

Department of
English and American Literatures

Governance Booklet

Departmental Decision-Making Procedures

The Academic Coordinator will take minutes at all department meetings. The Coordinator and Chair will go over the minutes after the meeting and then circulate them. At that point the minutes will be the Chair's responsibility, so faculty members should contact the Chair quickly (within a week) if their recollection differs from what is stated in the minutes. If there is no disagreement about the minutes they will become part of the departmental record. If agreements on policy changes are included in the minutes those policies will automatically go into effect.

In order to ensure that the whole department is properly involved in the making of decisions, it is essential that clear and transparent procedures are in place. The goal is to mark our decisions clearly *as* decisions, so that there will be no confusion about how and when we reached a decision. Our procedures will reflect the fact that consensus is our ideal (to be achieved through negotiation and a willingness to compromise). "Consensus" refers to a general sense of agreement that may not be perfect unanimity but is a *working* consensus—a willingness on the part of everyone to go forward with the proposal even if there may still be a few differing opinions. We will follow this process to move forward on proposals:

1. We attempt to achieve consensus through thorough discussion. If there is consensus at the meeting there will in general be no need for a vote. If the decision is significant, we will take the time to collect absentee votes using the procedure below. There must be a quorum of 12 for consensus.
2. If there isn't consensus at the meeting but there is a feeling that discussion has been full and thorough, we will take a vote.
3. If the vote is 2/3 in favour (or higher), the motion will pass, [where voting members are regular teaching faculty with contracts of at least one year in ENAM.] Faculty should make a good faith effort to attend the meeting in order that there truly can be an effort to achieve consensus. If a faculty member cannot attend, s/he will be able to send an email vote within 24 hours of the meeting. A 2/3 majority of the total number of votes collected by this time will carry the proposal.
4. For particularly sensitive decisions, such as hiring decisions, a silent vote will follow discussion.

Amendments to Proposals: Procedure

We have adopted Robert's Rules to deal with amendments to proposals. The procedure is as follows. We discuss the amendment and its effects on the initial proposal. We then vote on the amendment, either electronically or during the meeting in person, depending on the sensitivity of the issue. Under Robert's Rules, the amendment needs to receive a straight majority of votes (not 2/3) to pass. If it passes, the amendment will be adopted and the amended proposal will be ready for a vote--unless we require at that point more discussion. At this point we return to our usual voting structure of 2/3 majority to pass.

Hiring Practices

FINAL VERSION

Approved unanimously, 4.15.14

Rationale

The following guidelines are designed to introduce transparency and accountability into departmental procedures for hiring. The goal is to establish guidelines that are predictable, equitable, and transparent in terms of their underlying logic. The goal, therefore, is not just to manage hiring in a way that is in fact fair, but in a way that is also *seen and experienced* as fair by all concerned. We are not concerned here with tenure-track hiring, which we assume would involve a hiring committee and then the participation of the whole department in discussion of the candidates. We are concerned here with hiring at a smaller level for singleton classes, J-term, etc.

The kinds of hiring we need to consider are divided into three groups: J-term; adjunct hiring from outside the department; distribution of "extra" classes or sections within the department.

J-Term

We have agreed as a department to a three person ad hoc hiring committee to review and rank the proposals by visiting faculty for J-term courses. The committee will review the materials and then convey the ranking to the rest of the faculty for their information. The group may request syllabi from applicants in addition to the application materials on file. Meanwhile, the dossiers would be available for everyone in the department to consult and comment on, so that anyone who wished to be part of the process could jump in at any time. We will then send our ranking to the Dean of Curriculum, and leave the final determination to the College Curriculum Committee.

