



College of Education Welcome Back Fall 2019

Faculty and Staff Meeting
Tuesday, August 20th

COE Vision and Mission

- **Vision**

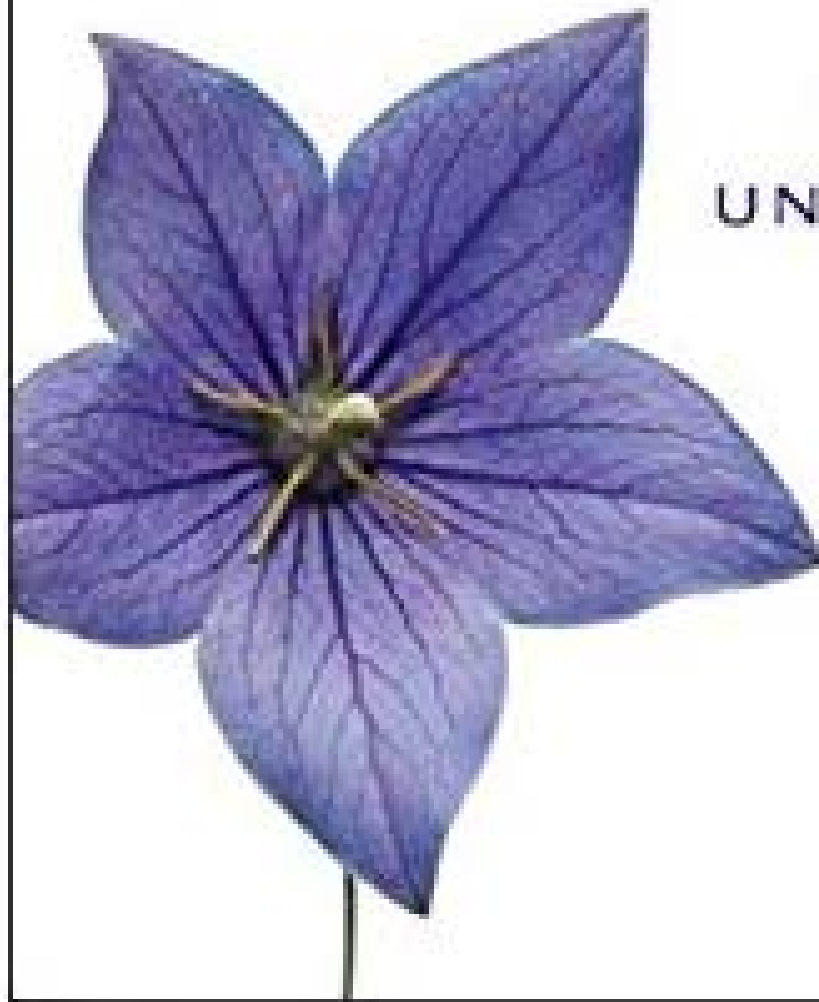
Driven by a commitment to diversity, social justice and equity, the College of Education is a premier educational organization that engages in innovative and impactful research, teaching and service.

- **Mission**

The College of Education builds on a foundation of success in research, teaching and service by:

- fostering depth and breadth of knowledge;
- conducting relevant and innovative research;
- developing culturally competent leaders and practitioners;
- collaborating with and providing services to diverse local, national and international partners to address real-world problems of practice;
- advancing an environment where diversity, social justice and equity are paramount.

COE 2019-2020 Quote of the Year



DO THE BEST YOU CAN
UNTIL YOU KNOW BETTER.

THEN, WHEN YOU
KNOW BETTER,

DO BETTER.

- Maya Angelou

Fun and Excitement in the COE



Fun and Excitement in the COE



COE Accomplishments

- Enrollment Growth
 - Enrollment of 1424 students in F2018 is highest enrollment since the College was restructured in F2015
 - One-year enrollment growth from F17 (1323) to F18 (1424) showed increase of 7.6%
- Degree Production
 - Greatest number of recipients of Graduate Certificates (51) and graduates with Education Specialist (24) and Doctor of Education (50) degrees since AY 2012-2013
 - Doctoral degree growth of 85% since 2012-13 and a 52% increase since 2014-15
- Nationally Ranked Programs
 - US News & World Report ranking improved in Graduate Education (#153) and Rehabilitation Counseling – Graduate (#20)
 - Online Education – Graduate USNWR ranking improved from #150 to #139, making it highest ranking program of its kind in Tennessee
- Development/Fundraising
 - Phenomenal growth in fundraising and development for FY19
 - Increased donor base from 134 donors in F17 to 211 in F18 (58% increase)
 - Total Pledges (\$1.3M), Total Giving (\$722K) and Total Commitments (\$1.4M) in FY19 are highest amounts raised since College restructuring in F15

