Department of English Literature

MISSION, OBJECTIVES AND OUTCOMES

Mission Statement

The English department of Gomal University, D.I.Khan mainly focuses on Language & literature which paves its way to produce graduates. The English department, in particular, whishes to promote its education standards, to create research oriented activities. Not only this, it is also provide opportunities to improve their communication skills in order to meet the requirements of the day.

Literature is an amalgamation of many cultures, idiosyncrasy and tradition, depicting the harsh realities of life which make students able to come up with the true spirit of "humanity". Beside this, equal emphasis is given to Language, so that, we produce such graduates who can prove their mettle in Linguistic competence.

VISION

The department carries out a clear, vivid and crystal vision, to provide an environment which is conducive to learning and to broaden the mental horizon of the students.

M.A English Program

(Program Mission, Objectives and Outcomes)

> **Standard 1-1: The program must have documented measurable objectives that support faculty / college and institution mission statements**

Mission Statement for M.A English

To make clear the basic concept of the students through effective teaching and language lab. The department offers two major areas to its graduates i.e. Language & Literature. To improve the standard three new subjects regarding language is introduced after much need analysis for the purpose to let them know the basic concepts about language components and to achieve the desired goals. It will improve the speaking as well as written skills of the students.
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Program objectives

1. To include the hidden capabilities for seeking a challenging position to stand in a good stead where acquired skill and Knowledge will be utilized towards continuous growth and mental exposure.
2. To enable students speaking fluently and can write well.
3. To create awareness in the students for analyzing the text.
4. To provide them with knowledge relevant to growth opportunities in the subject area professionally and academically.
5. To let them know the impact of subject on society and moral values.
6. To provide opportunities for the students to express their views in the form of debate, literary activities.
7. To come up with the true spirit of teamwork.
8. To improve the communication skills and to develop their literary taste.
9. To make them able for a mature outlook on life.
10. To let them know about multi culture through the wings of English Literature.

Objective	How measured	When measured	Improvement identified	Improvement made
1,2,3,5,8	Student Course Evaluation Questionnaire	2010	Lack of course organization, Lack of learning resources, Shortage of books.	
4,6,7,9	Survey of Graduating Students	2010	➢ Program objectives achievements need more attention ➢ Infrastructure ➢	

Standards1-2: **The program must have documented outcome for graduating students .It must be demonstrated that the outcome support the program objective and that graduating students are capable of performing these outcomes**.
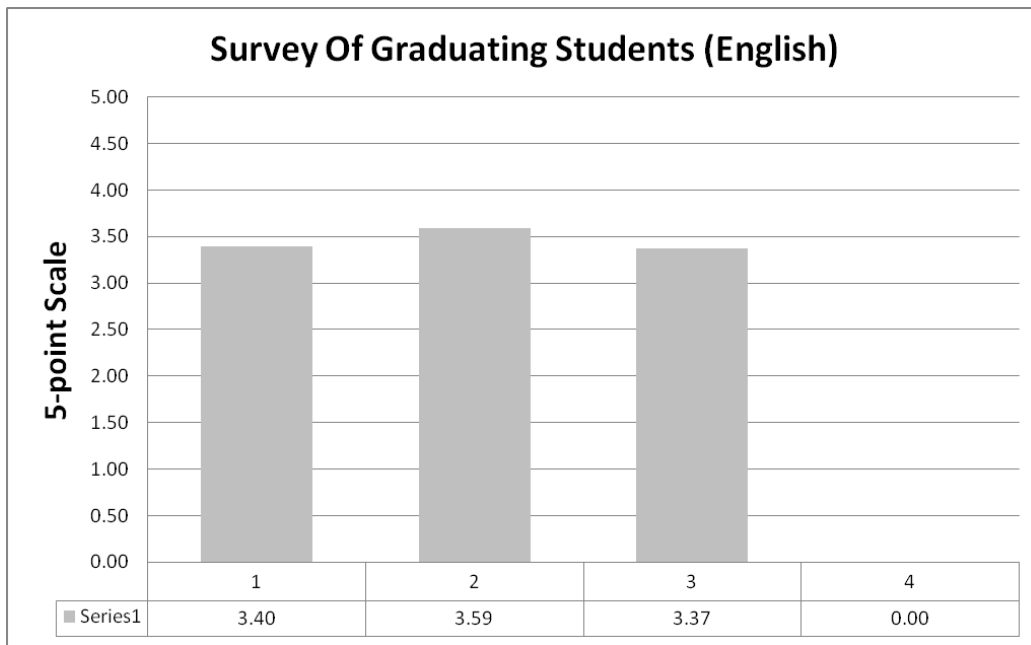
Program Outcomes