"Extra" Classes/Singletons

This policy regards any "extra" classes that the department needs. If such a class comes up (an extra 170 or 103, say), the chair will first consider the availability of current special appointment faculty on ongoing appointments within the department. If no one among this group is available, the chair will then consult colleagues and the Dean of Faculty to consider other possibilities from outside the department (see below). In the unlikely event that there happened to be more than one person within the department available and wishing to take on the extra course, the chair will take steps to make sure that the distribution of such classes is fair and equitable. In such cases the chair will consult the following criteria: suitability of the faculty member's training and/or research for teaching the class that was needed; the length and depth of the faculty member's work in, and service to, the department. In certain cases it may be fairest to consider a system of rotation, in which case the chair will consult with the faculty members concerned to work out an equitable solution. The solution for that particular year would be recorded in an agreed upon manner to avoid confusion and conflicting memories. Having considered all these circumstances the chair will make a recommendation concerning which faculty member will pick up the "extra" class, write

up a rationale, and communicate with senior faculty, who would then have the option of querying and/or clarifying the recommendation.

Outside Hiring

If there is a need to consider hiring someone on special appointment from outside the department, we will use the ad hoc hiring committee (established for J-term and other related matters) to review the applicants and make recommendations to the department. At that point the chair will bring the relevant materials to a department meeting for an inclusive discussion of which applicant best fits the needs of the department. This procedure will still be in place even if there is only one candidate for the position.

Contract Renewals

When Special Appointment contracts are up for renewal, the chair will inform senior faculty of her/his plan for the renewal. At a minimum, the chair will inform senior faculty by email of the plan to request renewals for current contracts. If there are to be any requests for changes to these contracts, the chair will inform the senior faculty of those changes, and if necessary call a meeting to discuss them. The goal here, as above, is to ensure that fairness (according to our established guidelines) prevails.

Departmental Hiring Procedures for Tenure Track and 3-year Term Positions

- I. Upon receiving approval from the VPAA to conduct a search for the position, the Department Chair will appoint a search committee:
 - A. The committee will consist of 3-5 members, in addition to the “outside” member appointed by the VPAA.
 - B. In searches for CRWR positions, at least one member will be from the literature faculty.
 - C. In searches for ENAM positions, at least one member will be from the CRWR faculty.
- II. The search committee will have access to, and will review, all application materials for each candidate on Interfolio, and narrow the pool to 20-40 qualified candidates.
- III. The search committee will then select 8-12 candidates to interview via Skype or other technology.
 - A. Any department colleague willing to read the 20-40 dossiers may submit comments to the search committee about particular candidates during this process.
- IV. The search committee will conduct the Skype interviews, with other colleagues invited to be silent observers. It is against College policy to record interviews.
- V. After the interviews have been completed, the search committee will hold an open meeting for ENAM/CRWR faculty to select and rank the top 4-6 candidates, whose dossiers will be forwarded to the VPAA.
 - A. In fairness to all the candidates, only those colleagues who have read the 8-12 dossiers of the finalists and viewed their Skype interviews will be allowed to participate in the ranking.
 - B. These colleagues will rank the final group of 4-6 to produce the top 2 candidates, our recommendation to the VPAA on who will get on-campus interviews.
 - C. All ENAM and CRWR colleagues, as well as members of the department’s Student Advisory Committee, will interview those candidates who are selected for on-campus interviews.
- VI. After the on-campus interviews are completed, the full department will meet to decide which candidate will receive the job offer. Each member of the department will have an equal vote, and 2/3 of the faculty must vote for any successful candidate.

Senior Work

Senior work will consist of a one semester, 30-35 page thesis for all students.

Joint ENAM-THEA senior work may extend for two semesters. However, we recommend that students complete it in one semester, enrolling in ENAM and THEA senior work simultaneously.

Every senior completes an oral exam. The oral exam at the end of the term of completion of the thesis should be administered by two professors: the advisor plus one other member of the faculty who would also serve as second reader for the thesis.

The thesis deadline is inflexible. There is no grace period unless one is advised by the Dean.

The final grade for the thesis should factor in the student's performance on the oral exam as well as (in the case of students pursuing critical theses) his or her performance in the required workshop.

Grading Senior Work

The advisor and reader(s) will each assign a numeric grade to the thesis into which will be factored the student's performance in the thesis defense and, for critical theses, in the workshop. The final thesis grade will be the average of the advisor's grade and each reader's grade.

