



General Faculty Meeting

August 19, 2021

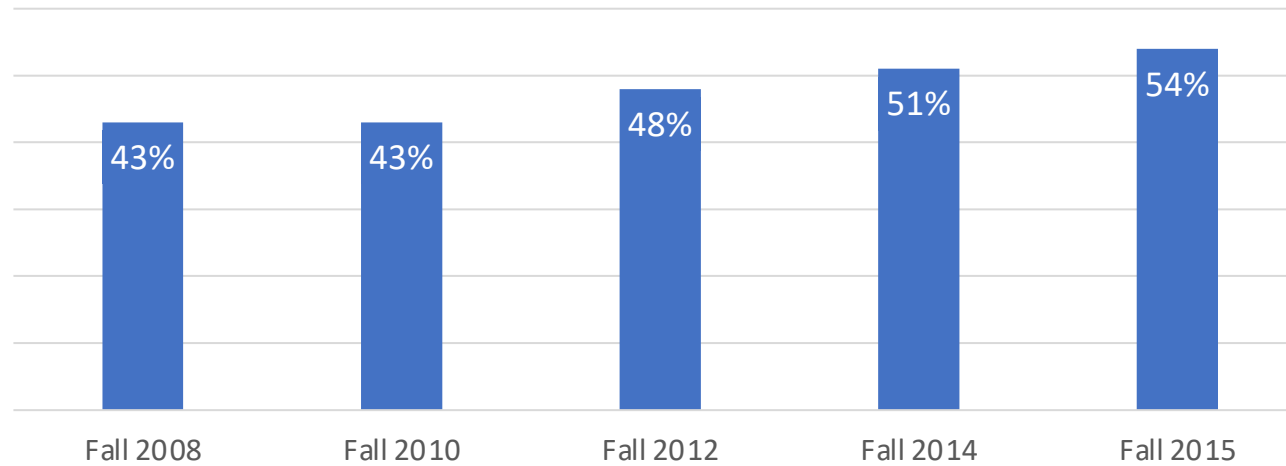
University Successes



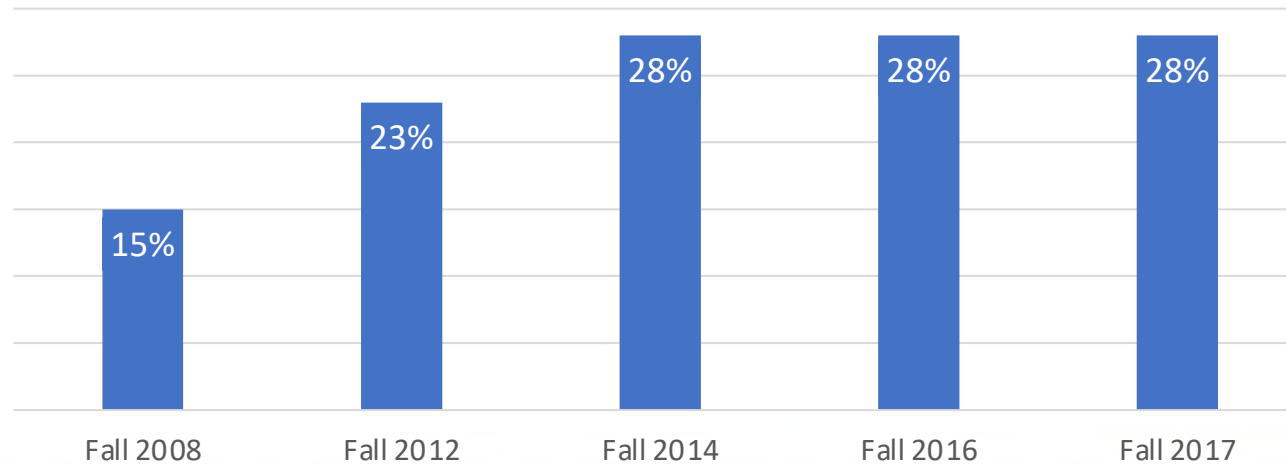
Student Success Increases



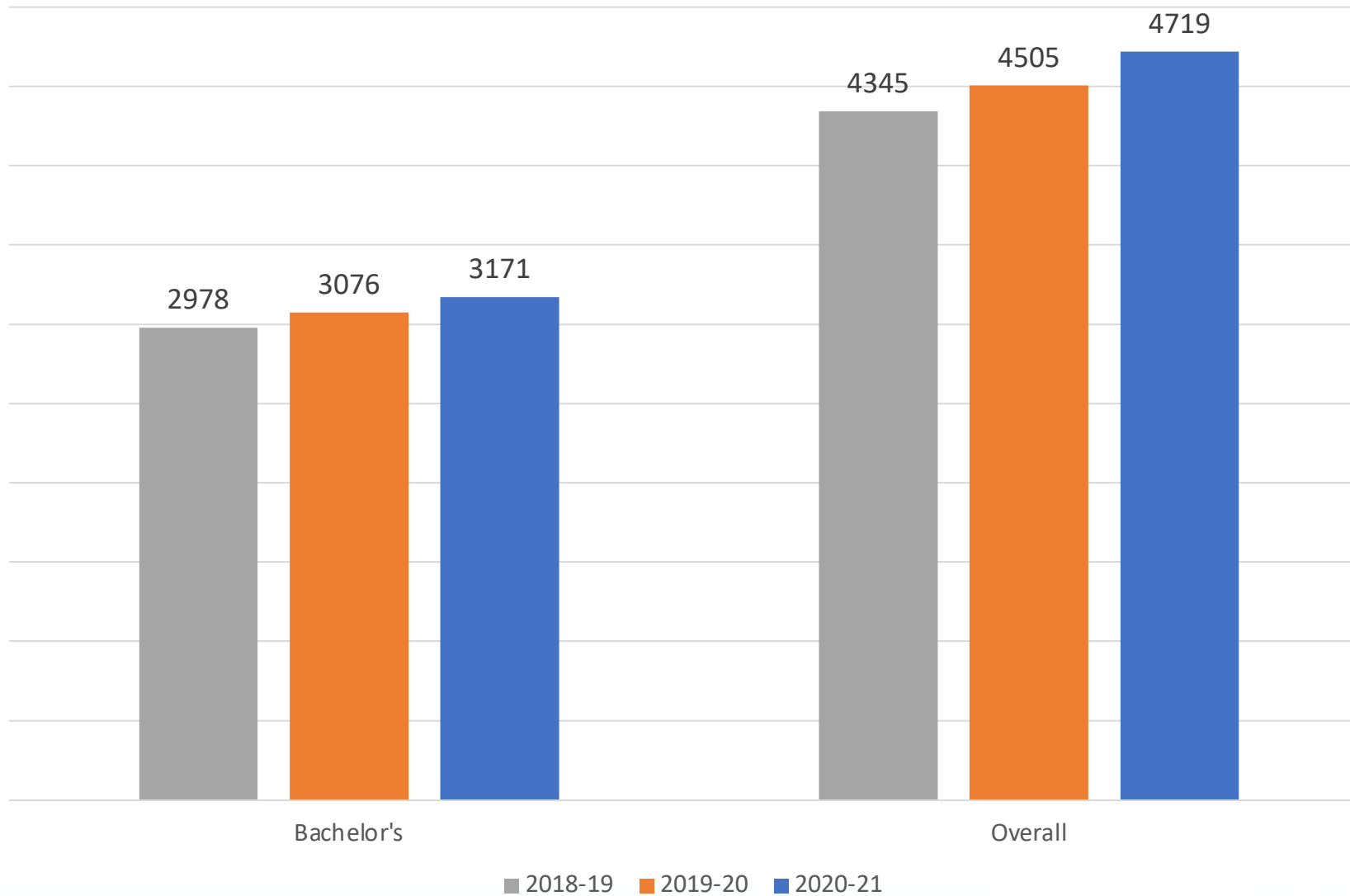
6-Year Graduation Rates



4-Year Graduation Rates



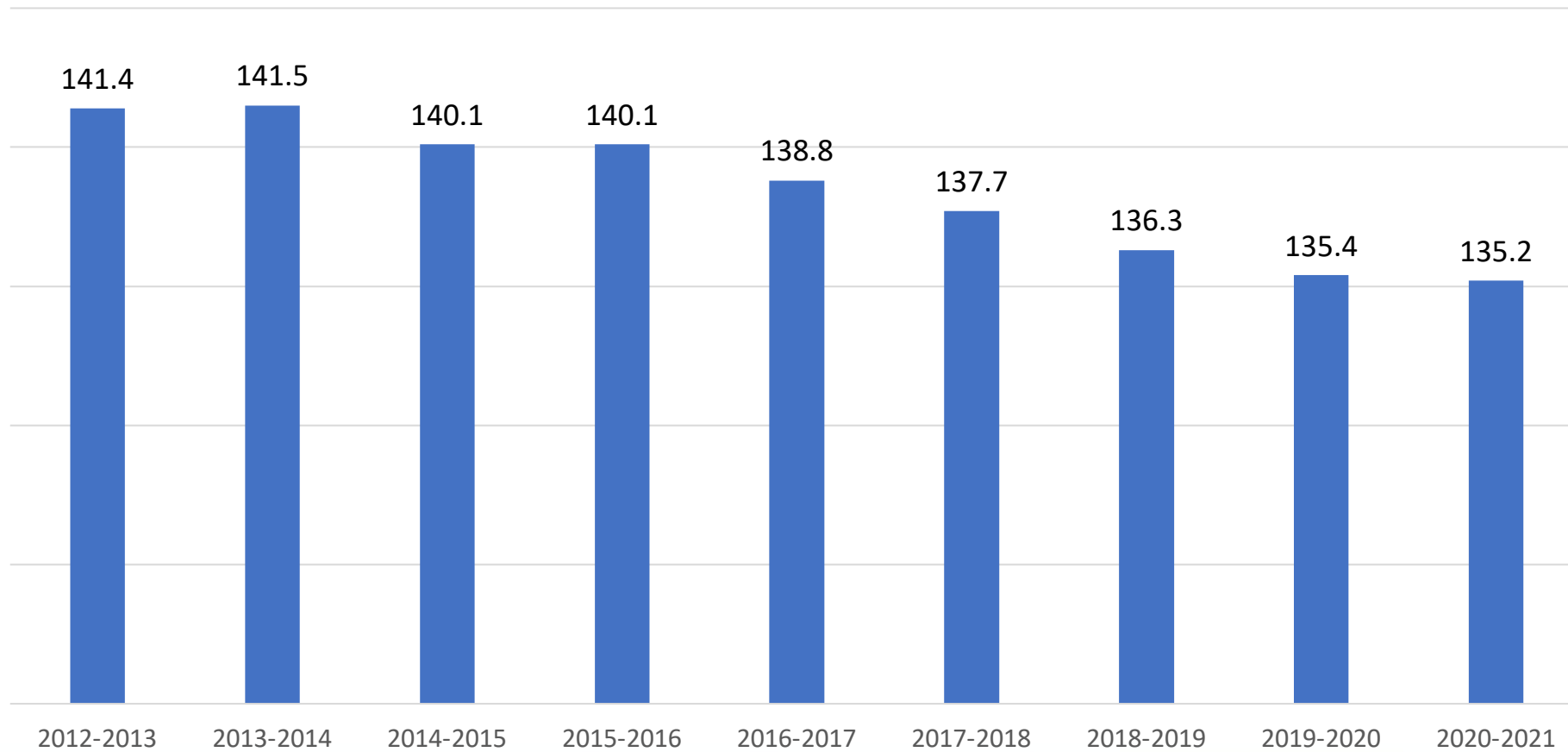
Record High Degrees Awarded



Decrease in Average Hours Earned for Degrees



Average Hours Earned at Graduation for Bachelor's Degrees





Data-Driven Student Success

- Ranked 20th in the country in producing African American Bachelor's Degrees (*Diverse Magazine*, 2020)
- Increased 4-year graduation rates from 15% in 2012 to 28%* in 2021
- Increased year-to-year retention rates - 80% Freshman to Sophomore retention for Fall 2020
- Increased 6-year completion rates for African American males from 24% in 2017 to 36%* in 2021
- From Spring 2020 to Spring 2021, decreased by ~20% the number of students whose GPA fell below 2.0, returning to pre-pandemic levels

**Preliminary data to be confirmed in the Fall*



Nationally Ranked Programs

101
Programs
Ranked
by *U.S. News & World Report* and
online sites

6
Programs
Ranked #1
by online sites

22
Programs
Ranked
Top 5
by online sites

42
Programs
Ranked
Top 10
by online sites

66
Programs
Ranked
Top 25
by *U.S. News & World Report* and
online sites

U.S. News & World Report Rankings



- Best Online Nursing Programs for Veterans (13)
- Best Online MBA Program for Veterans (26)
- Audiology - Graduate (20)
- Rehabilitation Counseling - Graduate (20)
- Speech-Language Pathology - Graduate (31)
- Health Care Management - Graduate (33)
- Clinical Psychology - Graduate (88)
- Social Work - Graduate (96)
- Biomedical Engineering - Graduate (98 2020: 101)
- Public Health - Graduate (104)
- Nursing - Graduate (109)
- Earth Sciences - Graduate (111)
- Public Affairs - Graduate (123 2020: 131)
- English - Graduate (122 2020: 133)
- Math - Graduate (127)
- History - Graduate (127 2020: 134)
- Part-Time MBA (127 2020: 146)
- Civil Engineering - Graduate (134)
- Computer Engineering - Graduate (146)
- Education - Graduate (148)
- Psychology - Graduate (148)
- Fine Arts - Graduate (152)
- Engineering - Graduate (154-202)
- Electrical Engineering - Graduate (170)
- Mechanical Engineering - Graduate (170)
- Biological Sciences - Graduate (190)
- Business (132)
- Engineering (161 2020: 170)
- Computer Science (191)
- Law - Graduate (144)
- Legal Writing (Law) (61)
- Clinical Training (Law) (64)
- Healthcare Law (123)
- Constitutional Law (131)