COE Accomplishments

- Over \$5.5 million raised for the River City Partnership
- Established Dean's Advisory Council
- CEPR department approved for CACREP accreditation. All 200 standards met with no deficiencies
- Established COE Recruitment and Retention Taskforce
- Peer Power Institute housed in Ball Hall
- CREP and COE contracted to conduct Impact Study for Shelby County Schools
- Launched Faculty Development Dine-n-Dash Research Series in partnership with the Office of Sponsored Programs
- Reinstated Faculty Research Grants and Faculty Research Travel Fund
- Reinstated Graduate Student Research Travel Fund

COE Accomplishments

- Co-hosted the 2018 NAME (National Association for Multicultural Education) Conference with over 600 attendees
- Co-hosted the West TN TESOL (Teachers of English to Speakers of Other Languages) Conference with over 200 attendees
- Co-hosted the inaugural Classroom and Behavior Management HLP Conference (Dr. Hunter, ICL, TigerLIFE, and CEEDAR Center)
- Dr. Ley Davis worked with the Council for Exceptional Children and Council for Administrators of Special Education to advocate in Washington DC on behalf of children and youth with exceptionalities and professionals who work with them.
- Dr. Griswold will be a keynote speaker at the 2019 AAACE (American Association for Adult and Continuing Education) conference in St. Louis in October.
- Dr. Anderson named Associate Editor for *The American Educational Research Journal*
- Dr. Zanskas elected President of the Tennessee Counseling Association and President-Elect of the American Rehabilitation Counseling Association.
- Dr. Gulosino awarded a visiting professorship at UC Berkley for the Policy Analysis for California Education Center (2019/2020) and selected as the chair for the American Educational Research Association School Choice and Charter School Special Interest Group
- Dr. Gnanadass was selected book review editor for *Dialogues in Social Justice: An Adult Education Journal*

Tenure and Promotions



Lee Allen, ICL

Promoted to Full Professor



Susan Nordstrom, CEPR

Tenured and Promoted to
Associate Professor



DeAnna Owens, ICL

Tenured and Promoted to
Associate Professor



Brian Wright, ICL

Tenured and Promoted to
Associate Professor



Mary Ransdell, ICL

Promoted to Full Clinical Faculty



Kay Reeves, ICL

Promoted to Full Clinical Faculty



Carolyn Kaldon, CREP

Promoted to
Associate Research Faculty

New Faces in the Dean's Office



Angela W. Fair

- Business Officer III
- Previously served as Associate Director/Financial Manager in the Office of Sponsored Programs at the UofM
- **Fun Fact:** She and her husband serve as co-pastors of their church! They also love to travel and try “off the beaten path” restaurants!



Keith Hembree

- Coordinator for Undergraduate Recruitment
- Previously served as Director of Student Activities at Rhodes College
- **Fun Fact:** His wife, mom, sister, aunt, uncle, and cousins are all teachers in Mississippi.



Janet Wiens

- Pre-Award Coordinator
- Previously served as a Sponsored Programs Administrator in the Office of Sponsored Programs at the UofM for 8 years with a brief stint as a Grants Administrator at UT Health Science Center
- **Fun Fact:** Time by a rocky coast, preferably the coast of Maine, is her happy place.

Dean's Office Graduate Assistants



Jean Black

- Computer Lab
- MS in Clinical Mental Health Counseling student

Saniya Khan

- Computer Lab
- MS in Clinical Mental Health Counseling

Beth Batchelor

- Computer Lab
- MS in Counseling



Daniel Lattimore

- Dean's Office
- Counseling Psychology Doctoral student



Ruby Winters

- Dean's Office
- MS in Clinical Mental Health Counseling student

New Faces in CEPR



Melanie Burgess

- Assistant Professor of School Counseling
- Previously served as a Doctoral Student and Adjunct Instructor at Old Dominion University in Norfolk, Virginia
- **Fun Fact:** Melanie loves the outdoors, often visiting National Parks in her spare time. In 2017, Melanie climbed to the top of Mount Kilimanjaro in Tanzania, Africa with her spouse.