The following are the outcome of the program:
1. Student will be able to share their different ideas on several issues and to relate the issues of Literature with the Literature of other Languages.
2. Students will learn to evaluate the true worth of Literature.
3. They will be able to extend Linguistic competence in practical domain.
4. Students will come up to use the teamwork spirit in its true direction.
5. Students shall have the capabilities to settle down the matter through effective way of communication.
6. Students will utilize the impact of the subject on moral grounds.
7. Students will be able to be called "the spark plug of the group".

Program Objectives	Program Outcomes								
	1	2	3	4	5	6	7	8	9
1	√								
2	√								
3			√						
4			√						
5						√			
6					√				
7				√					
8					√				
9							√		
10	√								

Standard 1-3: The results of programs assessment and the extent to which they are used to improve the program must be documented

After the assessment of Graduating students' survey, the strength and weaknesses identified.

Survey Of Graduating Students (English)

	1	2	3	4
Series1	3.40	3.59	3.37	0.00

- **Areas for improvement**
  - ➢ Program objective achievement need more attention
  - ➢ Infrastructure
  - ➢ Oral & Written communication skills

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Describe the actions taken based on the results of periodic assessments

Actions to be taken on the recommendations of AT visits

- **Strengths and weaknesses of the program**

  Strengths:
  - ➢ Program smoothness
  - ➢ Independent thinking and teamwork
  - ➢ Skill Development
  - ➢ Education Environment

  Weaknesses:
  - ➢ Program objectives achievements needs more attention
  - ➢ Lack of Responsibilities in official work.
  - ➢ Internship for completion of program
  - ➢ Oral & Written Communication Skill

- **List future development plan for the program**
  - ➢ New and advanced curriculum
  - ➢ Stress on Research Work

Standard 1-4: The department must asses its overall performance periodically using quantifiable measures.

Present students' enrolment (M.A English)

Years	No of students	No of graduate students
2009	55	40
2008	53	38
2007	55	43

Criterion 2: Curriculum Design & Organization

A. **Title of Degree Program:** M.A English

B. **Definition of credit hour:** One credit hour means a class of one hour per week for one term/ semester. One term means 15 weeks continuous duration program.

C. **Degree Plan:** The table-1 shows the course division of the program.

D. **Curriculum breakdown:** No breakdown available for the courses. Needs improvement

Figure: 1

Following matrix links courses in the program to program outcomes

	Courses	Program Outcomes								
		1	2	3	4	5	6	7		
1st Year Courses										
1st term	Classics in Poetry	√								
	Classics in Fiction	√								
	Classics in Prose				√					
	History of English Literature	√								
2nd term	Romantic Aestheticism (Poetry)	√								
	Modern Novel					√				
	TESOL			√						
	Introduction to Linguistics			√						
2nd Year Courses										
3rd term	Principles of Literary Criticism I (Theory about Criticism)	√								
	Victorian and Modern Poetry						√			
	Classics in Drama I (Tragedy)	√								
	American Literature I (Poetry + Novel)	√								
4th term	Principles of Literary Criticism II Theory about Criticism	√								
	Classics in Drama II (Comedy)	√								
	American Literature II (Drama)	√								
	Major Literary Movements (20th Century)	√								

Table 1: Courses versus program outcomes

Standard 2-2: Theoretical background, problems analysis and solution design must be stressed within the program's core material.