U.S. News & World Report Rankings



- Intellectual Property (Law) (131)
- Criminal Law (138)
- Trial Advocacy (Law) (142)
- Contracts - Commercial Law (146)
- Business Corporate Law (167)
- Environmental Law (168)
- International Law (168)
- Tax Law (170)
- Online Education - Graduate (146)
- Online Criminal Justice - Graduate (21 2020: 24)
- Online Business (27)
- Online MBA (45 2020: 62)
- Online Nursing Program - Graduate (45)

- Online Bachelor's (53 2020: 52)
- Top Public Schools (126 2020:135)
- National Universities (258 2020:272)
- High School Counselor (228)
- Top Performers on Social Mobility (138)
- Ethnic Diversity (102)
- Best Online Bachelor's Programs for Veterans (34)

Nationally Ranked Programs



Undergraduate

- Accounting
- African-American Studies
- Anthropology
- Art
- Biomedical Engineering
- Business Administration
- Communications
- Computer Science
- Creative Writing
- Criminal Justice
- Cyber Security
- Engineering
- English
- Finance
- Healthcare Administration
- History
- Information Technology
- Law Enforcement
- Legal Studies
- Marketing
- Music
- Nursing
- Philosophy
- Political Science
- Public Relations
- Psychology
- Real Estate
- RN-to-BSN Program
- Sociology
- Sports Management
- Theatre Arts

Nationally Ranked Programs



Graduate

- Anthropology
- Audiology
- Biological Sciences
- Biomedical Engineering
- Biostatistics
- Civil Engineering
- Clinical Psychology
- Clinical Training
- Computer Engineering
- Criminal Justice
- Curriculum & Instruction
- Earth Sciences
- Educational Psychology
- Educational Technology
- Electrical Engineering
- Engineering
- English
- Environmental Health
- Executive MBA
- Experimental Psychology
- English as a Second Language
- Fine Arts
- Health Promotion
- Health Care Management
- Health Education
- History
- Journalism
- Liberal Studies
- Linguistics
- Math
- MBA
- Mechanical Engineering
- Nursing
- Nursing Education
- Nurse Practitioner

Nationally Ranked Programs



Graduate

- Nutrition
- Psychology
- Public Health
- Physical Education
- Rehabilitation Counseling
- Secondary Education
- Spanish
- Social and Behavioral Sciences
- Social Work
- Special Education
- Speech-Language Pathology
- Sport Commerce
- Sports Management
- Supply Management
- Teaching
- Training and Development

Law School

- Legal Writing

- Healthcare Law
- Constitutional Law
- Intellectual Property
- Criminal Law
- Trial Advocacy
- Law
- Contracts - Commercial Law
- Business Corporate Law
- Environmental Law
- International Law
- Tax Law

Doctoral

- Doctoral Program in Curriculum and Instruction
- PhD in Instructional Design and Technology
- Doctorate in Education
- Doctorate in Educational Leadership
- Doctoral Program in Philosophy
- Doctoral Degree Programs in Psychology

Campus Enhancements





R. Brad Martin Student Wellness & Fitness Center

- More than 70,000 square feet of nutrition, cardio, weights, fitness studios, gym and recreational pool



Completed Projects

R. Brad Martin Student Wellness & Fitness Center



Completed Projects



Patterson Realignment

- 80% grant-funded reconfiguration for improved safety and access

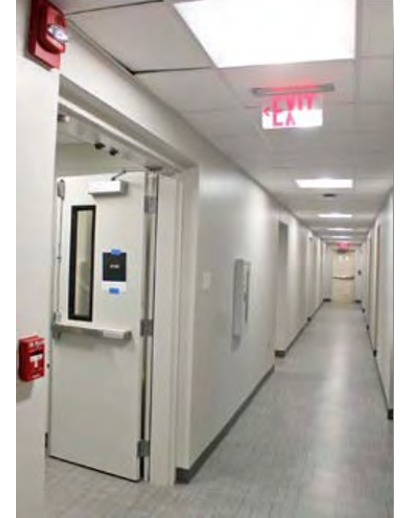


Completed Projects



Browning Hall Renovation

- Updated offices, classrooms and labs with HVAC, lighting, flooring, elevator and windows



Completed Projects



Field House Improvements

- Improved seating, ADA, lighting, restrooms and graphics



Completed Projects

Recreation Center Reroof & HVAC Replacement

- Replaced flat roofs, metal siding and HVAC pool area



Completed Projects

University Middle School

- Fogelman Executive Center renovated to house University Middle School



Completed Projects

University Middle School



Completed Projects



Scheidt Family Music Center

- Spring 2022
- 90,000 square feet with 1,000 seat main hall, 3 major rehearsal spaces, 2 recording studios plus offices and support space



Projects Under Construction

Scheidt Family Music Center



Projects Under Construction



Leftwich Tennis Center

- Fall 2022
- New indoor and outdoor tennis courts for athletics and recreation in partnership with city

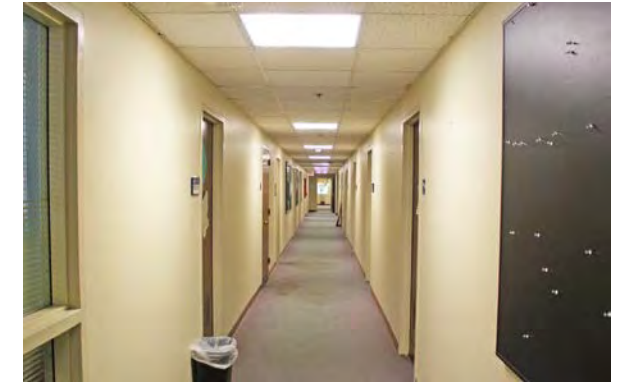


Projects Under Construction



McCord Hall Renovation

- Updated offices, classrooms and labs with HVAC, lighting, flooring, elevator and windows



Projects Under Construction



Mike Rose Aquatics Center

- Fall 2022
- New pool, seating, support space and infrastructure



Projects Under Construction



Lambuth Sprague Hall

- Spring 2022
- Classroom conversion for nursing
- 26,000 square feet of offices, classrooms and labs



Madison Lambuth High School

- Fall 2021



Projects Under Construction



Larry Finch Statue and Plaza

- Fall 2021



Projects Under Construction

Ball Hall HVAC Replacement

- Phase 2: Fall 2022
- Complete HVAC system replacement



Projects Under Construction



STEM Research & Classroom Facility

- **Fall 2023**
- **65,000 square feet of interactive classrooms, labs, project space and computational research**



Projects In Planning



Projects in Planning

- Campus wide auditorium safety door locking
- ADA improvements (restroom upgrades)
- Building Code and Safety Repairs (5 generators, 4 fire alarms, 6 elevator upgrades)
- Park Avenue Student Housing (500 beds)
- Multiple Building Improvements (Johnson, Scates, Hayden, Ball)
- Central Plant Chiller replacements
- Campus Boilers phase 2
- Window and Exterior Repairs (Robison, Hayden, Johnson, Field House)
- Campus HVAC and Hood controls replacement (Chemistry, Life Sciences, Ellington, Engineering, Psychology)

Research Report FY 2021

Division of Research & Innovation



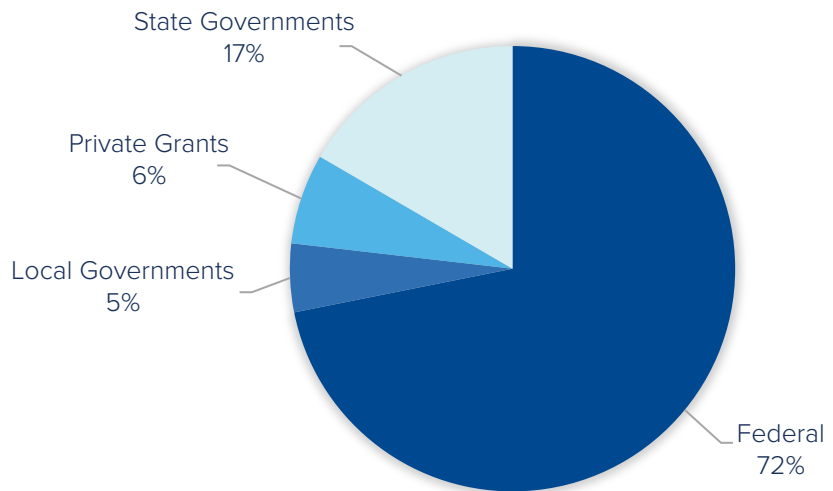
2021

2021 Faculty-Driven Success

2021

UofM Achieves \$50M in Annual Research Awards

2021 Funding by Source

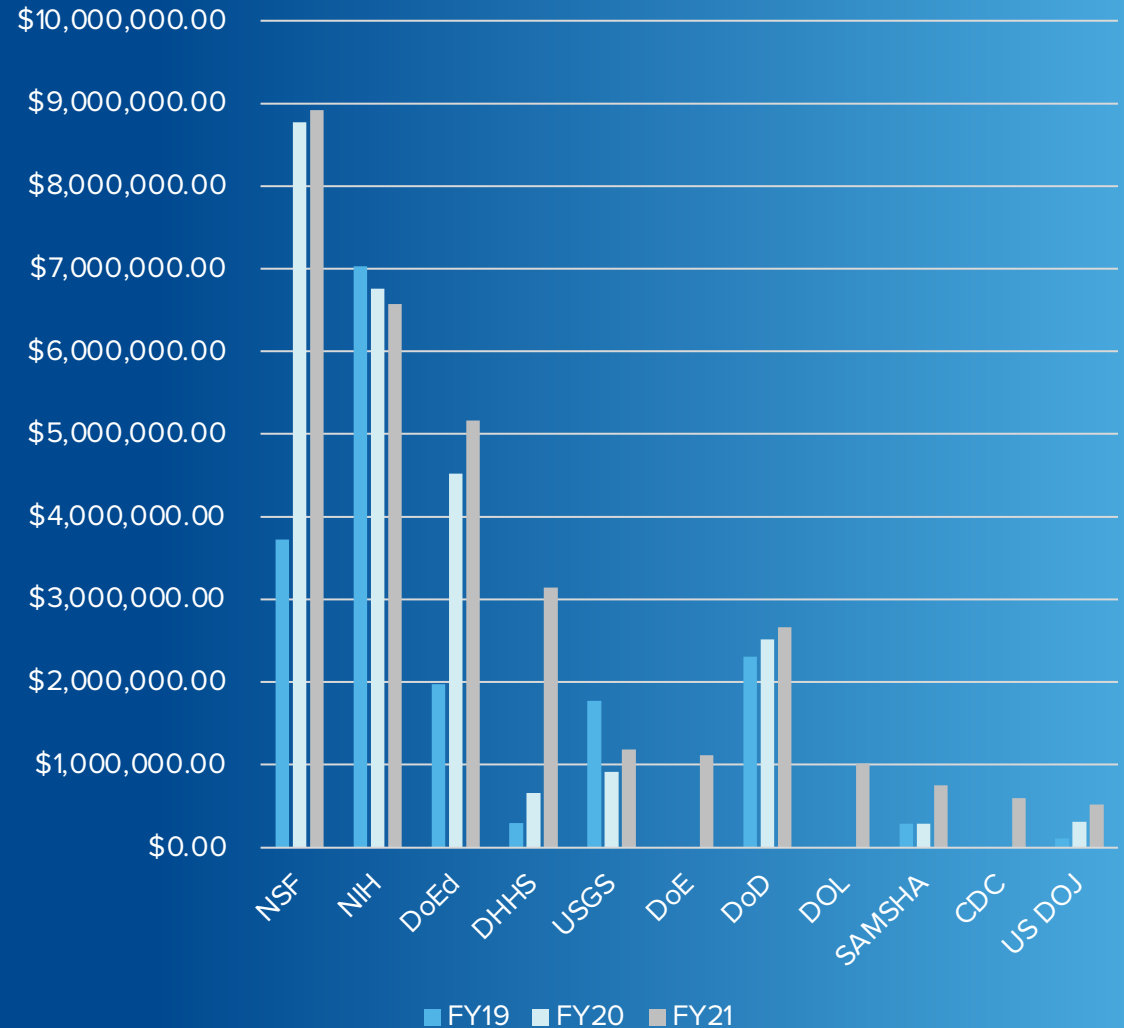


Measure	2021 Data	Improvement FY19-21
Federal Research Dollars	\$36,094,051.78	80% Increase
# of PI with Total Award \geq \$500K	29	52% Increase
NSF Awards	\$8,125,554	139% Increase
Total Research Award Dollars	\$50,231,079.68	54% Increase

Carnegie R1 Institutions will be announced later this year

Top Federal Funding Sources

2021



2021 Award Highlights

2021

\$1,534,309.00

National Science Foundation (NSF)

Learners' Data Institute: Harnessing The Data Revolution To Improve The Effectiveness, Efficiency, and Engagement of The Learning Ecosystem – Vasile Rus

\$1,509,000.00

Memphis Light Gas and Water (MLGW)

MLGW Aquitard Year 3 – Brian Waldron

\$1,471,806.00

Delta Health Alliance

Evaluate Impact of Health and Education Programs in the Mississippi Delta – Wesley James