Chi Li

- Assistant Professor of Clinical Mental Health Counseling
- Recent graduate from Old Dominion University
- **Fun Fact:** Although her name is Chi Li, she really has nothing to do with the restaurant Chili's and her family doesn't have a secret chili recipe. When she first came to the US, she did not know what chili meant and was shocked to see her name on the restaurant menu, especially with small/medium/large size options.

New Faces in ICL



Keishana L. Barnes

- Clinical Instructor
- Previously served as a Teacher Residency Program Director
- **Fun Fact:** She loves second-hand shopping and bargain shopping. You can often find her at yard sales and thrift stores.



Tammy M. Combs

- Clinical Instructor of Urban Education
- Previously served as Adjunct Instructor at University of Missouri Kansas City & Metropolitan Community College
- **Fun Fact:** Her favorite movie genre is Action!

New Faces in ICL and TEP



Wideline Seraphin

- Assistant Professor of Literacy Education, ICL
- Previously served as a PhD candidate at The Pennsylvania State University and Graduate Instructional Consultant at Schreyer Institute for Teaching Excellence
- **Fun Fact:** Founded and fronted the band, Soul Space, and like to perform soul, R&B, and blues music.



Jayme Nobles

- Undergraduate Academic Counselor, TEP
- Previously served as high school English and History teacher at Center Hill High School in Olive Branch
- **Fun fact:** Jayme loves to travel. She has been to 13 different countries and studied abroad in London in college. One of her favorite trips was to Amsterdam where she got to tour the Anne Frank house.

New and Expanded Roles



Carolyn Kaldon

Chair of the University School
Research Consortium (USRC)



Eric Platt

Interim Chair,
Department of Leadership



Amy Wilson

COE Representative for Staff
Senate



Steve Zanskas

Dean's Faculty Fellow and elected President of the
Tennessee Counseling Association and
President-Elect of the American Rehabilitation
Counseling Association.

Positions and Searches

- COE:
 - Associate Dean, internal search
 - Director of Teacher Ed & Clinical Practice
 - Director of River City Partnership (Department, ICL)
- CEPR:
 - Assistant Professor EdPsych, EDPR
 - Assistant Professor-Marriage and Family Counseling
 - Assistant Professor, EDPR
 - Assistant Professor Addictions Counseling
 - Assistant Professor Counseling Psych
- ICL:
 - Assistant Professor, Literacy
 - Assistant Professor, Early Childhood Education
 - Assistant Professor, Social Studies
 - Instructor, Practicum Supervisor & Clinic Oversight, ABA
 - Instructor, Academic Coordinator, IDT
- LEAD:
 - Assistant Professor, School Admin (**ON HOLD**)

Student Success and Strategic Initiatives (Dr. Alfred Hall)



Budget/Finance Administration Updates (Angela Fair)

- *Our focus is operational excellence and responsible stewardship of University resources.*
 - I. New Initiatives
 - II. Across-the-Board/Merit/Compression Increases
 - III. Budget Carryforward
 - IV. Post-Award Support
 - V. Realignment of UM Online Fees
 - VI. Reminders
 - I. Attendance
 - II. Leave and Time Reporting

What's NEW! - New Initiatives

- ❑ Monthly COE Financial Administrators Forum
- ❑ Monthly “What’s DUE” Calendar
- ❑ Written Policy Guidance
 - Topical (e.g. time/leave reporting policy, etc.)
 - 1-page UM Policy Interpretation Whitepapers
 - Part-time Faculty Justification

TERM:					
Faculty Name	Faculty Rank	Course Prefix and Number	Course Title	Student Enrollment	Course Release Rationale