Process: The advisor and reader(s) each send their numeric grade to the ENAM coordinator, who will calculate the average and send the advisor the final grade. The advisor will enter this grade into Banner. It is the responsibility of the advisor to make sure all grades, including those from the readers, are emailed to the coordinator. The coordinator will not chase after advisors or readers for grades.

This grading scale will be used to convert the numerical average to the final letter grade:

Letter Grade	Numeric Grade
A	93 – 95.99*
A-	90 - 92.99
B+	87 - 89.99
B	83 - 86.99
B-	80 - 82.99
C+	77 - 79.99
C	73 - 76.99
C-	70 - 72.99
D	60 - 69.99
F	0 - 59.99

*95.99 is the highest grade possible, not 100.

Honors Policy

Departmental honors will be awarded to those students who achieve a departmental GPA of 3.85 and above. In determining the numerical average of course grades, all courses designated ENAM will be counted, as will all other courses that fulfill requirements for the major. Joint majors are eligible to receive honors. In determining joint honors, all courses that fulfill requirements for both majors will be counted.

Student Advisory Council

Broadly speaking, the group will bring student concerns to the department, and advise the ENAM faculty on the student perspective regarding any and all aspects of the major.

The council is comprised of three seats, one for each class (sophomore, junior, and senior), which are open to any ENAM major. Student volunteers are chosen based on two criteria, in order of priority:

1. The council must include one member of each class.
2. Volunteers are selected on a first-come, first-serve basis.

A call for new members will occur each year in January, and the new term will begin in February. This schedule gives sophomores in particular a chance to orient themselves in the major before joining.

Use of ENAM Funds

The department agreed to sponsor one major ENAM critical speaker each year with enrichment funds. This is partly a community building venture, and so the lecture will be accompanied with a dinner to which faculty and students will be invited.

Role of the Departmental Curriculum Committee

The Curriculum Committee was initially convened in response to our external review, as a vehicle for generating proposals for revising our curriculum. But this committee also serves the broader agenda of creating greater transparency in our departmental functioning, and it seems wise to formalize and agree on its role going forward. Thus far the committee has had a couple of functions outside of its main task of formulating curricular proposals for discussion:

1. Consult with and advise the chair about the teaching plan. This involves one meeting with the chair once a draft of the teaching plan is in place, and allows colleagues to participate in the task of determining fair distribution of classes among faculty. It is also an occasion for colleagues to help the chair make sure that the teaching plan adequately covers curricular needs, avoids unfortunate doubling up of very similar classes, etc.
2. Advise the chair on new courses from outside the department that will be cross-listed with ENAM. The chair will circulate descriptions of these classes to make sure colleagues on the committee think the cross-listing designation is legitimate.
3. Once the new curriculum is in place, however, the curriculum committee will also have the task of determining which classes should receive the new "Diversity" departmental designation.

Formation of the committee. In its original (current) form the committee was made up entirely of volunteers, but there was also some effort to make sure that it represented different constituencies and areas of specialization within the department. This seems ideal, but will of course depend on availability of personnel. There should be a staggered, rotating membership of the committee-so that there is some consistency as well as new perspectives from year to year.

Decisions made in consultation with the Curriculum Committee

- Classes that are not cross-listed with ENAM, even if they contain lots of literature in English, do not count for electives.
- Procedure for dealing with distribution requirements on courses cross-listed with ENAM:

Our expectation as a department is that students will fulfill major distribution requirements with ENAM courses. When a course taught by a faculty member in another department is cross-listed with ENAM, this course will usually fulfill an **elective** requirement only. Students planning their course of study should be advised accordingly. If a student petitions to be able to use a cross-listed course to fulfill a distribution requirement, or if the chair believes a particular cross-listed course should constitute an exception to the usual policy, the chair will consult with the ENAM curriculum committee before changing the status of the course. Transfer credits from courses taken abroad may still be used, where appropriate, to fulfill distribution requirements.