The program is all about literature and linguistic. The courses will be then reviewed in the board of study meeting.

Standard2-3: The curriculum must satisfy the mathematics and basic sciences requirements for the program as specified by the respective accreditation body

As the program is purely literature and linguistic base, that's why no inclusion of mathematics and basic sciences but according to the requirements that mathematics and basic sciences must be the part of curriculum and will be discussed in the board of study meeting.

Standard 2-4: The curriculum must satisfy the major requirements for the program as specified by the respective accreditation body

The curriculum in the program is fully satisfied the major requirements of the program.

Standard 2-5: The curriculum must satisfy humanities, social sciences, arts, ethical, professional and other discipline requirements for the program as specified by the respective accreditation body

The curriculum satisfies the humanities, arts and professional discipline but lack of courses in social sciences and ethical discipline, improvement needs in this area.

M.A English	Mathematics and Basic Sciences		English Topics				Humanities and Social Sciences	
			Core		Elective			
	Required	Present	Required	Present	Required	Present	Required	Present
	2	0	6	6	0	0	2	4

Table.3: Standard 2-3, 2-4, 2-5 requirements

Standard 2-6: Information technology component of the curriculum must be Integrated throughout the program

No information technology component is the part of English literature curriculum. Improvement needs in this area.

Standard 2-7: Oral and written communication skills of the students must be developed and applied in the program

Oral and written communication has been given importance in the program. Students are strictly warned to speak in English during class and take part in debates. Students' skills in oral and written communication are satisfactory but not up-to the mark as being an English literature student. Improvement needs in this area.

Criterion 03: M.A English Labs

Standard- 3-1: (Lab manuals/documentation/instruction for experiments must be available and readily accessible to faculty and students.

No Lab available

Standard 3-2: There must be adequate support personal for instruction and maintaining the computing laboratories

No computer lab is available in the department

Standard 3-3: The university computing infrastructure and facilities must be adequate to support programs objectives.

The computing facility of the university is not up-to the mark and needs improvement. Internet facility is not available most of the time and whenever available then with very low speed.

Criterion 4: Student Support and Advising

Standard 4.1: Courses must be offered with sufficient frequency and number for students to complete the program in a timely manner.

All the courses are first discussed by departmental academic committee. The recommendations are then discussed in the Board of Studies meeting comprising of some senior professors of the university and experts of curriculum from other universities and affiliated colleges. The recommendations of this board are further submitted to Academic committee for approval and onward submission to the syndicate. In this way the course and the curriculum passes and screens through a number of levels.

Standard 4-2: Courses in the major areas of study must be structured to ensure effective interaction between student, faculty and teacher assistants.

No proper procedure to assign the responsibility to structure courses and to maintain the consistency of contents. Improvement needs in this area to fulfill the requirements.

Standard 4-3 Guidance on how to complete the program must be available to all students and access to academic advising must be available to make course decisions and careers choices.

A faculty member is assigned responsibility to discuss and coordinate with student in taking the right decision about their career. Also the said faculty member is responsible for organizing workshops.

Criterion 5: Process Control

> **Standard 5-1:** **The process by which students are admitted to the Program must be based on quantitative and qualitative criteria and clearly documented. The process must be periodically evaluated to ensure that it is meeting its objectives.**

Admission system in M.A English is transparent. No test and interview is taken for admission. Admission in this program based on the following selection criteria.

1. Candidate must have B.A at least 2nd division with English Elective or
   B. Sc at least 2nd division with English (Compulsory) & English Elective.
2. At least 40% in English Elective.
3. Entry test requirement with 40% weight-age.
4. Age limit is 25 years (relax-able up-to 5years).
5. In genuine cases except admission against sports seat for which age is not relax-able
6.   Merit formula:

   $$SSC *1 = X$$
   $$HSSC*2 = Y$$
   $$B.A/B. Sc*3 = Z$$

   $$Merit = X+Y+Z / 6$$

> **Standard 5-2: The process by which students are registered in the program and monitoring of students progress to ensure timely completion of the program must be documented.**

At the start of term applications are invited through leading news papers. After getting the applications students are scrutinized with reference to pre-requisite of the program. Merit list of eligible candidates is made according the formula given in standard 5-1.