COE Business Operations Goal: Strengthening Infrastructure

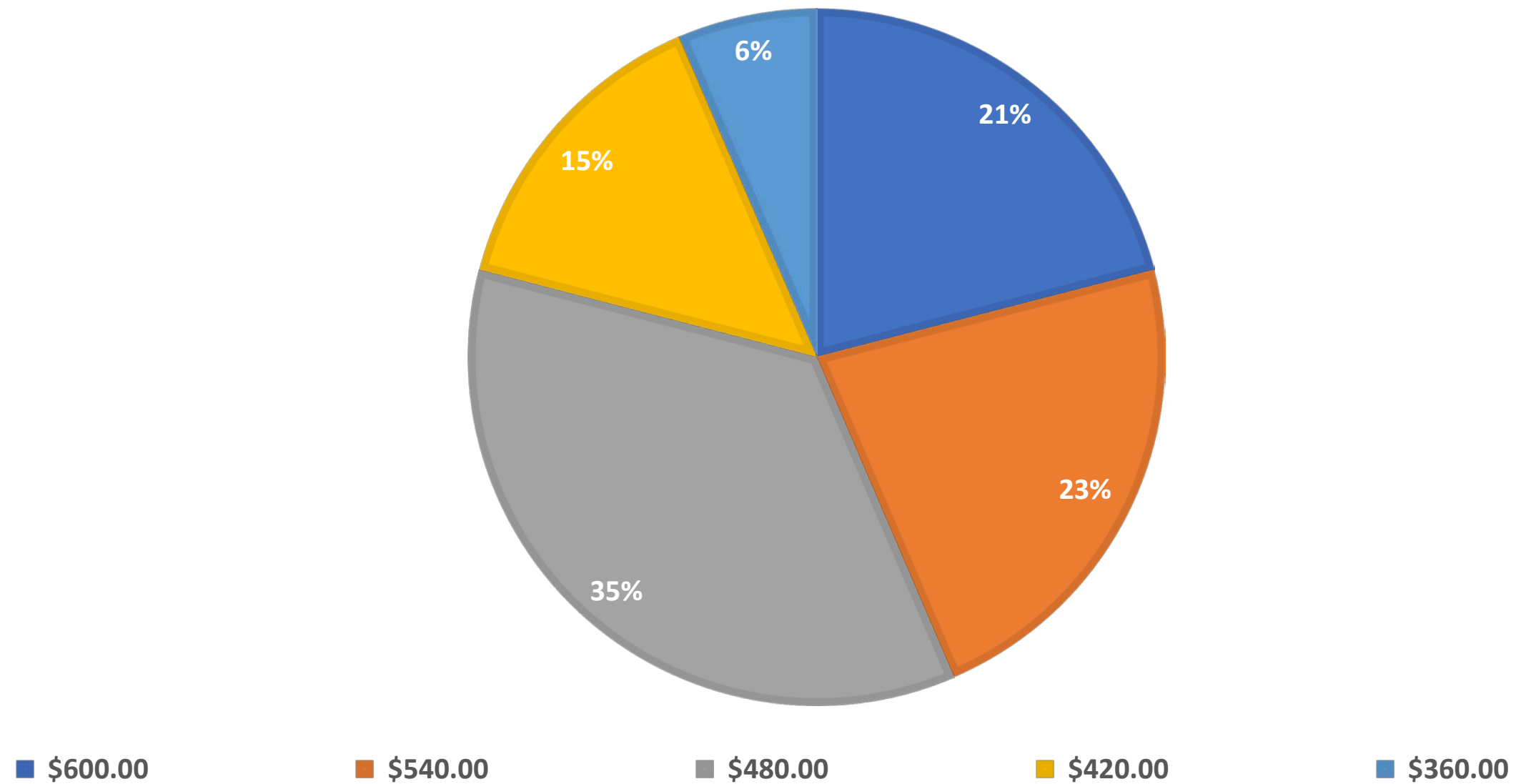
FY 2020: University Across-the-Board Increases

4-Tier Flat Across the Board Increase:

- I. Tier 1: \$1000** to all employees earning \$30K-or less
- II. Tier 2: \$850** to all employees earning \$30-64.9K
- III. Tier 3: \$700** to all employees earning \$65-149.9K
- IV. Tier 4: \$550** to all employees earning \$150K-or more