\$1,360,830.00 Health Resources and Services Administration (HRSA)

Health, Education, and Access for Rural Tennesseans (HEART) – Anita Boykins

\$1,334,467.00 National Institutes of Health (NIH)

mHealth Center for Discovery, Optimization & Translation of Temporally-Precise Interventions (mDOT) – Santosh Kumar

\$1,111,500.00 Tennessee Department of Intellectual and Developmental Disabilities

UofM Home/Community Based Early Intervention (HCBEI) Service/Community Unity Based Early Intervention (HCBEI) Services – Laura Casey

\$1,013,896.00 U.S. Department of Labor

Workforce Opportunity for Rural Communities (WORC) / DRA:Automation and Advanced Robotics Center – Kevin Berisso

\$1,000,000.00

National Science Foundation (NSF)

ASPIRED: Adaptations for Sustainable Policies and Increased Recruitment Excellence in Diversity – Esra Ozdenerol

\$841,311.00 U.S. Geological Survey (USGS)

Operation of the Mid-America Integrated Seismic Network 2020-2024-CERI – Mitchell Withers



2021 Research Professorships

NSF CAREER Recipients:

Dr. Maryam Salehi – Civil Engineering

Dr. Ana Doblas – Electrical and Computer Engineering

2021



Access and Affordability



Student Access & Affordability Initiatives



Reminder of prior year enhancements to our tuition & fee structure:

- Implementation of a guaranteed tuition plan for eight consecutive terms
- Reduction of overall tuition cost by implementing a tuition cap for Tennessee residents
 - for undergraduates who take more than 12 hours, additional credits are free
 - 53% of our UG students took advantage of the cap for a total of 48,507 credit hours
 - for graduate students who take more than 10 hours, additional credits are free
 - 9% of our GR students took advantage of the cap for a total of 1,472 credit hours
- Establishment of uniform tuition rates for online and on-campus courses
- Simplification of the student fee structure to reduce and then **eliminate the online course fee by 2021-2022** and move to a standard per credit hour structure applicable to all courses; for 2019-2020 the online course fee was reduced by 50%

Student Access & Affordability Initiatives COVID-19 Pandemic



- Implemented several tuition/fee initiatives to help students with challenges created by COVID-19
 - Revamped the traditional approach for drop for non-payment
 - Fall 2020 – Prorated reduction of TigerEat\$ fee from \$300 to \$220 to coincide with delayed start of traditional on-ground offerings
 - Provided grants to cover online fees
 - Expanded 3+3 summer program
 - Waived late registration fees
 - Refunded payment plan fee based on early sign-up
 - Established a COVID-19 need-based scholarship and loan program
- Processed \$7.8M in CARES payments and \$8.6M in CRRSAA payments directly to our students
- Residence Halls remained open during the pandemic, supporting over 1,600 students in Fall 2020/Spring 2021

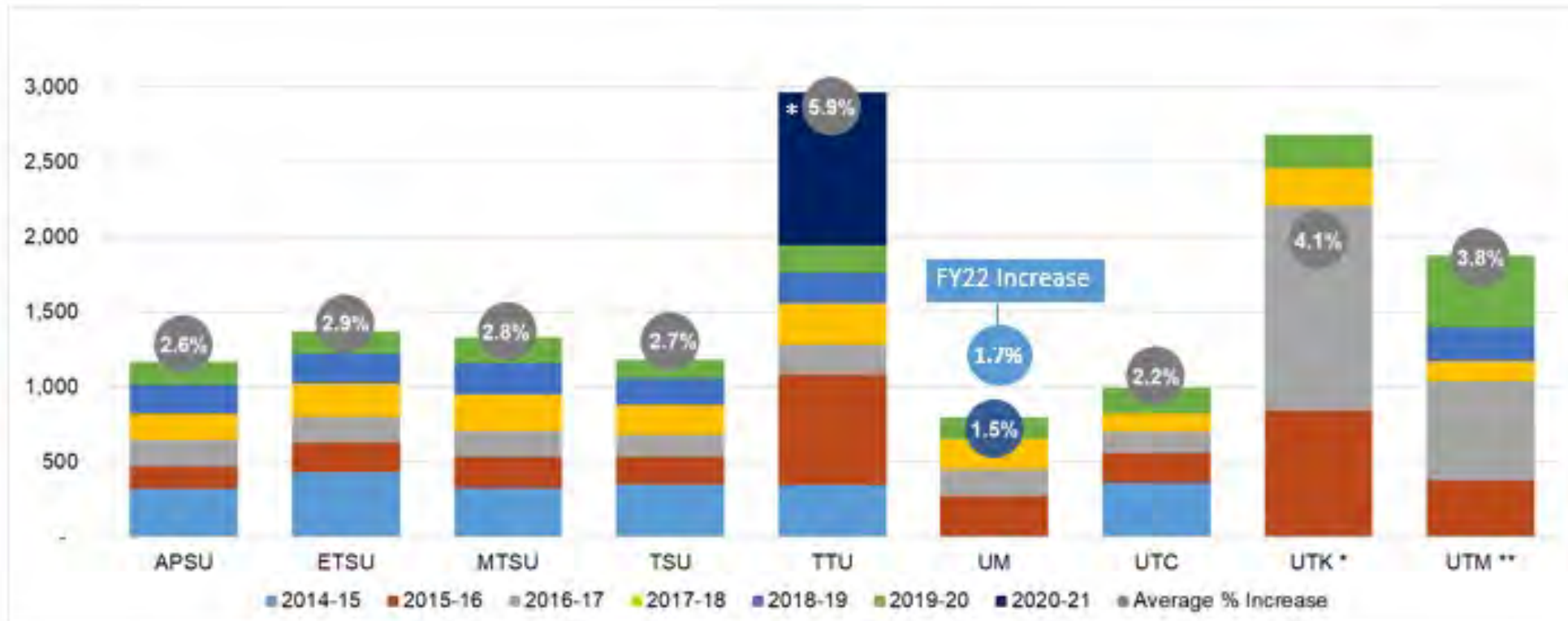


A Commitment to Access and Affordability



Lowest statewide average tuition increase of 1.5% over the last 7 years

- For FY22, the BOT approved a 1.75% tuition increase
- This action will allow the University to complete its efforts to simplify the fee structure and to move to flat per credit hour fee structure
- This is also the final year of the phased elimination of the online fee as originally approved by the BOT in 2019 – the \$50 online fee will be eliminated this year



* Full-time students admitted in Fall 2020 at Tennessee Tech University will pay a flat rate for 15 credit hours per semester, regardless of the number of hours taken

International Recruitment



Fall 2020 was a challenging year because of the pandemic

- While our Masters enrollment grew by 9.35% our overall international student enrollment was down by 7.38%
- However, the decline in international students across all U.S. universities was 16% in Fall 2020. Our International recruitment efforts helped us to do better than the average across all U.S. universities

Fall 2021 looks very promising

- A number of students admitted to Fall 2020 and Spring 2021 deferred their admission to Fall 2021 due to the pandemic
- Our sustained efforts in targeted markets is bearing fruit in both undergraduate and graduate programs
- As of July 22, our new International student admissions is up 109.3% for graduate students and 262.8% for undergraduate students YOY (year over year)

Partnerships

- We continue to invest in partnerships with a number of different educational institutions across the world. This is likely to lead to faculty and student exchange programs. It will also lead to a pipeline of undergraduate and graduate students in the future.

Virtual Recruitment

- A number of Virtual Open Houses were conducted throughout the year to recruit quality International students.

Diversity, Equity and Inclusion



Diversity, Equity & Inclusion Highlights



The University of Memphis is one of the most globally diverse institutions of higher learning in the country

- University of Memphis is recognized annually by *Diverse Magazine* as one of the “Top Producers of African American Graduates.”
- **Top 20 in the nation** for undergraduate degrees awarded to African American students
- **Top 25 for law degrees** awarded to African Americans, top 40 for doctoral degrees, and Top 75 for master’s degrees
- **Top 10** in graduate degrees awarded to African American students in programs including: doctoral history (#2), master’s liberal arts and sciences (#2), master’s and doctoral philosophy (#2 and #7), doctoral communications (#6) and doctoral mathematics (#6)
- Memphis Advantage Scholarship for undergraduate students significantly increases 6-year graduation rates for African Americans: **68.1% 6-year graduation rate with scholarship** 42% 6-year graduation rate with no scholarship
- Cecil C. Humphreys School of Law was ranked **13th** best law school nationally for African Americans (*prelaw magazine*)
- 637 Law school diversity scholarship recipients from 2008-2020! Diversity scholars pass the bar exam the first time at the same or higher rate than non-scholarship recipients. (racial, gender, ethnic, income, first generation & indigenous student diversity)
- Annual total of grants and awards to support scholarships for low-income, first-generation and students of color: >\$2,000,000 (central) >\$15,000,000 (across colleges, schools, departments & other units)

Diversity, Equity & Inclusion Highlights



Closing Equity Gaps

- Nationally ranked Top Performer on Social Mobility. Graduation = intergenerational transformation, particularly for Pell recipient completers (N> 50%)
- Nationally recognized as a **First-Forward** institution by NASPA for success with first-generation students
- Gold-ranking as Military Friendly Institution
- Nationally ranked (26th) by GreatValueColleges.net, 46th for Most Affordable Online College (Study.com)
- \$1.5 million committed to Office of First Generation Student Success - **Hardin Trust**
- Peer Power Institute has employed >700 students in local high schools over past six years

Diversity, Equity & Inclusion Highlights



- **Launched Eradicating Systemic Racism and Promoting Social Justice Initiative (2020) at President's request (14 workgroups, comprised of >200 faculty, staff, students, alumni, community and corporate leaders, crafted transformative plans to enhance and assess diversity, equity, inclusion and social justice in the curriculum and across the university and community (<https://www.memphis.edu/justice/workgroups/>)**
- **Launched African American Male Academy (2019) to increase completion rates via a culture of inclusive excellence (e.g., 19 existing student success programs increased graduation rates from 14% to 37% over the past eight years and closed completion gap by 20% three years ago, 14% two years ago and 10% last year. Increased % of senior males who graduated from 37% in 2016 to 45% in 2020-21). Empowered Men of Color, Black Scholars, Peer Power, Hooks African American Male Initiative, TN Louis Stokes Alliance for Minority Participation, Trio-Student Success Programs, MLK50 Fellows, Black Alumni Association, First Scholars, National Panhellenic Council, Talented Tenth Recruitment Program, Office of First Generation Student Success, Academic Coaching for Excellence, Finish Line, Black Alumni Association, Center for the Advancement of Youth and Development, Memphis Advantage Scholarships, Emerging Leaders, I AM a Man: I TEACH and Honors College**
- **50 middle school boys inducted into the African American Academy; President Rudd and Dr. Loretta Rudd, in partnership with Superintendent Joris Ray of Shelby County Schools, created the George Floyd Memorial Scholarship to support these students upon college entry**
- **Increase in undergraduate, graduate and law degrees awarded to African American Males from 255 in 2009/2010 to 385 in 2018**

The Talented Tenth/Top 10%



Fall 2017 GPA and Retention for Talented Tenth and Comparisons

	Talented Tenth	Pell	African American	Pell and African American
Cum GPA (EOT F2017)	3.4	2.6	2.5	2.4
1-Term Retention	95.8% (69/72)	90.8% (1249/1375)	91.5% (811/886)	91.5% (657/718)
1-Year Retention	87.5% (63/72)	71.9% (988/1375)	72% (638/886)	69.9% (502/718)
2-Year Retention	80.6% (58/72)	58% (797/1375)	57.9% (513/886)	55.3% (397/718)

Fall 2018 GPA and Retention for Talented Tenth and Comparisons

	Talented Tenth	Pell	African American	Pell and African American
Cum GPA (EOT F2018)	3.5	2.8	2.6	2.5
1-Term Retention	100% (57/57)	93.5% (1108/1185)	91.6% (697/761)	92.1% (524/569)
1-Year Retention	93% (53/57)	74% (877/1185)	70.4% (536/761)	68.5% (390/569)
2-Year Retention	86% (49/57)	61.4% (728/1185)	58.5% (445/761)	56.1% (319/569)

Fall 2019 GPA and Retention for Talented Tenth and Comparisons

	Talented Tenth	Pell	African American	Pell and African American
Cum GPA (EOT F2019)	3.3	2.7	2.6	2.5
1-Term Retention	98.4% (60/61)	91.3% (1195/1309)	90.4% (750/830)	90.6% (570/629)
1-Year Retention	91.8% (56/61)	77.1% (1009/1309)	77.3% (642/830)	75.7% (476/629)

Eradicating Systemic Racism and Promoting Social Justice Initiative

(Exemplar: Closing Completion Gaps for First Generation, Low-Income & Students of Color)



Dr. Stephanie Ivey

Associate Dean for Research,
Herff College of Engineering;
Professor of Civil Engineering



Cory Major

Director, Office of First-Generation
Student Success

Nationally, retention, persistence and graduation rates are the primary metrics of student success and quality for institutions of higher learning. In Tennessee, these metrics determine budget allocations from the state. The University of Memphis has made remarkable progress in closing completion gaps and increasing graduation rates for all. The UofM is particularly proud of the African American Male Academy which garnered national attention in *Newsweek* magazine for its vanguard model to increase recruitment, retention, persistence and graduation from middle school to high school, high school to college and through doctoral and law school programs via a culture of inclusive excellence. President Rudd and Dr. Loretta Rudd, in partnership with Superintendent Joris Ray of Shelby County Schools, created the George Floyd Memorial Scholarship to support the tuition of these young African American boys when they enroll at the UofM. The success of these and other programs in closing gaps are remarkable; however, the fragility of consistent and upward trends demands a structured and uniform approach. The primary goal of this workgroup is to identify gaps in outcomes for historically underrepresented, first-generation and low-income populations, create a strategic plan that builds on our strengths and recommends metrics to inform predictive analytics to further increase academic success rates.