- If there are still ENAM minors out there who did not know about the change to our curriculum and are following the OLD requirements, they should be granted the minor, because there is no deadline for declaring a minor and they might not meet with an ENAM adviser.
- ENAM 107 does not count for pre 1800 credit (unless Jim Berg revises the syllabus and/or decides that it should count)

- ENAM 103 Titles, Descriptions, and Learning Goals:
103 shall continue to be a gateway requirement for the English major. In future, however, each section of 103 will bear an individual title and description chosen by the instructor. (Sections will only be differentiated by letter, as in 0103A, 0103B, etc. This has been cleared with the Registrar's Office.) In spite of this new diversity, it is understood that all sections of 103 shall pursue the following learning goals:

Students in any 103 should be expected to:

1. Develop the ability to write and speak about literature persuasively.
2. Become familiar with the genres of poetry, drama, and narrative fiction, and develop the tools of close reading and literary analysis specific to those genres.
3. Master a basic critical vocabulary and use it correctly and consistently.
4. Acquire a sensitivity to the historical and cultural differences that underlie various works of literature. (This does not imply any attempt at historical coverage).
5. Encounter a selected number of broad theoretical issues and understand the differences between such issues and questions of specific interpretation.
6. Complete paper assignments of a number and character that conform to Middlebury's "College Writing" requirements.

New Requirements for ENAM Major, Joint, and Minor

All students declaring an ENAM major, joint major, or minor beginning Fall2015 will adopt the following requirements. Students who declared their mcUor prior to Fall2015 may choose whether to adopt these requirements or to complete their study following the old requirements (see below).

Requirements for the Major: Students majoring in English and American Literatures will take a total of 12 classes in the ENAM department (transfer credits from other institutions must be approved). Of these, three are required classes: 1) ENAM 0103 or CMLT 0101; 2) ENAM 0205; 3) ENAM 0700 or CRWR 0701*(Senior Thesis). Students will then choose nine electives from the available course offerings, making sure that these courses satisfy the following distribution requirements. A single course may fulfill more than one distribution requirement.

- at least **three** will be devoted to literature (English, British, and/or American) before 1800, and only one of the three used to meet this requirement may be a Shakespeare course. These courses will bear the "*(Pre-1800)*" designation.
- At least **one** will be a junior seminar. All 04XX courses in ENAM are junior seminars.
- at least **one** will be devoted to American Literature before 1900. These courses will bear the "*(Pre-1900 AL)*" designation.
- at least **one** will expose students to cultural diversity in Literatures in English. Such courses are centrally concerned with material and approaches attending to differences in race, ethnicity, class, gender, and/or sexuality. These courses will bear the departmental "*(Diversity)*" designation.

These requirements are intended to offer students broad and historically grounded training in the discipline as well as a range of different pathways through the major. Students should confer closely with their advisers concerning their choices of electives. With the exception of CRWR 0701, which fulfills the senior work requirement for the ENAM major, creative writing classes do not fulfill ENAM major requirements. LITS 0705, Senior Colloquium in Literary Studies, may be used to fulfill the Junior Seminar requirement in ENAM. Students should plan to complete a Junior Seminar prior to beginning a critical senior thesis project.

*Students wishing to complete a CRWR 0701 senior thesis will first need to complete one introductory (0100-level) CRWR workshop and two advanced (0300-level) workshops prior to beginning the thesis.

Requirements for the Joint Major: A joint major in English and American Literatures requires a minimum of eight ENAM courses, including three required courses: **1)** ENAM 0103 or CMLT 0101; **2)** ENAM 0205; **3)** *ENAM 0700 or CRWR 0701, a joint thesis project that integrates both parts of the mcUor. In addition, students will choose at least five electives from the available offerings, making sure that these courses satisfy the following distribution requirements. A single course may fulfill more than one distribution requirement:

- At least **one** course will be devoted to literature (English, British, and/or American) before 1800. These courses will bear the "*(Pre-1800)*" designation.
- At least **one** will be a junior seminar. All ENAM 04XX classes are junior seminars.
- At least **one** will be devoted to American Literature before 1900. These courses will bear the "*(Pre-1900 AL)*" designation.
- At least **one** will expose students to cultural diversity in Literatures in English. Such courses are centrally concerned with material and approaches attending to differences in race, ethnicity, class, gender, and/or sexuality. These courses will bear the departmental "*(Diversity)*" designation.