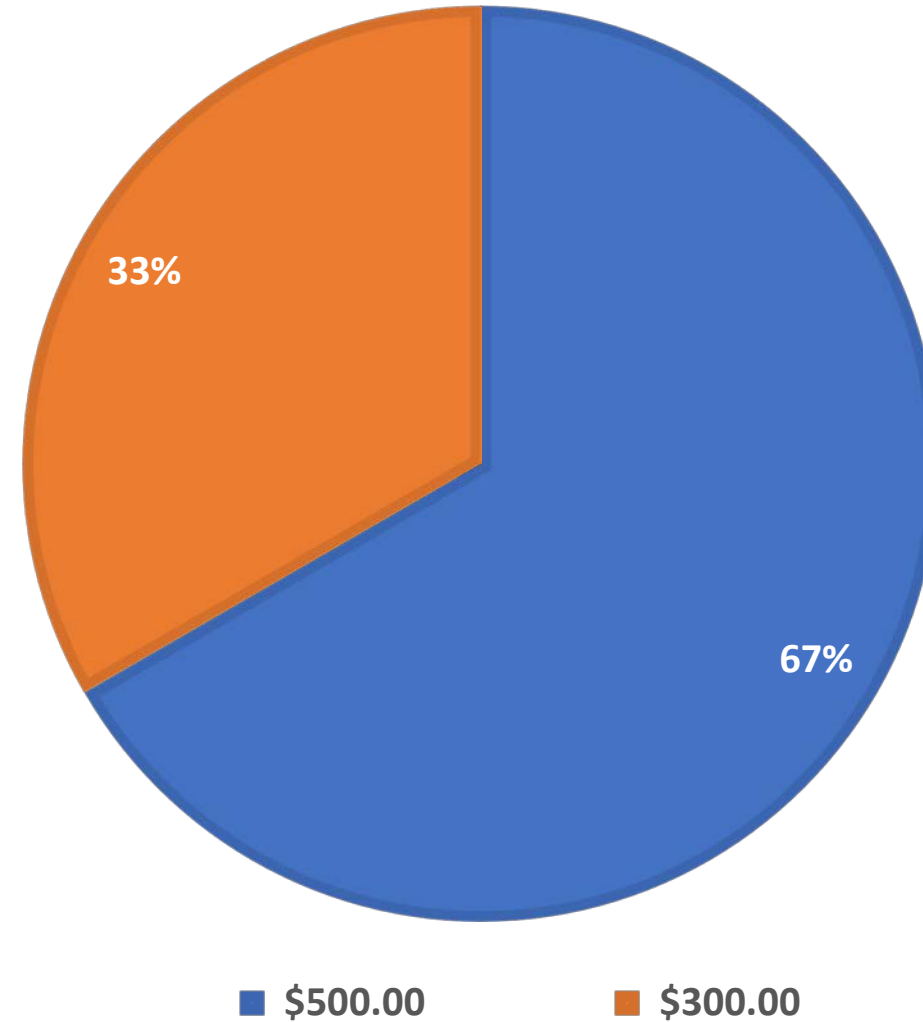
FY 2020: Faculty Merit Increases

FACULTY MERIT INCREASES



FY 2020: Staff Merit Increases

STAFF MERIT INCREASES



FY 2020: Compression Analysis Report

Data provided by the Office of Institutional Research (OIR), highlighted compression issues within the College based on factors including primarily:

- time in rank for faculty
- service time and position for staff.

The data report provided by OIR considered two types of salary compression:

- Compression between ranks
- Compression within ranks

Funds provided by the Provost Office and the College were used to begin our process of addressing compression.