To monitor the students' performance we have internal as well as external base evaluation system. In every term at least 2 tests are conducted which carry 20 % marks

along with assignments at the end of the term, external exam is conducted for 80 %. The result is based over the combined assessment of the students.

> **Standard 5-3: The process of recruiting and retaining highly qualified faculty members must be in place and clearly documented. Also processes and procedures for faculty evaluation.**

In order to attract qualified faculty, different domains of computing is defined in the programs and as per the expertise required , demand for the staff along with the expertise details is send to Administration for advertising the positions in leading English and Urdu News papers. As per the application received, the scrutiny committee short list the applicants for the evaluation test as per the criteria advertised. A third party is involved for conducting the test to make the process transparent and successful candidates of the test are further passed through a selection board in which a panel of experts interviews the candidate. After the selection board syndicate gives the approval of these selections, there after appointment is offered to the faculty.

There was no systematic process before to evaluate the faculty members, now after establishment of QEC each faculty member is evaluated by the students via "Teacher Evaluation Questionnaire".

> **Standard 5-4: The process and procedures used to ensure that teaching and delivery of course material to the students emphasize active learning and that course learning outcome is met. The process must be periodically evaluated to ensure that it is meeting the objectives.**

In order to ensure that the teaching is effective a quarterly survey is conducted by the University QEC and the findings are communicated to the concern faculty members. After completion of survey assessment team meeting is called to assess the process and make implementation plan for the said department.

> **Standard 5-5:** **The process that ensures that graduates have completed the requirements of the program must be based on standards, effective and clearly documented procedures. This process must be periodically evaluated to ensure that it is meeting its objectives.**

No proper procedures to assure that the graduates meet the program requirements or not. This area needs concentration to develop this procedure. Plan required for this area.

Criterion 06: Faculty

Standard 6-1: **There must be enough full time faculty who are committed to the program to provide adequate coverage of the program areas / courses, continuity and stability. The interests and qualifications of all faculty members must be sufficient to teach all courses, plan, modify and update courses and curricula. All faculty members must have a level of competence that would normally be obtained through graduate work in the discipline. The majority of the faculty must hold a Ph. D. in the Discipline.**

The following table indicate program areas and number of faculty in each area

Program Area	Courses in the area and average number of sections per year	Number of faculty members in each area	Number of faculty with PhD
Novel	Modern Novel	1	Nil
Poetry	Classics in Poetry, Romantic Aestheticism (Poetry), Victorian and Modern Poetry, American Literature I (Poetry + Novel),	2	Nil
Literature	Classics in Fiction, Classics in Prose, History of English Literature, Principles of Literary Criticism I (Theory about Criticism), Principles of Literary Criticism II (Theory about Criticism), American Literature II (Drama), Major Literary Movements (20th Century)	2	Nil
Linguistic	TESOL, Introduction to Linguistics	1	Nil
Drama	Classics in Drama I (Tragedy), Classics in Drama II (Comedy),	1	Nil
	Total :	**7**	**0**