*Students wishing to undertake a joint major in ENAM and Theatre should be advised that senior work will normally consist of two full-credit classes, ENAM 0708 and THEA 0708. We strongly recommend that these classes be taken in the same semester, with the understanding that a central goal of the joint major is the thorough integration of both aspects of the joint major. A single-credit, single-semester joint project remains an option for those who wish to pursue a joint thesis that does not include a practical component such as acting or directing.

Requirements for the Minor: Students minoring in English and American Literatures will take a minimum of six courses, including ENAM 0103 or CMLT 0101 and five electives, chosen carefully to satisfy the following distribution requirements. A single course may fulfill more than one distribution requirement:

- At least **one** course will be devoted to literature (English, British, and/or American) before 1800. These courses will bear the "*(Pre-1800)*" designation.
- At least **one** will be a junior seminar. All ENAM 04XX classes are junior seminars.
- At least **one** will be devoted to American Literature before 1900. These classes will bear the "*(Pre-1900 AL)*" designation.
- At least **one** will expose students to cultural diversity in Literatures in English. Such courses are centrally concerned with material and approaches attending to differences in race, ethnicity, class, gender, and/or sexuality. These courses will bear the departmental "*(Diversif)*" designation.

Name:

Grad Year (Term):

ID:

ENAM Major Requirements Worksheet-NEW

[Students who declared an ENAM major prior to Fall2015 may elect to fulfill the old requirements.]

Majors are required to take twelve ENAM courses, consisting of the following requirements:

- ENAM 103 or CMLT 101
- ENAM 205
- Three "pre-1800" designations. Only one of the three may be a Shakespeare course.
- One "pre-1900 AL" designation
- One "Diversity" designation
- Junior Seminar: ENAM 4XX or LITS 705
- Senior thesis: ENAM 700 or CRWR 701*

*Additional requirements for CRWR 701

- 100-level CRWR course
- Two 300-level CRWR courses with a grade of at least B+
- These courses must be completed prior to beginning thesis
- These courses cannot be counted toward the twelve ENAM courses required for the major

Requirement	Course Number/Title	Designation(s)	Semester of Completion
ENAM 103 or CMLT 101			
ENAM205			
Pre-1800 Shakespeare? circle: Y N			
Pre-1800 Shakespeare? circle: Y N			
Pre-1800 Shakespeare? Circle: Y N			
ENAM 4XX or LITS 705			
ENAM 700 or CRWR 701			
ENAM elective			

Additional requirements for CRWR 701:

Requirement	Grade	Course Number/Title	Semester of Completion
CRWR 100-level	N/A		
CRWR 300-level			
CRWR 300-level			

Name:

Grad Year (Term):

ID:

ENAM Major Requirements Worksheet- OLD

[Only available to students who declared an ENAM major prior to Fall2015.]

Majors are required to take twelve ENAM courses, consisting of the following requirements:

- ENAM 103 or CMLT 101
- ENAM 201 or 204
- ENAM205
- Two courses on literature before 1700 (Period I)
- Two courses on literature 1700-1910 (Period II), at least one concerning American Literature (AL)
- Three ENAM electives
- Junior Seminar: ENAM 4XX or LITS 705
- Senior thesis: ENAM 700 or CRWR 701*

*Additional requirements for CRWR 701

- 100-level CRWR course
- Two 300-level CRWR courses with a grade of at least B+
- These courses must be completed prior to beginning thesis
- These courses cannot be counted toward the twelve ENAM courses required for the major

Requirement	Course Number/Title	Semester of Completion
ENAM 103 or CMLT 101		
ENAM 201 or 204		
ENAM205		
Period I		
Period I		
Period II AL? circle: Y N		
Period II AL? circle: Y N		
ENAM 4XX or LITS 705		
ENAM 700 or CRWR 701		
ENAM elective		
ENAM elective		
ENAM elective		

Additional requirements for CRWR 701:

Requirement	Grade	Course Number/Title	Semester of Completion
CRWR 100-level	<i>N/A</i>		
CRWR 300-level			
CRWR 300-level			

Name:
ID:

Grad Year (Term):

ENAM Joint Major Requirements Worksheet-NEW

[Students who declared an ENAM joint major prior to Fall2015 may elect to fulfill the old requirements.]