Additional Topics of Interest

- Post Award Support
- UM On-line Revenue
- University Policies and Procedures

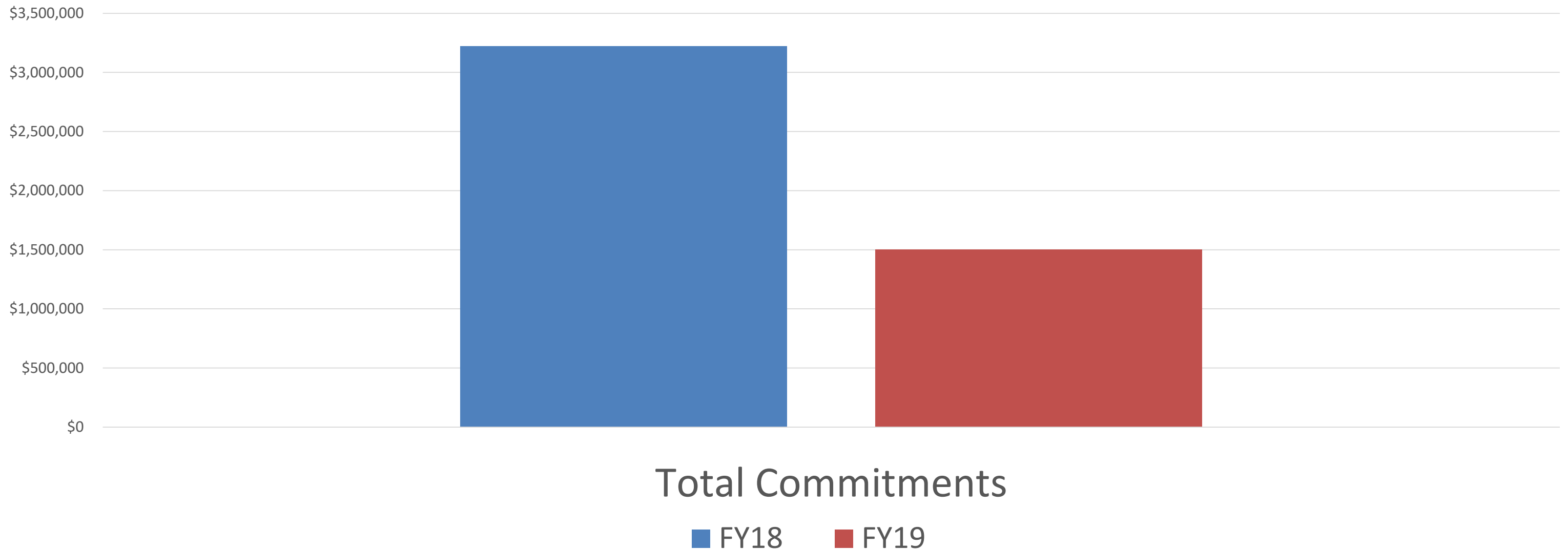
Reminders!

- Attendance: Academic Year 2019-20 Faculty Calendar
- Time and Leave Reporting – Web Time Entry System
 - Non-Exempt Employees (Biweekly Paid)
 - Report Time on a biweekly basis
 - Time should be entered daily and submitted on the closing Friday of that Biweekly Period
 - Time should be APPROVED on the closing Friday
 - Exempt Employees (Monthly Paid)
 - Submit leave report monthly
 - Approvals by the Financial Manager or Designee should be made before the 10th of the following month
 - IMPORTANT: Nine Month Faculty must enter leave beginning August through May



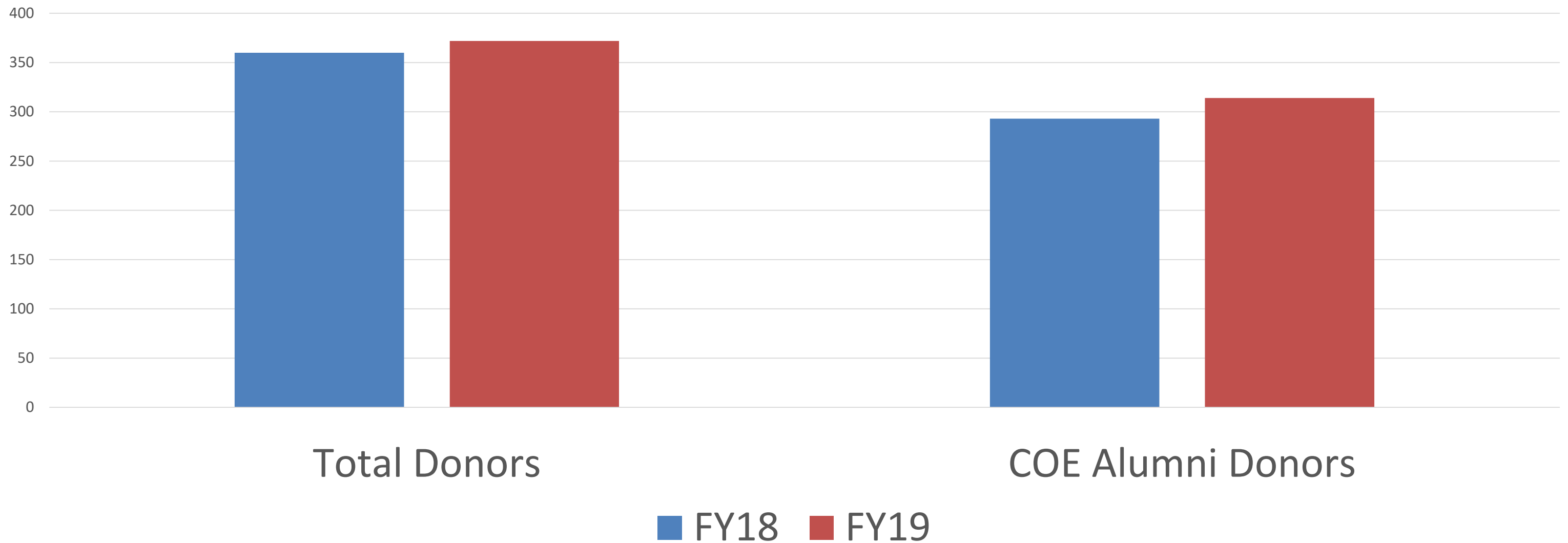
Development Update (Venita Doggett)