Athletic Academics



2020-21 ACADEMIC HIGHLIGHTS



- **New all time Graduation Success Rate of 93%**
 - » Tied for 2nd in AAC
 - » 6th straight year of setting a record high
- **10 of 17** teams earned a **perfect single-year 1,000 APR** which **ties** our all-time high
- Football's graduation rate of 90% ranked **fourth nationally** among all 2020-21 bowl teams
- Perfect 1,000 multi-year APR scores for three of our teams rank in top 10% nationally
- **Alec Trela** won **NCAA Postgraduate Scholarship** (\$10,000), **AAC Commissioner's Postgraduate Leadership Award** (\$5,000) and **AAC Scholar-Athlete of the Year for Baseball** (\$2,000)
- **Elizabeth Moberg** named **AAC Scholar-Athlete of the Year for Women's Soccer** (\$2,000)
- **Brady White** won prestigious **Walter V. Campbell Award** (\$25,000)
 - » Academic Heisman
 - » 1st Recipient from AAC

2020-21 ATHLETICS HIGHLIGHTS



- **Football** finished 8-3 in 2020 in **Ryan Silverfield's** first season as head coach. The Tigers capped the season with a 25-10 victory over Florida Atlantic in the Montgomery Bowl to earn their first bowl victory since 2014.
- **Men's basketball** won the 2021 NIT championship in head coach **Penny Hardaway's** third season. The Tigers are one of just 14 schools in the nation with four-straight 20-win seasons to their credit.
- **Women's basketball** hired **Katrina Merriweather** as its new head coach, a dynamic and highly successful leader and recruiter. While at Wright State, Merriweather led the program to its only three conference championships in school history and became the first No. 13 seed to defeat a No. 4 seed in the NCAA Tournament since 2012.
- **Women's soccer** played in its third-straight NCAA Tournament and fourth in the last five seasons.
- **Men's tennis** defeated Georgia Tech in the NCAA Tournament for its first postseason win since 2014.
- **Rifle** advanced to the NCAA Tournament for the first time in seven years, where it placed in the top-eight in the nation.

Leadership



President's Council



Dr. M. David Rudd
President



Dr. Tom Nenon
Executive Vice President for
Academic Affairs and Provost



Dr. Jasbir Dhaliwal
Executive Vice President for
Research and Innovation



Tammy Hedges
Executive Vice President for
University Relations



Raaj Kurapati
Executive Vice President and
Chief Financial Officer



Ron Brooks
Vice President for Physical Plant



Dr. Karen Weddle-West
Vice President for Student
Academic Success and
Director of Diversity
Initiatives



Stephanie Beasley
Chief of Staff



Joanna Curtis
Vice President for Advancement



Dr. Robert Jackson
Chief Information Officer



Ted Townsend
Chief Economic Development
and Government Relations
Officer



Melanie Murry
University Counsel



Laird Veatch
Vice President and Director
of Intercollegiate Athletics

Academic Deans



Dr. Abby Parrill-Baker
Dean, College of Arts & Sciences



Dr. Richard Bloomer
Dean, College of Health Sciences



Dr. Kandi Hill-Clarke
Dean, College of Education



Dr. John E. Evans
Executive Director &
Associate Dean, Libraries



Dr. Anne Hogan
Dean, College of
Communication and Fine
Arts



Dr. Richard Irwin
Executive Dean, UofM
Global & Academic
Innovation



Dr. Linda Jarmulowicz
Dean, School of
Communication
Sciences and Disorders



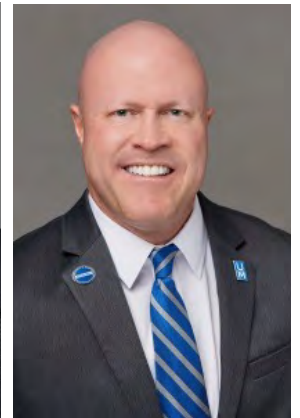
Dr. Melinda Jones
Director, Helen Hardin
Honors College



Dr. Marian Levy
Interim Dean, School of
Public Health



Dr. Radesh Palakurthi
Dean, Kemmons Wilson
School of Hospitality and
Resort Management



Dr. Charles Pierce
Interim Dean, Fogelman
College of Business and
Economics



Dr. Robin Poston
Dean, Graduate School



Dr. Niles Reddick
Dean, UofM Lambuth;
Chief Operating Officer,
Lambuth and Millington
Campuses



Katharine Traylor Schaffzin, Esq.
Dean, Cecil C. Humphreys
School of Law



Dr. Larry Slater
Interim Dean, Loewenberg
College of Nursing



Dr. Richard Sweigard
Dean, Herff College of
Engineering

Faculty





Welcome New Faculty

College of Arts and Sciences

DEPARTMENT	NAME	RANK
Anthropology	William Robertson	Assistant Professor
Chemistry	Michael Brown	Assistant Professor
Chemistry	Aaron Jones	Lecturer
Earth Sciences	Albert Fulton	Instructor
English	Christopher Black	Instructor
English	Ralph Buckner	Instructor
English	Amy Burden	Assistant Professor
English	Erin Jamieson	Instructor
Mathematics	Majid Noroozi	Assistant Professor
Psychology	LaTasha Holden	Assistant Professor
School of Urban Affairs	Davia Downey	Associate Professor
Social Work	Sarah Robinson	Assistant Professor
World Languages & Literatures	Dustin Woodall	Instructor



Welcome New Faculty

College of Communication and Fine Arts

DEPARTMENT	NAME	RANK
Architecture	Brian Andrews	Assistant Professor
Art	Hudd Byard	Assistant Professor
Art	Adrian Duran	Associate Professor
Art	Christine Lapossy	Assistant Professor
Art	Ashley Thayer	Assistant Professor
Communication & Film	James Maxson	Instructor
Communication & Film	Elja Roy	Assistant Professor
Journalism and Strategic Media	Taylor Ackerman	Assistant Professor
Journalism and Strategic Media	Jessica Jaglois	Assistant Professor
School of Music	Dror Baitel	Assistant Professor
School of Music	Christopher Besch	Assistant Professor
School of Music	Francis Cathlina	Assistant Professor
School of Music	Jeff Cohran	Instructor
School of Music	Jonathan Colbert	Instructor
School of Music	Jarrett Mccourt	Instructor



Welcome New Faculty

College of Education

DEPARTMENT	NAME	RANK
Counsel Education Psych Research	Brenna Breshears	Assistant Professor
Counsel Education Psych Research	Frances Ellmo	Assistant Professor
Counsel Education Psych Research	Taneshia Greenidge	Assistant Professor
Instruction Curriculum Leadership	Katelyn Chambers	Instructor
Leadership	Genia Bettencourt	Assistant Professor
Leadership	Daniel Collier	Assistant Professor



Welcome New Faculty

College of Health Sciences

NAME	RANK
Jamie Brunsdon	Assistant Professor
Torlisa Davis	Instructor
Martavius Hampton	Instructor



Welcome New Faculty

College of Professional & Liberal Studies

NAME	RANK
Jeremy Killian	Instructor



Welcome New Faculty

Fogelman College of Business and Finance

DEPARTMENT	NAME	RANK
Business Information & Technology	Vladimir Ambartsoumian	Assistant Professor
Finance Insurance Real Estate	Fred Dewald	Assistant Professor
Finance Insurance Real Estate	Velma Zahirovic-Herbert	Professor
Management	Sana Ahmed	Instructor
School of Accountancy	Meng Li	Assistant Professor



Welcome New Faculty

Herff College of Engineering

DEPARTMENT	NAME	RANK
Biomedical Engineering	Tammy Haut Donahue	Professor
Dean's Office, College of Engineering	Scott Schoefernacker	Assistant Professor
Dean's Office, College of Engineering	Rodrigo Vizcaino	Assistant Professor
Electrical Computer Engineering	Ali Shiri Sichani	Instructor
Electrical Computer Engineering	Rojoba Yasmin	Instructor
Engineering Technology	Faruk Ahmed	Assistant Professor
Mechanical Engineering	Reza Molaei	Assistant Professor
Mechanical Engineering	Subhradeep Roy	Assistant Professor
Mechanical Engineering	Aimen Younis	Instructor



Welcome New Faculty

Loewenberg College of Nursing

NAME	RANK
Erin Alexander	Assistant Professor
Tamika Bolden	Assistant Professor
Lovell Cartwright	Assistant Professor
Ashanti Coleman	Assistant Professor
Tiffany Elliott	Assistant Professor
Deundra Hearne	Assistant Professor
Helen Mitchell	Assistant Professor
Reba Umberger	Associate Professor



Welcome New Faculty

School of Communication Sciences and Disorders

NAME	RANK
Alene White	Instructor



Welcome New Faculty

School of Public Health

NAME	RANK
Abu Mohammad Titu	Assistant Professor

Faculty Promoted to Associate Professor and Granted Tenure



Bernie Daigle
Biological Sciences



Timothy Brewster
Chemistry



Nate DeYonker
Chemistry

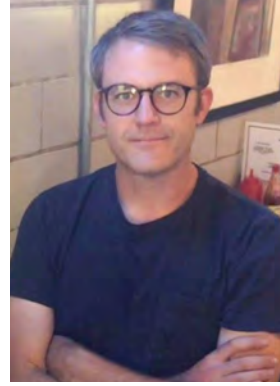


Deepak Venugopal
Computer Science

Faculty Promoted to Associate Professor and Granted Tenure



Amaia Iratzoqui
Criminology and Criminal Justice



Benjamin Graham
History



Beverly Tsacoyianis
History



Leah Windsor
Institute for Intelligent Systems

Faculty Promoted to Associate Professor and Granted Tenure



Xiao Shen
Physics and Materials Science



Seok Won Jin
School of Social Work



Joseph Lariscy
Sociology



Amanda Edgar
Communication and Film

Faculty Promoted to Associate Professor and Granted Tenure



Robert Byrd
Journalism and Strategic Media



Eraina Schauss
Counseling, Education Psychology
& Research



Wendy Griswold
Leadership



Brandt Pence
College of Health Sciences

Faculty Promoted to Associate Professor and Granted Tenure



Douglas Powell
College of Health Sciences



Sabatino Dino Silveri
Finance, Insurance and Real Estate



Kristen Jones
Management



Jessica Amber Jennings
Biomedical Engineering

Faculty Promoted to Associate Professor and Granted Tenure



Ebrahim Asadi
Mechanical Engineering



Yu Joyce Jiang
School of Public Health

Faculty Promoted to Clinical Associate Professor



Jackie Buford
Loewenberg College of Nursing



Julie Cupples
Loewenberg College of Nursing



Melanie Jacobs
Loewenberg College of Nursing



Angela Oigbokie
Loewenberg College of Nursing

Faculty Promoted to Clinical Associate Professor



Paulette Palmer
Loewenberg College of Nursing

Faculty Promoted to Clinical Professor



Loretta Rudd
College of Professional and Liberal Studies

Faculty Promoted to Full Professor



David Romantz
School of Law



Tomoko Fujiwara
Chemistry



Xiaohua Huang
Chemistry



Nicole Detraz
Political Science

Faculty Promoted to Full Professor



Eric Groenendyk
Political Science



Melloni Cook
Psychology



Elena Delavega
Social Work



Wesley James
Sociology

Faculty Promoted to Full Professor



Junmin Wang
Sociology



Bryna Bobick
Art



Ryan Fisher
School of Music



Jacob Allen
Theatre & Dance

Faculty Promoted to Full Professor



Stephen Zankas
Counseling, Education Psychology
& Research



Amanda Rockinson-Szapkiw
Instruction and Curriculum Leadership



Cody Havard
Kemmons Wilson School of Hospitality



Michael Hutchinson
Kemmons Wilson School of Hospitality

Faculty Promoted to Full Professor



Gavin Bidelman
School of Communication Sciences
and Disorders

Faculty Granted Tenure



Nichelle Robinson
Instruction and Curriculum Leadership



**Please join me in congratulating these
professors for promotion and tenure**

Colleges, Schools and Support Units in Academic Affairs



College of Arts and Sciences



- Research activity recognized by prestigious fellowships and awards to students and faculty at all ranks in all grand divisions
- 216 proposals for external funding awarded over the last three years
- Sampling of significant awards for the last year (to PIs at all career stages and in all grand divisions of CAS, many with interdisciplinary investigative teams)
 - DataWhys: Learning Data Science with Conversational Agents, PI: Andrew Olney, \$3,439,0350
 - Memphis Social Work Scholarships for Disadvantaged Students, PI: Susan Neely-Barnes, \$2,544,979.00
 - Operation of the Mid-America Integrated Seismic Network 2020-2024-CERI, PI: Mitchell Withers, \$1,516,311.00
 - NSF CAREER: Structural Communication Complexity, PI: Tom Watson, \$357,981.00
 - Citizens of Cossitt: The Legacies and Futures of Public Libraries in Memphis, PI: Donal Harris, \$96,000.00
- 207,490 credit hours generated, 38% on-ground
- Latest 5- and 6-year graduation rates both over 60% (62% and 63.2%)
- Nationally ranked on-ground and/or online programs in African-American Studies, Anthropology, Biological Sciences, Computer Science, Criminal Justice, Earth Sciences, English, History, Math, Political Science, Psychology, Social Work, Sociology, Spanish and Philosophy

