:

ENGW 140: 271 students in 17 sections (99.6% capacity)

ENGW 280: 71 students in 6 sections (69.6% capacity)

Spring 2019:

ENG 140: 211 students in 14 sections (94.2% capacity)

ENG 300: 63 students in 4 sections (92.6% capacity)

Fall 2018:

ENG 140: 207 students in 13 sections (99.5% capacity)

ENG 300: 59 students in 4 sections (86.8% capacity)

Spring 2018:

ENG 140: 177 students in 12 sections (96.7% capacity)

ENG 300: 62 students in 4 sections (91.2% capacity)

Fall 2017:

ENG 140: 249 students in 16 sections (97.3% capacity)

ENG 300: 63 students in 4 sections (92.6% capacity)

Although our adjuncts provide quality instruction, our lecturers are hired through national searches that emphasize teaching excellence. These instructors are recognized throughout the college for their contributions to our curriculum and course offerings, and they participate in regular meetings about pedagogy, including an ongoing Strategic Working Group through the Endeavor Center. Tenure and tenure-track faculty often seek their advice and consult their materials when designing their own ENGW 140 courses. Adding another talented member to their ranks will strengthen the teaching mission of the college.

Whereas adjuncts come to campus one or two times per week, the department's lecturers are expected to be on campus four days a week, making themselves available to students as needed. This increased availability and one-on-one instruction are critical to the development of writing skills; it is

this personal approach that leads to Rollins's outstanding rankings and increases retention, especially of the first-year students found in the ENGW 140 sections.

Our lecturers are also active participants in college discussions about teaching. For example, last spring, they joined faculty in other disciplines in a conversation about the WCMP and strategies to encourage the transfer of these skills into other courses, improving the level of writing across the college. Such ongoing initiatives will falter if a quarter of our ENGW 140 sections, representing the WCMP experience for 1 in 4 first-year students, are being taught by adjuncts who do not participate in these regular colloquies.

In their seventh and eighth courses, lecturers contribute to the department and college in many student-centered ways. This teaching often includes rFLA courses, and it benefits students when their WCMP instructor can speak with authority about the relationship between ENGW 140 and their other courses in the liberal arts curriculum. We are also interested in hiring an individual who can contribute one course a year to the Professional Writing minor, which appeals to Business and Communication majors but is currently understaffed.

In the Holt school, lecturers prompt students to explore courses they might not have considered. An adjunct teaching ENGW 280 cannot encourage students to take another class with them, for it is their only teaching responsibility. In 2014 and 2015, the two lecturers who once taught ENG 300 on a regular basis were honored by the Holt students with the Walter E. Barden Excellence in Teaching Award, and these popular courses often led participants into further offerings from the department.

Describe how you envision this position helping the department to meet the needs of the next generation of college students. - As described above, the position will improve the personalized, student-centered instruction that provides the best education to the next generation of college students.

In what ways will this position enhance the diversity & inclusion initiatives of the department?

Students from less privileged backgrounds are often in need of the most encouragement and attention. When a lecturer is available on campus, well-versed in the support systems at the college, and constantly honing their pedagogy, the students in their classes will thrive. In particular, at-risk students in both Holt and CLA will benefit from the teaching and level of attention that a full-time faculty member can provide.

With this hire, we can also seek to diversify our team of lecturers, adding a teacher of excellence who can attract the diverse population of students that they will encounter in both Holt and CLA courses.

Please provide any additional comments using the space below. -