College of Education Giving



Development Update (Venita Doggett)

COE Donors



Development Update

(Venita Doggett)

- University Development Highlights
 - Record fundraising year! \$44M raised in FY19 (\$30.8 M in FY18)
 - Increased alumni donor giving by 24% (7,890 vs 6,351)
- College of Education Fundraising Priorities for FY20
 - Graduate Scholarships and Fellowships
 - River City Partnership
 - Endowed Faculty Professorships and Awards

Research and Faculty Development (Dr. Zanskas)

- Research Speaker Series
- Tenure & Promotion Series
- 2018-2019 Travel Grants
 - Nine Faculty Research Travel Grants: \$4500
 - Thirty Graduate Student Research Travel Grants: \$14,979
- [COE Professional Development Assignment Policy](#)
- [Faculty Research Grants](#)
 - Five Awards: \$25,000

Research and Faculty Development (Dr. Zanskas)

- Faculty Development Series 2019-2020
- “Broadening Participation: Research isn’t Done in a Vacuum”
 - Dr. Odis Johnson, Professor of Sociology and Education at Washington University
 - General Session Friday, September 13th, 9:30-11:30 am
 - Methodist Presentation Theatre in the FIT
- [T&P Committees](#)
- COE Graduate Council
- Promoting COE Faculty as Research Partners

Grants Updates (Janet Wiens)

The focus of Pre-award services is on Promoting Partnerships with:

- COE faculty and between COE departments
- the greater UofM community
- External partners
- the Office of Sponsored Programs

Grants Updates (Janet Wiens)

Strategic Actions and Goals

- Increase the number of applications by increasing collaborations and awareness of funding opportunities
- Make the process as efficient as possible for PIs
- Support personnel in the Office of Sponsored Programs by being a proactive and respectful partner
- Partner with post-award personnel regarding grant setup and management

Grants Updates (Janet Wiens)

Strategic Actions and Goals

- Help to define the COE research umbrella in terms of sponsors and marketing our expertise
- Help increase the profile of COE researchers with internal and external audiences. Celebrate your successes!

Marketing and Communications Update (Lauren Walker)

- Website Redesign
 - University-wide and College-wide
- Website Updates
 - Website renamed: memphis.edu/education
 - Up-to-date information
 - Share events, accolades, and publications
- Campus photographer and campus videographer available for events
 - Will be scheduling photos of classes
 - New headshots: <https://calendly.com/uofmemphisphoto/>
- New Syllabus Template

Marketing and Communications Update (Lauren Walker)

- Developing Marketing Materials Process
 1. Meet with your team to decide what you would like to produce and develop a rough draft
 2. Work with me (Lauren) to develop a draft to send to marketing
 3. I will send draft to marketing
 4. Marketing will create a draft
 5. Work with me for feedback to marketing
 6. Marketing will make up to 3 drafts before a meeting is needed. Finalized draft will be sent to me.
 7. I will send finalized draft to you for printing/sharing
 8. You may send to TigerCopy or share final approved version
- This process may take awhile. Please plan ahead and allow 4-6 weeks whenever possible.
- A list of upcoming events will help you, me, and marketing prepare for the semester ahead.