College of Communication and Fine Arts



- Fall 2017 ($N = 1679$) – Fall 2020 ($N = 1904$) enrollments = 13.4% increase
- Graduate enrollment increased 14.12% (F19-F20 comparison)
- Percentage of diverse student population continues to increase at both undergrad and grad level (Fall 2020: undergrad = 41.7%, grad = 26.8%)
- Percentage of diverse faculty continues to increase (Fall 2020: 15.2% with 22.9% of tenure track faculty representing diverse faculty). Highest percentage in history of college
- Arts and Health Institute officially launched in 2021
- Pro-bono amount in community/professional contribution and services for AY 2020-2021: \$1,270,040
- Anticipated launch of Scheidt Family Music Center in Spring 2022 followed by a citywide “Central to the Arts Festival”
- Memphis PR students won the PRSSA National Outstanding Member Awards
- Visual representations from Fall 2020 production of *OR* selected to be on cover of Southern Theatre winter issue

College of Education



- Three consecutive years of enrollment growth
 - Increasing total enrollment by 20%
- Awarded 440 degrees in 2019-2020
 - Highest number in five years
- 6% increase in 6-year graduation rate
 - From 65.9% (2018) to 72.2% (2020)
- 75 proposals awarded over the last three years
 - Totaling \$11,225,912
- Rehabilitation Counseling Program ranked 20th in the nation by *U.S. News & World Report*
- Received distinction of “Exceeds Expectations” on the Tennessee Educator Preparation Report Card
- Developed K-12 Education Minor and Youth Development Concentration (undergraduate)

College of Health Sciences



- **Graduated 397 students - an all-time-high record for the College**
- **Research**
 - **Submitted 23 research proposals**
 - **Published close to 100 peer-reviewed manuscripts and book chapters**
- **New Academic Programs**
 - **Started an undergraduate program in Sport Coaching**
 - **Started a UofM Global undergraduate program in Health Sciences**
 - **Developed a UofM Global graduate program in Exercise and Nutrition**
 - **Received THEC approval to begin two new graduate programs:**
 - **PhD in Applied Physiology and Neuromechanics**
 - **Doctorate in Physical Therapy**
- **Continuing Education Programs/Courses**
 - **Started continuing education program in Surgical Technology in conjunction with Methodist Le Bonheur Healthcare**
 - **Developed two continuing education courses/summer camps:**
 - **Sport Science and Application for the high school athlete**
 - **Sport and Data Science for the coach**

College of Professional & Liberal Studies



- **Doctor of Liberal Studies (DLS)**
 - 60 students pursuing the DLS
 - 50 of those are self-funded
- **Commercial Aviation (Launched in 2018)**
 - 80 students pursuing
 - First graduates (3) Spring 2021
- **Fall enrollment increases**
 - Commercial Aviation (+25%)
 - DLS (+33%)
- **Grants**
 - Submitted: \$7.4M
 - Awarded: \$5.6M (Highest Academic Unit FY21)

Fogelman College of Business & Economics



- **Student Success**

- 1,022 graduate enrollment (+45% YOY)
- 884 degrees awarded (+5% YOY)
- 64% 5-year graduation rate (51% goal)
- 70% post-graduation FT employment (UG)
- \$46,450 average starting salary (UG)

- **Graduate Curriculum**

- #45 USNWR-ranked Online MBA
- MS Accountancy offered via UM Global
- MBA/MHA degree program
- MBA Business Consulting Program

- **Faculty and Staff Management**

- 1 Assistant Professor, Accounting
- 1 Professor, Real Estate
- Continued implementation of faculty workload policy
- Shared services staff support

- **Research Activity**

- \$2.8M external grant submissions (FY19-21)
- NSF RAPID grant funded (\$100K)
- 74 A+ publications last five years
- Reengineered GA funding for PhD program

- **UG Curriculum**

- Entrepreneurship concentration
- Core courses in Diversity and inclusion, Supply Chain Management (SCM), and Sustainability
- Redesigned Marketing and SCM majors

- **Diversity, Equity and Inclusion**

- New DEI college committee

- **AACSB Accreditation**

- Continuous Improvement Review for Business and Accounting accreditation

Herff College of Engineering



- Completed programming and design development for the new STEM Research and Classroom Building
- Received Bronze-level recognition from the American Society for Engineering Education's Diversity Recognition Program (Bronze is highest level currently awarded)
- Completed inaugural year of MS in Engineering Management offered through UofM Global
- First and second year retention in college increased to 73.9%
- Total value of proposals funded increased from FY19-FY21 by 49% (FY19 = \$6,083,115 FY21 = \$9,076,479)
- Metal Additive Manufacturing Lab partnered with MCR Safety and Precision Plastics to produce face shields for healthcare workers
- Launched the Center for Transportation Innovation, Education and Research (C-TIER)
- Expanded summer engineering program to include elementary school children

Faculty

- Dr. Ana Doblas received NSF CAREER award in the amount of \$593,239
- Dr. Maryam Salehi received NSF CAREER Award in the amount of \$453,144
- Dr. Aaryani Tipirneni-Sajja awarded \$589,413 Trailblazer Award from the National Institute of Biomedical Imaging and Bioengineering
- Dr. Kevin Berisso received \$1 million from the U.S. DOL to establish the Mid-South Advanced Automation and Robotics Center (AARC)
- Dr. Stephanie Ivey named the 2020 Wilbur S. Smith Distinguished Transportation Educator Award recipient by the Institute for Transportation Engineers

Students

- Master's student in mechanical engineering won first place for paper at the American Institute of Aeronautics and Astronautics (AIAA) Region II Student Conference
- Three students take 1st, 2nd, and 3rd place in Oral Presentation competition during the NSF's Tennessee Louis Stokes Alliance for Minority Participation (TLSAMP) Annual Research Conference
- Biomedical engineering student, also a member of the women's soccer team, named a finalist for 2020 NCAA Woman of the Year Award

Kemmons Wilson School of Hospitality and Resort Management



- **Enrollment, Credit-Hours and Degrees Awarded:**

- Overall enrollment at KWS grew by 4% during the year
- Credit hours instructed grew by 3.4% with a shift towards online teaching (25% share compared to 7% in 2016-17)

- **Financial Performance:**

- KWS was **revenue neutral** during the year in despite Covid impacting the hospitality industry the most
- **Raised Funds:** Raised \$50,000 additional funds for David Sullivan Endowment; \$10,00 for Jeffrey Mann Jr. Faculty Award
- **Community Engagement:** Raised \$60,000 to help the local hospitality employees impacted with job loss during the pandemic called, Hospitality Employees Assistance program (H.E.A.P.). KWS received very positive recognition in the hospitality industry

- **Research Activity:**

- **Grant Funding from TN Department of Education** subawards pending: Working STEM Highschool - Hardeman Co Schools, Innovative Highschool Models Grant (2021 – 2023), Tennessee Department of Education **Total Awarded \$1,924,472.93**
- **Total research expenditure increased** by 48% from previous year (to \$210K)
- **KWS faculty have: 235 Publications and 3,500 citations** (since 2015; at least 460 citations in 2020); Two books published; established new faculty award for outstanding achievement in teaching, service, and scholarship
- **New online journal** started by KWS: ***Findings in Sport, Hospitality, Entertainment, and Event Management***
- KWS received a new Sustainability Grant for developing hydroponic garden at KWCI (products being used in culinary classes)

- **Dual Enrollment Growth:**

- **Expanded dual-enrollment programs** in culinary arts and hospitality offerings in regional school districts including; Shelby County Schools, Fayette County Schools, Tipton County Schools, Bartlett City Schools, and Gibson County Schools. The initiatives will enroll more than 250 new students beginning Fall 2021

Loewenberg College of Nursing



- **Welcomed two new members to our leadership team**
 - Dr. Jeremy Whittaker, Assistant Dean for Nursing Students
 - Dr. Danielle Gunter, Director of Clinical Education
- **Awarded \$7.3 million in external funding through 3 large HRSA grants**
- **Enrolled 20 students into our PhD program in our first 3 cohorts**
 - >60% are racial/ethnic minority students
 - 4 students have progressed to be PhD candidates (Cohort 1)
- **Launched an accelerated BSN program for Fall 2021 at our Lambuth campus to address the need for a better educated nursing workforce in the community**
- **Achieved a >90% NCLEX (licensure exam for new registered nurses) pass rate for the first quarter of 2021**

School of Communication Sciences and Disorders



Graduate Programs

- **Despite pandemic disruption to clinical training, all MA and Doctor of Audiology students graduated on time**
- **100% passed PRAXIS; 100% job placement**
- **90% CSD tenure/tenure-track faculty have sought grants or are grant-funded**
- **CSD Diversity Taskforce established: student, alumni, faculty and staff engaged**

Undergraduate Innovation

- **>200 students enrolled in ASL courses in Spring 2021**
- **34 graduated with ASL minor**
- **ASL and Deaf Studies major in final approval stages**

Memphis Speech and Hearing Center

- **Over 11,000 supervised hours onsite**
- **\$500,000 gift to support cochlear implant program, adult aphasia rehab and client assistance program**
- **Increased contract services (VA, UTHSC)**
- **Church Health hearing healthcare program**



School of Public Health



- **Academics**

- Fully accredited (7 years) - CEPH for SPH, CAMHE for MHA program
- Initiated Bachelor of Science in Public Health (BSPH), major and minor
- Underrepresented minority enrollment at 34%
- Increased SPH admissions by 29% over previous year

- **COVID-19**

- Very involved in COVID outreach and research at University, local and national levels
- Served as local resource for Mayor's Joint Task Force and local media
- Research/publications related to
 - *antibody testing
 - *healthcare utilization
 - *impact on air quality
 - *mask compliance
 - *mental health
 - *environmental safety in early childhood centers
 - * community engagement
 - * substance abuse

- **Research Activity**

- 176 extramural proposals and 100 grants/contracts awarded over the last three years
- Total extramural funding of \$3,479,715 in 2020 and 2021 to date, plus \$1,173,019 in UoM collaborative projects, including several COVID related (NIH, SCHD, City of Memphis, CORNET)

Helen Hardin Honors College



- **Fall 2021 Honors Enrollment**

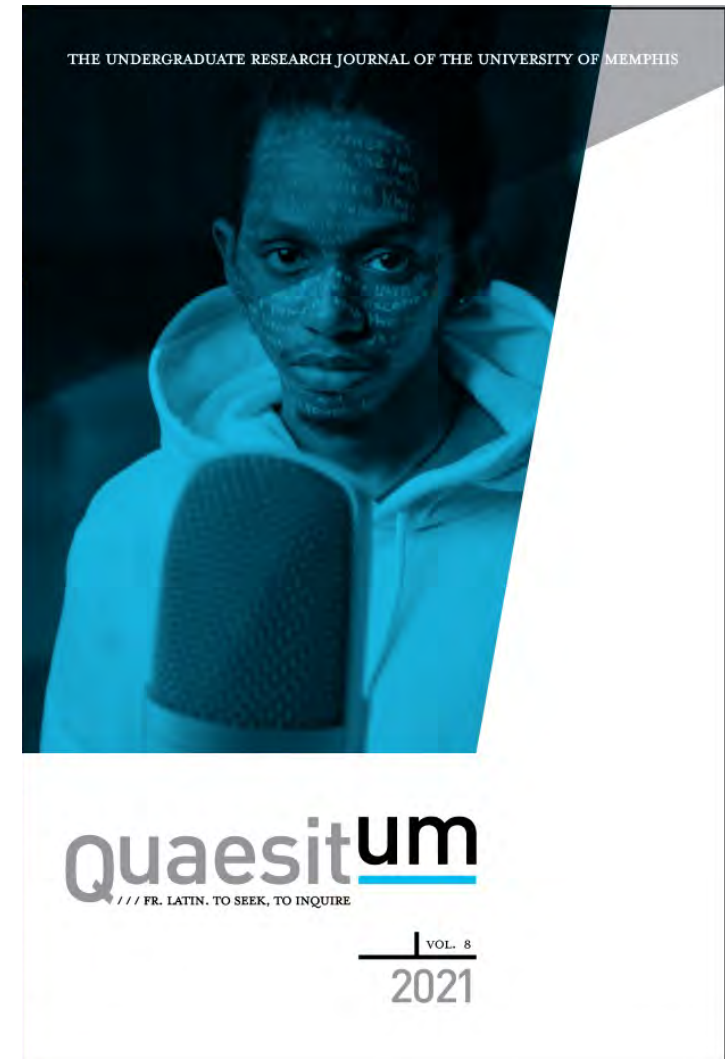
- Admitted 450 Honors Freshmen
- Average ACT = 27; HS GPA = 4.00
- Total Honors Enrollment = 2,042

- **Undergraduate Research**

- Continued to fund “Summer Research Fellows” program for undergraduates to work on faculty research projects
- Published 8th volume of *Quaesitum*, the UofM’s undergraduate research journal

- **Fellowships and Awards**

- History/African and African American Studies major awarded a \$35,000 Phi Kappa Phi fellowship for graduate study at Harvard Divinity School
- Nursing major awarded a \$10,000 Blue Cross Blue Shield undergraduate scholarship