Joint majors are required to take eight ENAM courses, consisting of the following requirements:

- ENAM 103 or CMLT 101
- ENAM205
- One ENAM course with "pre-1800" designation
- One ENAM course with "pre-1900 AL" designation
- One ENAM course with "Diversity" designation
- Junior Seminar: ENAM 4XX or LITS 705
- Senior thesis project bringing together aspects of the two majors. Students may register for ENAM 700 or CRWR 701*, or senior work in the other department of their major.

*Additional requirements for CRWR 701:

- 100-level CRWR course
- Two 300-level CRWR courses with a grade of at least B+
- These courses must be completed prior to beginning thesis
- These courses cannot be counted toward the eight ENAM courses for the joint major

Requirement	Course Number/Title	Designation(s)	Semester of Completion
ENAM 103 or CMLT 101			
ENAM205			
ENAM 4XX or LITS 705			
ENAM elective			
Senior thesis project			

Additional requirements for CRWR 701:

Requirement	Grade	Course Number/Title	Semester of Completion
CRWR 100-level	N/A		
CRWR 300-level			
CRWR 300-level			

Name:
ID:

Grad Year (Term):

ENAM Joint Major Requirements Worksbee1- OLD

[Only available to students who declared an ENAM joint major prior to Fall 2015.]

Joint majors are required to take seven ENAM courses, consisting of the following requirements:

- ENAM 103 or CMLT 101
- ENAM 201 or 204
- One course on literature before 1700 (Period I)*
- One courses on literature 1700-1910 (Period II)*
- One ENAM elective*
- Junior Seminar: ENAM 4XX or LITS 705*
- Senior thesis project bringing together aspects of the two majors. Students may register for ENAM 700 or CRWR 701 **,or senior work in the other department oftheir major.

*One of these four courses must concern American Literature (AL)

**Additional requirements for CRWR 701

- 100-level CRWR course
- Two 300-level CRWR courses with a grade of at least B+
- These courses must be completed prior to beginning thesis
- These courses cannot be counted toward the twelve ENAM courses required for the major

Requirement	Course Numberffitle	Semester of Completion
ENAM 103 or CMLT 101		
ENAM201 or204		
Period I AL? circle: Y N		
Period II AL? circle: Y N		
ENAM elective AL? circle: Y N		
ENAM 4XX or LITS 705 AL? circle: Y N		
Senior thesis project		

Additional requirements for CRWR 701:

Requirement	Grade	Course Numberffitle	Semester of Completion
CRWR 100-level	N/A		
CRWR 300-level			
CRWR 300-level			

Name:

Grad Year (Term):

ID:

ENAM Minor Requirements Worksheet- NEW

[Students who declared an ENAM minor prior to Fall2015 may elect to fulfill the old requirements.]

Minors are required to take six ENAM courses, consisting of the following requirements:

- ENAM 103 or CMLT 101
- One "pre-1800" designation
- One "pre-1900 AL" designation
- One "Diversity" designation
- Junior Seminar: ENAM 4:XX or LITS 705

Requirement	Course Numberffitle	Diversity designation?	Semester of Completion
ENAM 103 or CMLT 101			
Pre-1800			
Pre-1900 AL			
ENAM 4XX or LITS 705			
ENAM elective			
ENAM elective			

Name:
ID:

Grad Year (Term):

ENAM Minor Requirements Worksheet- OLD

[Only available to students who declared an ENAM minor prior to Fall2015.]