It is clear from the above table that the information provided in the faculty members resumes that this standard is satisfied.
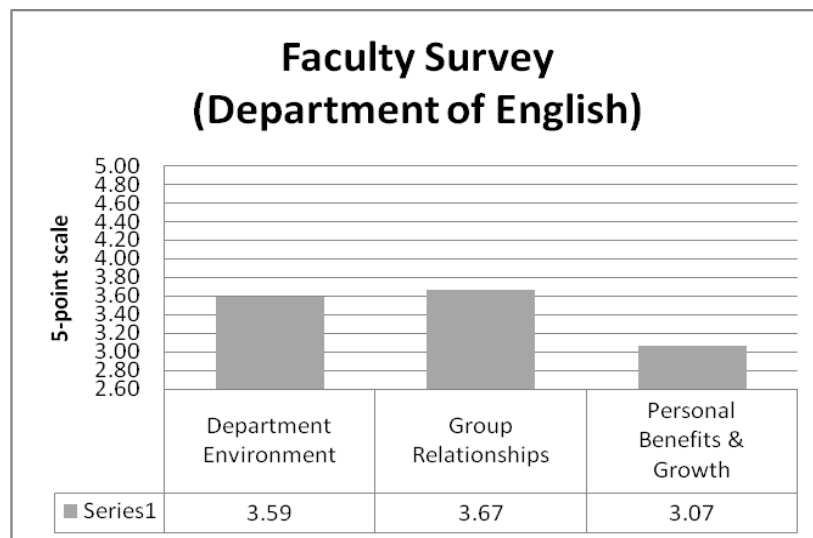
Standard 6-2: **All faculty members must remain current in the discipline and sufficient time must be provided for scholarly activities and professional development. Also, effective programs for faculty development must be in place.**

No research work is done here because most of the faculty members have only 16 years of education and no one of them have M. Phil or Ph.D. currently some of the faculty members are doing M. Phil and Ph.D. improvement needs in this area to develop research and scholarly activities.

Standard 6-3: **Faculty members should be motivated and have job satisfaction to excel in their profession**

There are different programs for faculty benefits and there motivation i.e.

1) Reasonable work load and class size as per the HEC requirement for getting quality in education.
2) Attractive salary packages.
3) Paid vacations.
4) Hard area allowance.

	Department Environment	Group Relationships	Personal Benefits & Growth
Series1	3.59	3.67	3.07

A faculty survey was conducted and the response is as below:

Faculty Comments:

Q.14 What are the best program/factors currently available in your department that enhance your motivation and job satisfaction?

1. Literature portion of our syllabus.
2. We are currently running only one program i.e. M.A in English Literature & Linguistics. As for as this program is concerned I am satisfied with the syllabus and the environment in which I am able to work to the best of my potential and satisfaction.
3. We are running one program i.e. M.A English. At the same time we are also running a program namely US Access English Language Scholarship under the sponsorship of USAID. I am looking for an environment conducive to learning and feasible for physical and mental growth.
4. M.A (English) and the US Access Program for FATA students of this University.
5. Availability of internet is the only thing that is enhancing my interest in job.
6. (i)Free internet facility.
   (ii)Stress free working environment.
7. Earlier I worked in Statistics and Mathematics Departments and taught English there but the attitude of students was anything but serious towards English because the marks of English did not affect their result. In the English Department the students are attentive & take interest in the lectures. Besides, I also make use of the audio-visual aids to facilitate the students in the English Department.

Q.15 Suggest program/factors that could improve your motivation and job satisfaction?

1. M. Phil, Ph.D. along with the infrastructure needed to run these programs.
2. We should start M. Phil & Ph.D. programs.
   We should also start some language courses which will benefit the youth in general and the students of University in particular.
   We should be provided with proper infrastructure. Lack of facilities hamper our progress and demoralize us.
3. I would like to highlight the basic factor of not having spacious building which not only spoils the academics but also suffers the reputation of the pedagogue as we are unable to arrange any extracurricular activities in the department.

Secondly, offices are short and we don't have an easy access to Computer Technology to be used for the research purpose.

4. M. Phil, Ph.D. and short term Language Courses in the evening to be started in orders to improve the qualification of the faculty members and for motivation and job satisfaction and to bring this department at par with the English department of other Universities in Pakistan.

5. (i) Availability of research resources.

   (ii) Regular advanced short courses in new fields of research & teaching.

6. (i) Separate offices should be given to the staff members.

   (ii) Computers, Laptops should be provided to the teachers for research purpose and preparation of lectures.