Cecil C. Humphreys School of Law



- Ranked as the 13th best law school nationally for African-Americans in *preLaw Magazine's* “Best Law Schools for Diversity” rankings
- A 94% bar passage rate for first-time takers on the February 2021 bar exam
- A 13% increase in bar passage rate for first-time takers on the July bar exam from 2018 to 2020
- Ranked in the Top 25 nationally for “Law Degrees Awarded to African-Americans” in *Diverse Magazine's* rankings of the Top 100 Producers of Minority Graduate Degrees
- 85% full-time employment rate (classes 2018-20)
- The median LSAT score for our entering class is the highest it's been since 2014
- The Class of 2021 will be our most diverse class EVER
- Listed as the "Best Law School Building & Facility in the Country" by *The National Jurist* & *preLaw Magazine* (three-time winner)
- Nationally-ranked Clinical Training & Legal Writing Programs in *U.S. News & World Report*

Graduate School & Center for International Educational Services



- Increased graduate enrollment 2.5% Fall 2018, 1.2% Fall 2019, 12.6% Fall 2020 (vs. national trend for Fall up 4.2%, Forbes 10/15/20)
- Increased international graduate enrollment 6.6% Fall 2018, 7.3% Fall 2019, decreased 4.3% Fall 2020 (vs. national trend decline of 7.6%, Forbes 10/15/20)
- Increased participation in professional development seminars for graduate students from 154 (2018) to 219 (2019) to 314 (2020). Ten graduate students attended five or more seminars
- Increased number of I-20s processed for international applicants (237--F19; 189--F20; 505--F21)
- Increased global presence via Keystone International Search Engine Optimization 619,192 impressions, 15,495 clicks (3% click through), 367 UofM website clicks (6% conversion) and 920 student leads
- Gained THEC approval: PhD Urban Affairs, PhD App. Physics, D. Social Work, MS Data Science, MS Eng. Mgmt., Masters in Non-Profit Management
- Modernized paperwork to online format, streamlined processes and improved website usability

UofM Lambuth



- Headcount to 1320 (23% increase)
- Renovation of Sprague Hall for Nursing (\$6M project)
- Renovation of Library basement for large classroom (\$150K project)
- Phase II Renovation for Wellness, Health and Fitness building (\$100K project)
- Madison Academic High School partnership for dual enrollment and usage of facilities
- Added Accelerated BSN
- Approved to add the Doctorate of Physical Therapy
- \$400K raised to establish new UofM Lambuth scholarships in Health Sciences, Music Entertainment, Nursing and Psychology

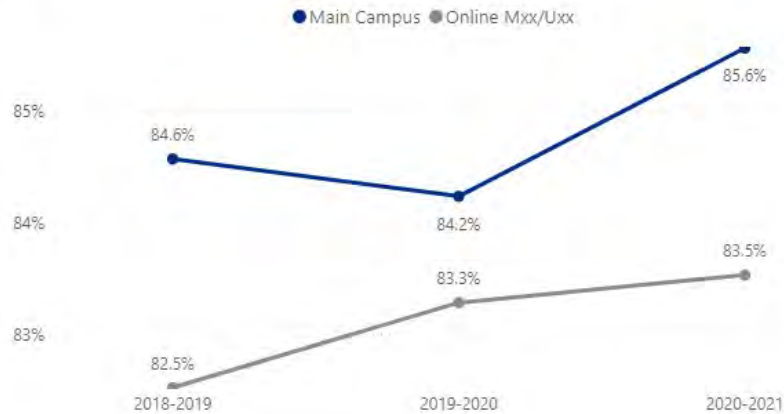


UofM Global

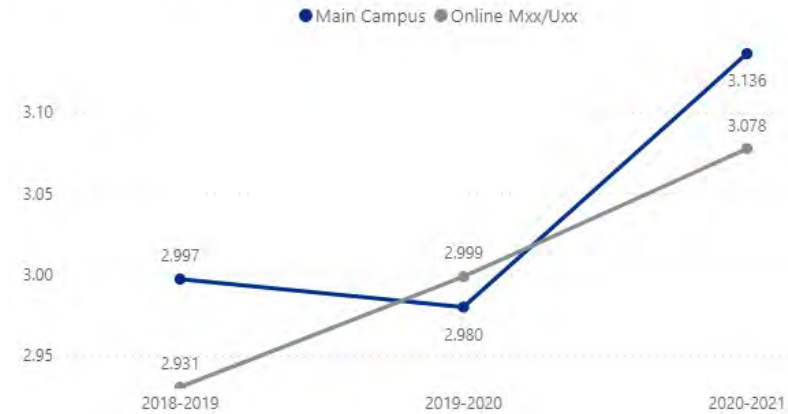


- Approaching 5,000 students from 41 states completing their degrees fully online
- Awarded Gold Medal for Learning in Practice by Chief Learning Officer
- Course success rates similar to on-ground offerings

% of Grades that were Success ABC



Average Course Grade



- Several ranked online programs recognized by *U.S. News & World Report*

- *MBA, No. 45*
- *Education (graduate), No. 146*
- *Criminal Justice (graduate), No. 21*
- *Nursing (graduate), No. 45*
- *MBA for Veterans, No. 26*

- *Business, No. 27*
- *Bachelor's Program for Veterans, No. 34*
- *Bachelor's, No. 53 (increased from No. 125 in 2018)*



UofM Global Corporate Partnerships



Now expanded to include FedEx Freight, Memphis based Supply Chain and 15+ FedEx Express Hubs



Includes Nike Distribution Centers in Memphis and St. Louis, Nike AIR MI, Nike Promo Warehouse and Converse Distribution Centers



100+ employees enrolled in Prep Academy, undergraduate courses or non-credit training



Joining their prestigious Academic Network, UofM Global's programs are now available to InStride's Corporate Partner Network. Other institutions in the academic network include Arizona State University, University of Wisconsin, CUNY and more



City of Memphis eligible employees have access to any University of Memphis degree programs

Academic Innovation



Finish Line

- Surpassed 800 graduates, 325 currently finishing up their degrees
- Student Profile:

48%

First-Generation
Students

68%

Low-Income
Students

71%

Underrepresented
Minorities

ELC

- This past year, 416 students received ELC, earning 4,701 credit hours (undergrad and grad)
- Average award of 12 credit hours (undergrad)

UM3D Transitioned to Library

University Libraries



- **Distributed 364 Laptops — COVID Relief Grant**
- **Continuous operation during the COVID pandemic restrictions**
- **Launched open access journal publishing**
- **Migrated electronic theses and dissertations to a new platform**
- **Adopted Digital Commons for Special Collections archives**
- **Produced 86 instructional videos/tutorials**
- **Virtual classroom presentations — 400+ to more than 8,000 students**
- **Recruited 6 Libraries faculty**
- **Launched credit generating class, LBRY 4/6020**
- **Coordinated 8 “Dissertation Writers Retreat” and 3 “Tigers Advocate for Democracy” virtual events**
- **Launched Scholarly Communications initiative**
- **Partnering with MOCH, AAAS, Multicultural Affairs and more to coordinate Fall 2021 event, “MEMFLIX: A Memphis Reads Film Series”**
- **Leadership role with UM3D Integrated Instructional Support and Canvas LMS integration**
- **Co-PI with Open Educational Resources (OER) pilot grant**
- **Created TN documents electronic archive**
- **Received donations in excess of \$630,000**
- **Permanent display of MLK speech manuscript — Fogelman gift**
- **New Initiatives**
 - Scholarly Communication
 - TN documents archive
 - Open Access Journal publishing
 - OER Hub creation

Educational Initiatives



- Provided high-quality in-person and virtual education to over 650 children through a global pandemic
- Served as a best-practice site for COVID-19 protocols and preparedness for district and charter schools in the Memphis area
- Campus School was designated as a STEM school by the Tennessee Department of Education
- Campus School and University Middle were both designated as Trauma Informed Schools by the Tennessee Department of Education
- Campus School and University Middle were both awarded Civics Seal Grants to promote Civics education
- The Early Learning & Research Center (ELRC) renewed a Department of Education grant to support student parents
- The ELRC also received grant funds to provide free voluntary Pre-K services to faculty, staff and student families who qualify
- University Middle officially relocated to its permanent on-campus home
- The Porter-Leath UofM (PLUM) Academy broke ground on its new early childhood academy in Orange Mound
- University Schools received \$250,000 in grant funds for high school planning, with an additional \$500,000 in privately funded launch funds to be distributed once the school opens
- University Schools partnered with faculty to facilitate six funded research projects in the 2020/21 academic year
- University Schools provided over 100 school based COVID-19 testing sites and two vaccination sites

Division of Student Academic Success



Increased 6-year graduation rates from 42.9% (2008) to projected 54% (2021)

Academic Coaching for Excellence (ACE) program: For students whose GPAs fell below >2.0

Highest percentage of students return to Good Standing after the intervention term (61.3%). 84% of the ACE treatment cohort were retained to the spring term. *“My academic coach assisted me with mental health & stress related to COVID-19 and virtual learning.”*

Academic Counseling Center (ACC) - Centralized Academic Advising successfully delivered virtually to freshmen and sophomores (>11,000 last year)

- 88% of Fall 2020 Cohort assigned to ACC registered for Spring 2021
Unanticipated successes from pandemic: Fewer no-shows for appointments since appointments were delivered virtually; more students seen as a result
- Student Satisfaction Surveys - Overall average- 98% Strongly Agree-Agree responses

Educational Support Programs (ESP) Success - Significantly increased the number of students who accessed tutoring through virtual and asynchronous delivery

Student Success Programs-SSP (TRIO Projects: STEM & Classic) Success

- STEM **\$1,309,440** and CLASSIC **\$1,375,525** federal grant programs renewed five years (2025). Higher retention and graduation for Pell and first-generation students not in SSP

Division of Student Academic Success



Testing Center Success

- **Despite the decrease in available seating (density), the center offered with success, ACCUPLACER, CLEP, DSST, ParaPro Assessment, MAT, TEAS, certification and licensure exams, Credit by Exam, oral proficiency exams, as well as all ETS, Prometric and STN contract exams**

First Scholars

- **First-year retention rate 93.4% , 4-year graduation rate 39.2% ,6-year graduation rate 79.5%**
- **Received the 2021 NASPA Excellence Award for the Opportunity Scholars program**

Disability Resources for Students (DRS)

- **Led campus-wide book club “Disability Visibility”, a collection of short stories written by disabled authors designed to decrease disability stigma. Increased number of students served from 688 (Fall 2018) to 992 (Fall 2020)**

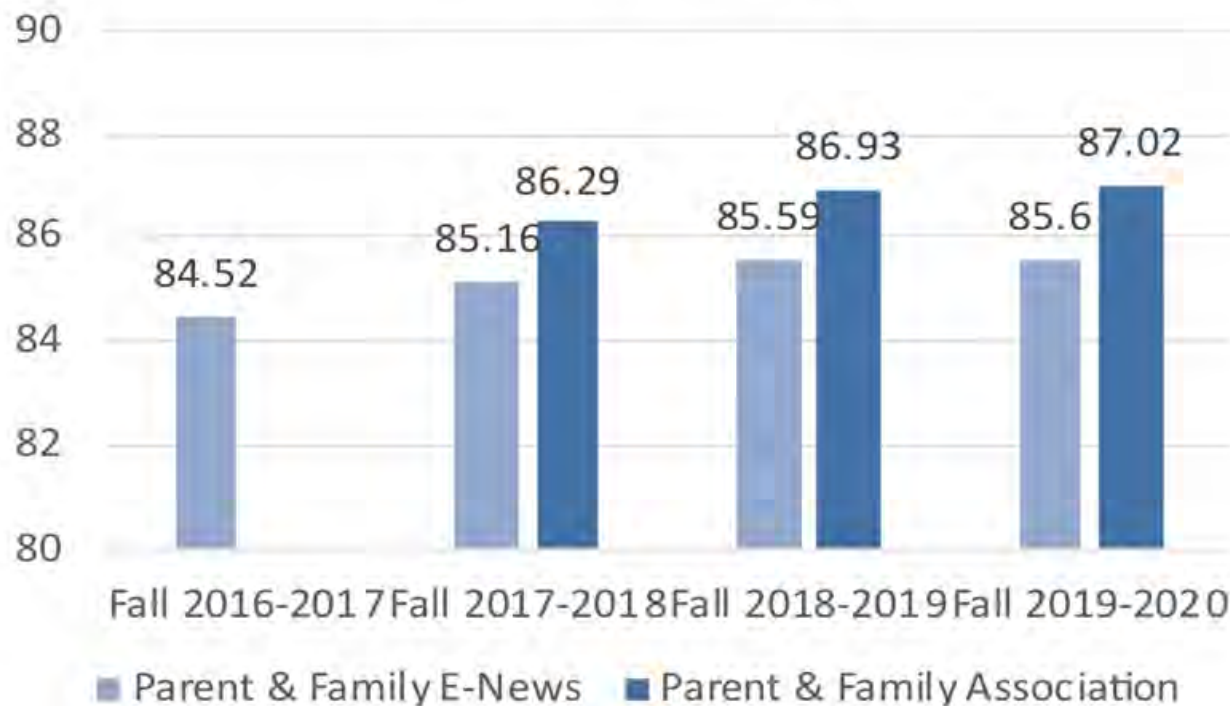
Student Success Resources: Led registration outreach/incentives for the Fall 2020, Spring 2021 and Summer/Fall 2021 terms which contributed to the 2nd highest recorded 1-year retention rate (79.5%) and 2nd highest 2-year retention rate (67%)

- **Achieved the highest number of faculty (58%/747 faculty) participating in Early Alert/ Intervention during a spring term. Changes to Early Intervention resulted in 86% of all cases being resolved by the Spring 2021 withdrawal**