Minors are required to take six ENAM courses, consisting of the following requirements:

- ENAM 103 or CMLT 101
- ENAM 201 or 204
- One course on literature before 1700 (Period I)
- One course concerning American Literature (AL)

Requirement	Course Numberffile	Semester of Completion
ENAM 103 or CMLT 101		
ENAM201 or204		
Period I		
AL		
ENAM elective		
ENAM elective		

Appendix

Proposal for Revision of Major Requirements.

Current Major Requirements-12 Courses total, 3 electives

- 1) 103 (Reading Literature-CW)
- 2) 201 (British Literature I) or 204 (Foundations)
- 3) 205 (Literary Theory)
- 4) 2 Courses in period 1 (pre-1700)
- 5) 2 Courses in period 2 (1700-1910)
- 6) Junior Seminar
- 7) 3 electives
- 8) Senior Thesis

Proposed Revision of Requirements-12 Courses total, 9 electives

The following changes are intended to: (1) free students to take more electives, and free faculty to be more inventive in their offerings; (2) ensure that students have the analytical skills and theoretical knowledge expected in our discipline; (3) maintain a commitment to training students in literary history and promoting their awareness of the breadth, diversity, and cultural legacies of early British and American Literatures; (4) expose students to culturally diverse literatures, to non-British literatures, and to diverse ways of thinking about literature; (5) simplify our requirements and render them more attractive to potential majors.

A) Course Requirements (12 courses total)

- 1) 103 (English Dept. CW Course).¹
- 2) 205 (Literary Theory)
- 3) 9 Electives-to be chosen carefully in consultation with advisor, so as to meet distribution and period requirements below.
- 4) Senior Thesis

B) Distribution Requirements (4):

Of ALL electives and required courses, excluding the senior thesis,

- at least THREE must be devoted to literature (English, British, and/or American) before 1800/ and only ONE of the THREE used to meet this requirement may be a Shakespeare³ course.
- *At least ONE must be a junior seminar;*
- at least ONE must be devoted to American Literature before 1900;⁴ and
- at least ONE must accord with the Department's commitment to exposing students to cultural diversity-as indicated by the tag "DIV."⁵

¹ This course would no longer be titled "Reading Literature," but be listed in the catalogue and course schedule as a series of separately titled sections devoted to different *themes*, fulfilling the general learning goals and the catalogue description of "103." Along with 205, 103 would be considered a methods course, stressing the acquisition of literary critical skills.

² In recognition of The Foundations of English Literature as a Middlebury College tradition, and a shared experience for many Middlebury English majors, the English Department commits to offering at least one section of ENAM 204 every semester for the foreseeable future. Hence, ENAM 204 would continue as an elective, as would ENAM 201. Primary texts in ENAM 204 would be limited to works by three or four authors, two of whom would be Chaucer and Milton, thus offering an introduction to the close reading of "foundational" pre-1800 texts. ENAM 201 would emphasize coverage, as now, with the help of a theme-e.g. "The Court and the Wild," "The Poetics of Hospitality" etc. If there were any question about whether a course should be numbered 201 or 204, the curriculum committee could make the decision. ALSO NOTE: American Literature to 1830 would count, under this set of requirements, as a pre-1800 course.

³ If we wanted to avoid mentioning Shakespeare here, this could also read, "3 courses on pre-1800 literature, no two of which can be a single-author course devoted to the same author"-with essentially the same effect

⁴ This requirement could be met with the pre-1830 American Literature course, which could serve to satisfy one of the pre-1800 courses as well.

⁵ DIV would be assigned to courses that reflect the racial, ethnic, class, gender/sexuality, and geographic diversity of literatures in English. A standing, rotating Curriculum Committee, in consultation with the Chair, would make the final determination on DIV tags. Some examples of current courses that might warrant the "DIV" tag: In Other Worlds: South Asian, African, and Caribbean Literature (Siddiqi); Literature of Social Protest (Losano); Families in American Ethnic Literature (Nash); Slumdogs and Millionaires: Fictions of Globalization (Graves); Othellos (Berg); Gender, Power and Politics on the Renaissance Stage (Wells); Chinese Poetry in the Far West (Billings).