   (iii) Salary should be increased.

   (iv) Cooperative culture should be developed.

Criterion 07: Institutional Facilities

> **Standard 7-1:** **The institution must have the infrastructure to support new trends in learning such as e-learning**

No e-learning facilities are available in the department. No Computer Lab is available in the department to take advantage of e-learning facility. Improvement needs in this area.

> **Standard 7-2:** **The library must possess an up to date technical collection relevant to the program and must be adequately staffed with professional personnel**

The departmental library has the collection of latest books. The total numbers of books in the library are

Name of Item	Quantity
Books	4350

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Central Library:

The central library has also the facility to facilitate students in literature books and other relevant material but with small number of books. No e-learning facility available in the central library. Central library need little attention regards latest books and e-learning facilities.

> **Standard 7-3:** **Class-rooms must be adequately equipped and offices must be adequate to enable faculty to carry out their responsibilities**

Class room shortcomings

1. **Multimedia:** No multimedia present here to deliver lectures
2. **Sound System:** No sound system present.
3. **Desks / Chairs:** Desks and chairs are satisfactory.
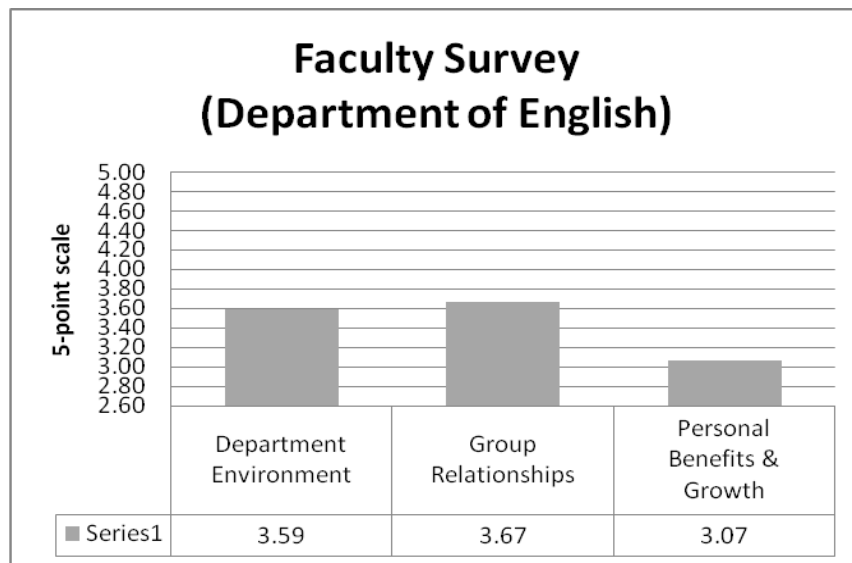4. **Light System:** Light system is present but facing problems due to load-shading.

No multimedia concept here. All the lectures are delivered via white board.

Criterion 08: Institutional Support

> **Standard 8-1:** There must be sufficient support and financial resources to attract and retain high quality faculty and provide the means for them to maintain competence as teacher and scholar.

All the financial needs of the Department of English Literature are run by the Finance directorate of the University. The finance directorate provides funds to run programs of studies in the department of English Literature. The compensation including benefits like housing and children are also provided by the administration. Salaries of the faculty as well as supporting staff are facilitated by the university. University has welfare department run by SWO (Staff Welfare Officer).

Faculty Survey is conducted for this purpose

Faculty Survey (Department of English)

	Department Environment	Group Relationships	Personal Benefits & Growth
Series1	3.59	3.67	3.07

Graph: 1

Standard 8-2: There must be an adequate number of high quality graduate students, research assistants and PhD students.

Currently there is no M. Phil & Ph.D. program run by the Department of English Literature.

Standard 8-3: Financial resources must be provided to acquire and maintain library holding, laboratories and computer facilities

All the financial needs of the Department of English literature are the responsibility of Finance Directorate of University, no other financial resources available to provide grants.