Division of Student Academic Success



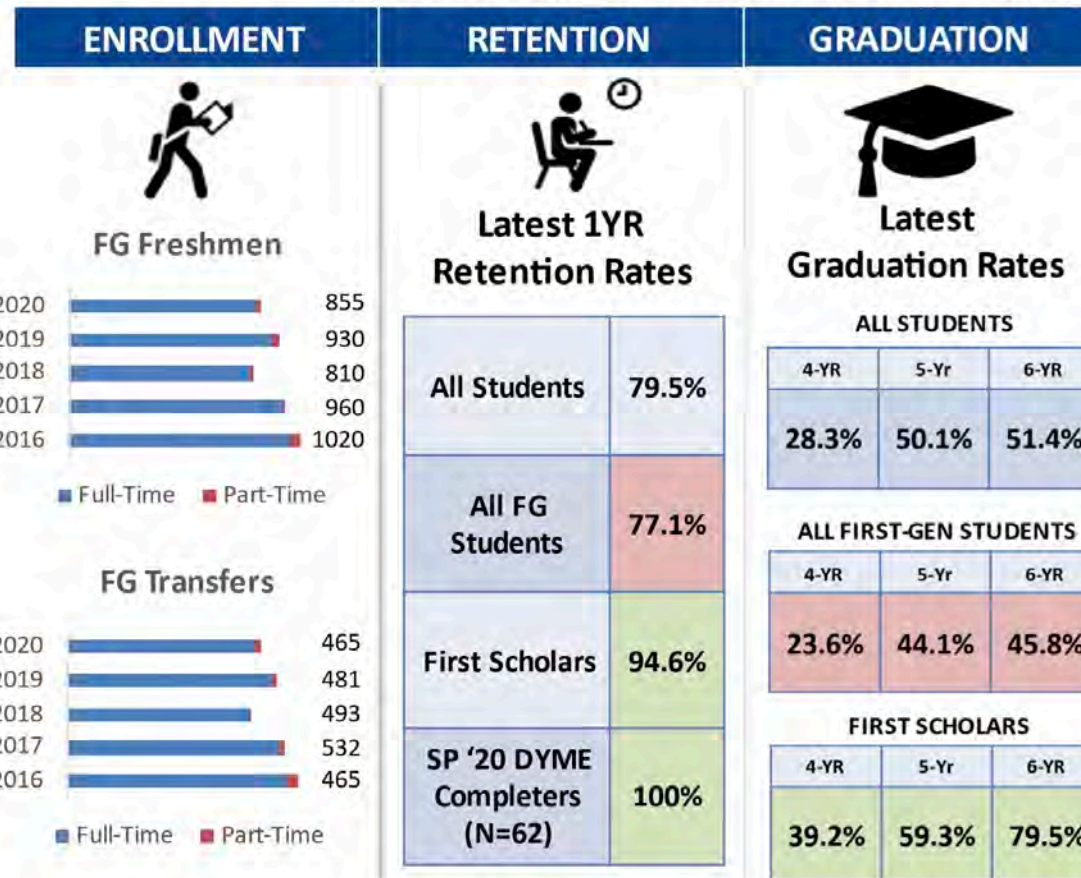
Fall to Fall Retention Rates for Parent & Family E-news and Parent & Family Association



Division of Student Academic Success



Key Metrics Office of First-Generation Student Success



Registrar's Office



The Registrar's Office works cross-departmentally to support student success and seeks continual improvements in systems and procedures.

Strategic Workgroups – Communication, Scheduling and Academic Policy Review

**The communication group is focused on reducing noise for students and will provide a communication inventory for CRM usage
The scheduling group is creating new reports and training, implementing waitlisting for Spring 2022, and identifying roadblocks
The academic policy review group is reviewing policies to help support student success, academic integrity and best practices**

Transfer Evaluation System (TES) and Transfer workshop – TES, a system showing how transfer work will apply at UofM, went live and training sessions were held with advisors. In partnership with UG admissions, a transfer workshop was held for community colleges in the region

Chatbot – The chatbot is available now on enrollment websites and in the myMemphis portal to help answer student questions, 24/7

TigerHelp Ticket System – Allows students to submit a trackable ticket and get assistance from USBS, Financial Aid, Scholarships and the Registrar's Office. (Late adds and late withdrawals have a new ticket page to make it easier for students.)

Digital Dean's List Certificates – UofM students who are on the Dean's list for Fall 2021 will receive a digital dean's list certificate that is shareable on social media, so we can share that success

Continuing Education registration – Managed growing continuing education courses held through corporate partnerships and in MOOCs

Back on Track Registration Events – Partnered with Student Success in hosting virtual events to help address registration and advising hurdles

myMemphis portal student page – A clean, one-stop student portal page was created with a focus on enrollment

Simplifying late and retroactive withdrawals – Teamed with Graduate School and mirrored processes to reduce student confusion

Office of Undergraduate Admissions & Orientation



- The office remained open and accessible in-person, by phone and by email. We did not close at all during the entire year of 2020 to date
- Hosted 30 fall campus events (mostly virtual) and 20 spring campus events (in-person and virtual)

Virtual Visits	Virtual Fairs	In-person visits/Drop-Offs	In-person Fairs	Student Meetings	All other visits and events
304	108	72	36	252	70

Fall 2021 Freshmen Stats <small>(as of 8/2/21)</small>	Applications ↑	Admits ↑	Registered ↑
	17,624 (3.3%)	14,012 (22.9%)	2,035 (2.5%)

2021 All UG Apps Processed <small>(as of 8/2/21)</small>	Fall	Spring	Summer	Total
	24,135	5,558	3,428	33,121

- New Student Orientation registrations (8/2/21) = **2,704** (2,584 in 2019)
- Test-Flexible – admission policy for 2021 and 2022
- Implementing a new CRM - **Slate** – 100% operational, expected Sept.21

International Admits = 171

- (418% increase from 33 in 2020)

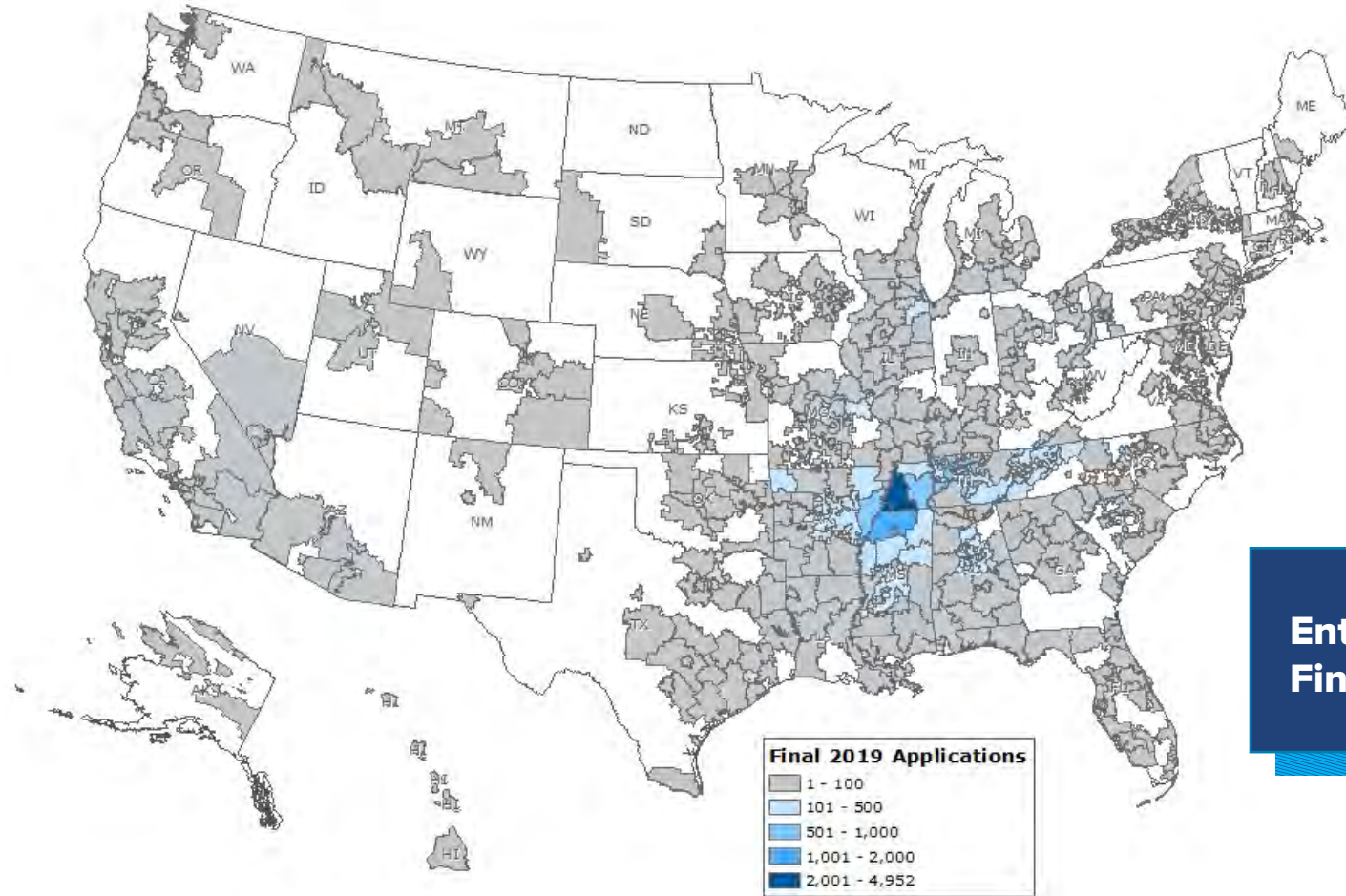
Dual Enrollment = 2,000+ Registrations

- 36% matriculation Fall '21

Office of Undergraduate Admissions & Orientation



Heat Map Final Activity of Applicants 2019-2021

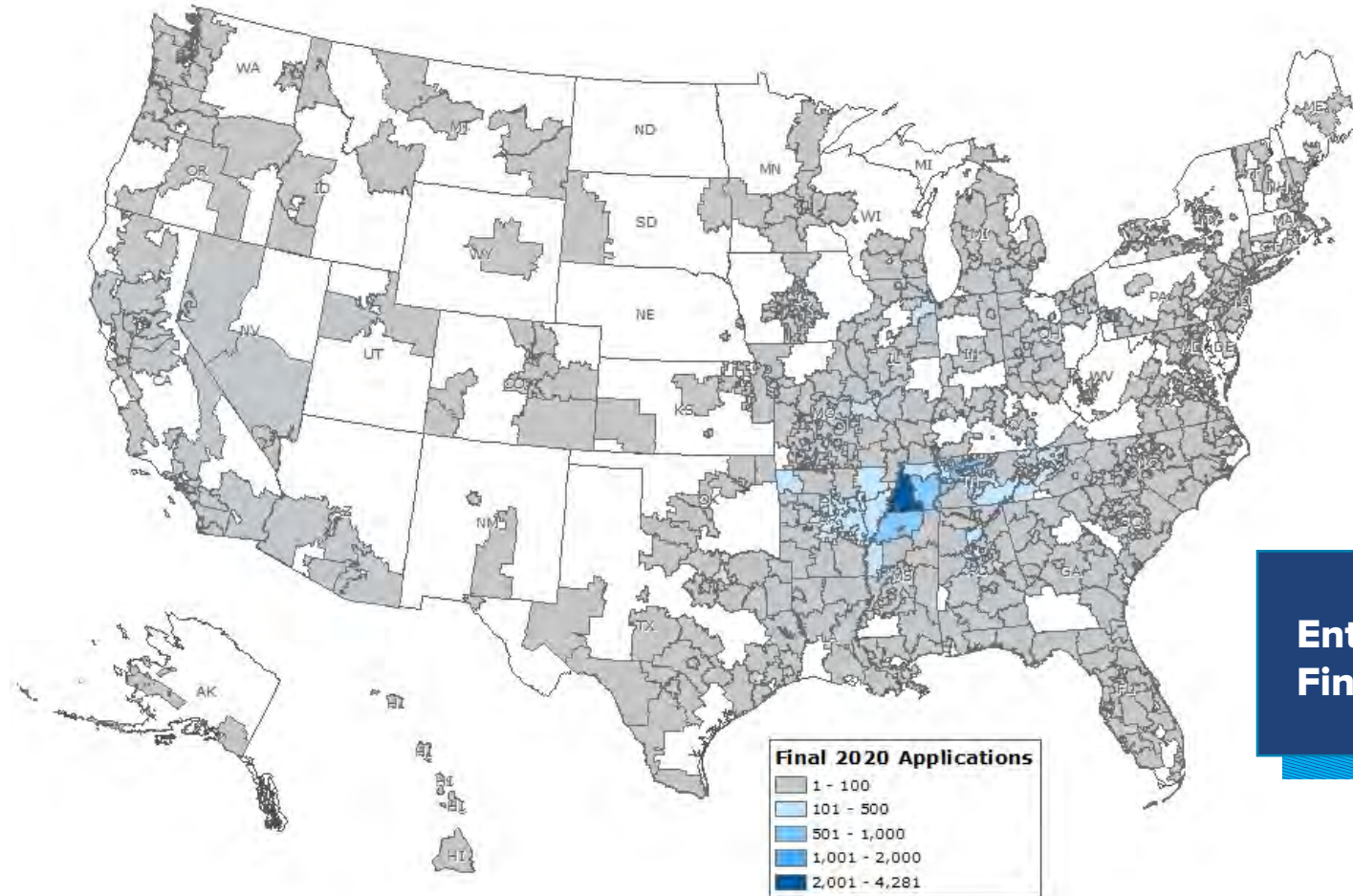


**Entering Class of 2019
Final Applications**

Office of Undergraduate Admissions & Orientation



Heat Map Final Activity of Applicants 2019-2021

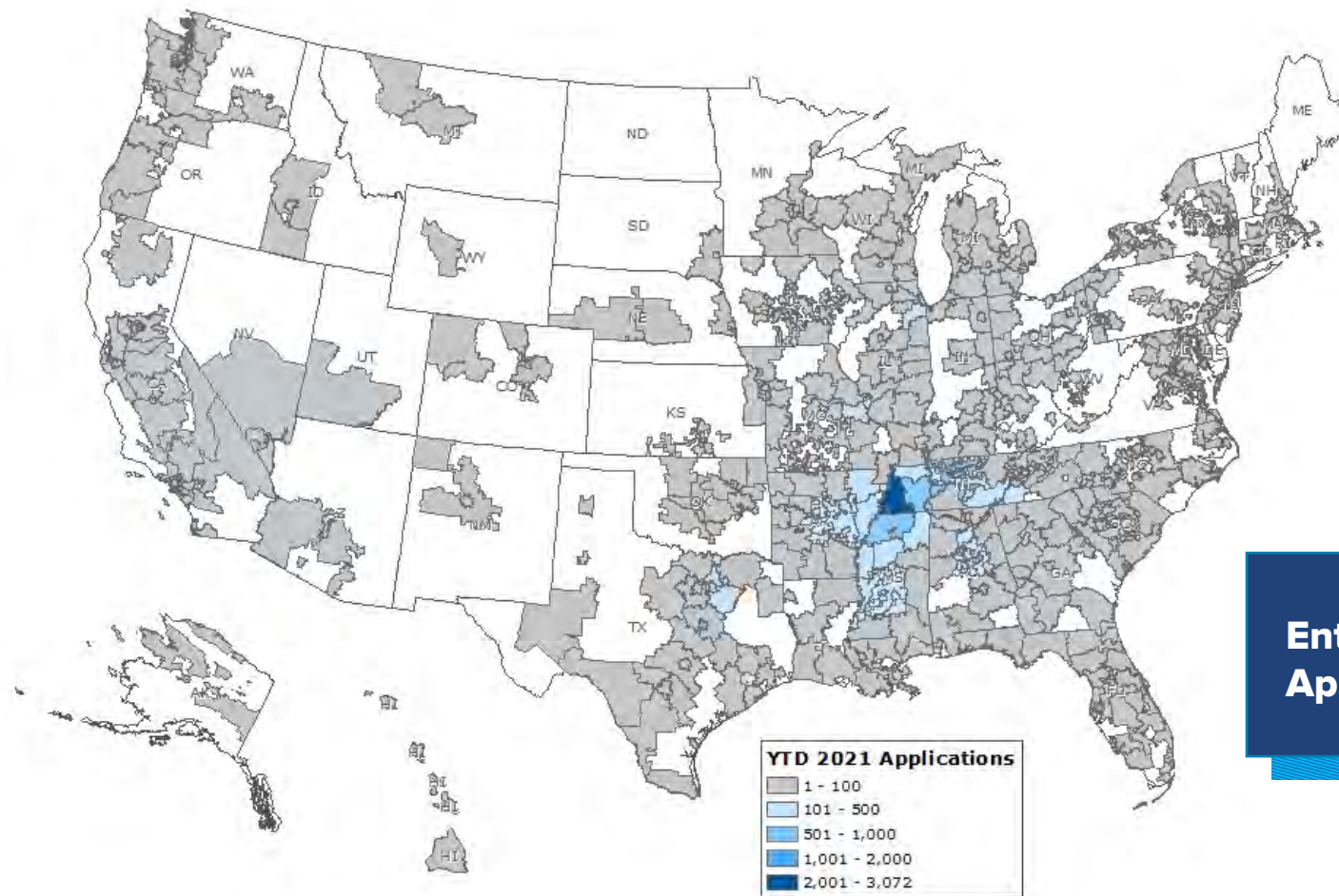


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Heat Map Final Activity of Applicants 2019-2021



**Entering Class of 2021
Applications (as of March '21)**

Dual Enrollment



- Dual Enrollment has experienced continuous growth over the past 5+ years
 - **12%** growth in headcount from last year, F19-SP20
 - **14.7%** increase in credit hours
- **1,877** students enrolled for Spring 2021 - record high!
- Increased matriculation rate from 29% to **36%** (internal goal was 35%)
- Expanded online offerings to increase equity and access
- Expanded Memphis and Lambuth campus offerings
 - East High School student cohort taking History and Math courses on campus
 - Fall 2022 Madison Academic Dual Enrollment partnership at Lambuth
- New Course Offerings and Programming for F21
 - Commercial Aviation-Memphis Aviation Prep School (MAPS)
 - Health Sciences
 - Chemistry
 - Culinary & Hospitality
 - Senior-to-Sophomore at Collierville High School (students can earn 30 credit hours prior to graduation)



Financial Aid & Scholarship Accomplishments



- Absorbed the One-Stop shop into the Office of Financial Aid as a larger reorganization project to improve customer service and efficiency
- Reorganization for more efficient process
- Cross training for staff to utilize staff in multiple areas
- More focused, consistent and frequent outreach
- Targeted outreach
- One on One Financial Aid/Scholarship sessions at NSO
- Automated previously manual processes
- Focused collaboration with interoffice partners
- Automated our packaging process
- Collaboration with external partners (i.e., Shelby County Schools)
- Test Optional Awarding for Freshmen
- Redefining the student employment process
- Improving the SAP process
- Awarding federal stimulus money (HEERF) in a timely and compliant manner
- Implemented Top Desk Self-Service for better customer service for students and tracking of students
- Moved Student Employment (Regular Student Employees) to Shared Services/Human Resources
- Maintained our normal awarding capabilities through remote work during a pandemic
- Transitioned the Federal Work Study process to an electronic system
- Scanned and indexed all Student Employment paperwork to OnBase system, making Student Employment a paperless process (still ongoing)
- Customer Service staff has implemented the use of Virtual Printing for the OnBase system for Financial Aid documents, saving time and paper
- Created a disbursement schedule for majority of the athletic awards, to pay out on a monthly basis, eliminating the manual entry process
- Implemented graduate scholarships for 2021-2022

Institutional Effectiveness, Accreditation and Academic Assessment



- **5th Year Interim Report**
 - 23 standards + Quality Enhancement Plan Impact Report
 - No referrals
- **Quality Assurance Funding**
 - Improvement in score by 10+ points
 - Full points for Major Field Test and Student Equity
- **College Rankings**
 - Improved rankings for most major categories
 - Received first-ever top tier ranking for *U.S. News & World Report*
- **Successfully completed Department of Defense MOU audit**

OIR Accomplishments



- Converted 23 interactive dashboards from SAS Visual Analytics to PowerBI
- Developed new dashboards for Sponsored Programs Research Activity, scholarships, course planning and academic unit key performance indicators
- Launched new OIR website
- Collaborated with Admissions on actionable predictive analytics for accepted applicants (Yield Analytics)
- Developed a scenario planning tool for test-optional merit scholarships
- Led the assessment planning for the University's Eradicating Systemic Racism 14 working groups
- Developed new reporting process for THEC reporting, bypassing old TBR mechanisms
- Led strategic planning for Slate CRM implementation
- Completed reporting for 34 external surveys and 518 ad hoc, grants and standing requests

Dean of Students/ Chief Health and Safety Officer



Dean of Students/Student Outreach and Support

- 105 students received 47,706 in emergency funding
- Established COVID contact tracing process and policy for students
- Supported 449 students through case management
- 780 visits to the Tiger pantry

Counseling and Health Center

- For 2020-2021, provided 2,629 individual telehealth therapy appointments compared to the 2019-2020 school year of 2,469
- No-show rate decreased from 19% for initial appointment and 14.8% for individual appointment with in-person services to 8% for each category for telehealth services
- The center staff created several virtual self-care and mental health support tool kits that were made available on the counseling center website as well as several scheduled dates of self-care bags distributions

Dean of Students/ Chief Health and Safety Officer



Student Accountability

- Handled more than a 100% increase year-over-year in Academic Integrity Violations
- Addressed 117 violations of the University's COVID health and safety policy
- Completed 3 trainings each for faculty and students with collaboration from the Provost's office at the beginning of the calendar year, focused on academic integrity; more than 500 members of the University community were in attendance

Multicultural Affairs

- 25 presentations on Diversity and Inclusion and 4 sessions of Safe Zone Training
- Partnered with International Paper and Auto Zone on advisory groups to support diversity hiring initiatives
- Over 1,500 students still engaged during the pandemic with our Registered Student Organizations (RSO)

Dean of Students/ Chief Health and Safety Officer



Housing and Residence Life

- **Maintained operations throughout pandemic in all residential communities on-campus, serving approximately 1,800 students at the Main and Lambuth campuses with limited instances related to rule violations**
- **Implemented a COVID-19 Quarantine and Isolation protocol for students living on-campus, which included quarantine and isolation housing and meal delivery**
- **Replaced the housing and residence life programming model with a residential curriculum to develop more intentional student engagement in the residence halls through the Student Leadership and Professional Competencies model in collaboration with Student Leadership Involvement and Career Services**

Police Services

- **Incidents per 1,000 dropped 31% from 2019. Though much of that can be attributed to lower campus density as part of COVID mitigation strategies, it still represents a continued four-year decline in on-campus incidents**
- **Clearance rate (crimes solved) for investigations saw a 19.2 increase from 2019-2020**
 - 34.2 in 2017**
 - 34.1 in 2018**
 - 30.7 in 2019**
 - 36.6 in 2020**
- **The department remained completely on premises during COVID, other than Victim Services, and answered 22,851 calls for service in 2020, which was a 25% increase from the previous year.**

Career Services



Future Focused (2021/2022)

Overview of Services

- Career Advising
- Competencies Awareness/Development
- Resume & Cover Letter Review
- Mock Interviewing
- Assessments (personality, etc.)
- Career-related Presentations
- Job & Internship Opportunities
- Professional Development Programs
- Grad School Planning
- Connecting Students with Employers
 - Career Fairs, Industry Panels, Interviews, Information Tables and Community Partners/Employer-Led Events

I. Implementing Stepping blocks software to enhance student understanding and awareness of multiple career paths. Software highlights:

- a. Provides interactive content related to goals, education expectations, skills requirements, employer demands and actual anonymous career paths tied to desired job titles and degrees
- b. Allows students to analyze career paths nationally or at the institutional level (UofM alumni)
- c. Presents entire alumni database to produce deep insights about salary, geography, employers, skills and other key academic and employer trends

II. Developed a Career Readiness Task Force (CRTF) who will develop a comprehensive institution-wide career readiness plan to integrate career competencies in University of Memphis students' curricular and co-curricular experiences

Career Services Initiatives



Implemented new ACAD Career Unit curriculum, PathwayU, to assist students with recognizing strategies for making appropriate academic major and career decisions. Students' responses:

- 94% felt more knowledgeable about steps they could take to explore career interests
- 97% felt more aware of career opportunities in their field of interest
- Students identified some next steps they would take in their professional process:
 - Familiarize myself with competencies and skills that companies value
 - Gain career-related experience through student organizations, service, part-time jobs and internships
 - Choose a major that aligns with my career goals, interests and value

Engaged over 6,000 students in career and professional development activities and events to include select Academic and Student Services partnerships:

- Careers in Psychology course: 334 freshmen and sophomores completed resumes
- 154 students participated in the Student Leadership and Professional Competencies Conference (collaboration with SLI)
- On a scale of 1 (strongly disagree) to 5 (strongly agree), students felt they:
 - Developed an understanding of at least one competency that employers seek (4.61)
 - Gained knowledge that will help them in their leadership experiences at the UofM (4.57)
 - Gained knowledge that will help them in their professional career (4.5)

Provided Career and Internship Opportunities for UofM students:

- 29,360 jobs and internships posted in TigerLink powered by Handshake
- 4,620 University of Memphis students participated in Applied Learning (internships, practicums, clinicals, field experiences, research)

Commencement



- Held online commencement for Spring, Summer and Fall Commencement 2020
- Held first outdoor commencement at the Liberty Bowl Memorial Stadium in November 2020 for graduates who could not attend earlier in 2020 as a result of COVID-19
- Provided touchless Drive-Thru Cap and Gown for Spring, Summer and Fall Graduates in partnership with University of Memphis Alumni Association and University of Memphis Annual Giving and Parent Programs
 - *This event for spring and summer invited all graduates because these individuals could not celebrate in-person at the time of their graduation, so it served as a ceremony with cheers and congrats from staff, alumni and other students. **Continued this touchless drive-thru for Spring 2021.***
- Mailed all 2020 diplomas without interruptions
- Largest commencement to date for our in-person Spring 2021 Ceremony at the Liberty Bowl Memorial Stadium nearly 1,900 students participated



Open Educational Resources (OER)



Definitions and Benefits

- Free, adaptable and high-quality educational materials
 - Textbooks, entire courses, multimedia, assessments and more
- Benefits for students: affordability, first-day access, and better outcomes especially for BIPOC and other historically-underrepresented students
- Benefits for faculty: adaptability, flexibility and ability to further diversify perspectives and texts

Faculty Support

- UofM OER resources and training
 - <https://bit.ly/UofM-OER>
- University Libraries support
 - Assist faculty with locating free internal and external course materials
 - Work with on adapting and publishing OER