Marketing and Communications Update (Lauren Walker)

- COE Marketing Taskforce
 - Susan Mascari
 - Ayanna Perkins
 - Paige Taylor
 - Kirbi Tucker
 - Stormey Warren

- COE WebDev Taskforce
 - Christine Bertz
 - Kristen Buck
 - Susan Mascari
 - Shelby Tate
 - Paige Taylor
 - Leslie Vanelli
 - Stormey Warren

COE Strategic Priorities and Goals

Research and Scholarship

- Goal: Actuate a culture that develops and sustains collaborative research that advances knowledge and promotes equity and social justice.
 - Action 1: Develop a comprehensive COE strategic research action plan to position the College for a competitive national research presence.
 - Action 2: Enhance the COE infrastructure to facilitate interdisciplinary and collaborative research, grant and scholarship opportunities among faculty, students, communities of practice and local and national communities.
 - Action 3: Increase research and scholarship productivity through national and international publications and presentations.
 - Action 4: Communicate and report to stakeholders COE research performance that particularly contributes to improved educational impact and equity locally, nationally, and internationally.

COE Strategic Priorities and Goals

Community Engagement and Partnerships

- Goal: Cultivate strategic partnerships devoted to educational excellence, equity, relevance and responsiveness locally, nationally, and internationally.
 - Action 1: Increase and expand partnerships that foster sustained relationships that attend to eliminating disparities in opportunities across all organizations, institutions and communities.
 - Action 2: Increase and diversify opportunities for engagement of COE alumni and friends.
 - Action 3: Increase donor contributions.
 - Action 4: Communicate and report publicly on the COE's social and collective impact locally, nationally, and internationally.

COE Strategic Priorities and Goals

Excellence and Accountability

- Goal: Innovate academic programs to assure continuous high-quality, competitive, rigorous and culturally relevant preparation that is academic and professional and produces positive social impact.
 - Action 1: Elevate and support high-quality programs that are competitive, effective and marketable.
 - Action 2: Improve graduate education and online program rankings in US News & World Report.
 - Action 3: Maintain accreditation and increase national recognition for all eligible programs.
 - Action 4: Implement excellence and transparent accountability measures for all COE strategic priorities and goals through all College of Education units.

COE Strategic Priorities and Goals

Student Success and Instructional Programming

- Goal: Lead and support students to contribute responsively, professionally and impactfully with deep content knowledge and social consciousness.
 - Action 1: Enhance student supports through delivery of cutting edge, innovative and relevant programs of study.
 - Action 2: Increase the number of students prepared to be effective, culturally competent, equity-minded teachers, counselors, educators and leaders in urban, rural and suburban environments.
 - Action 3: Provide enhanced student supports to increase the preparation and performance of program graduates on relevant and appropriate local, state and national assessments.
 - Action 4: By 2023, increase the six-year undergraduate student graduation rate by 5 percentage points.
 - Action 5: By 2023, increase the enrollment for undergraduate and graduate students by 5 percentage points.
 - Action 6: Develop and implement a strategic marketing and communication strategy to enhance the profile, accountability and visibility of the college.

Updates from the Office of the Provost

- "There are no magic words, just magic numbers." -Dr. Thomas Nenon, Executive Vice President for Academic Affairs & Provost
 - Data matters
 - Departments must work to increase:
 - external funding
 - # of degrees
 - enrollment
- Remove barriers to student success
 - e.g., rigid, inflexible attendance policies (i.e. "more than two unexcused absences and you fail the course or grade is automatically lowered")
 - We must:
 - work with our students
 - have a conversation
 - reach out if they have not been in class or did not enroll the following semester
 - Department chairs should begin utilizing OIR teaching tool 2.0
 - course scheduling/rotation based on students' needs and trend data
 - "Must get small section numbers under control" . . . "We find it, we keep"-Provost Nenon
 - part-time hire requests
 - low-enrolled sections
- Faculty attendance
- Retroactive withdrawals

Updates from the Office of the Provost

- During advising and as well as instructional time, we must be explicit about:
 - preparing students for professional careers
 - how the content is directly related to careers in the field
 - how we as faculty helping students to connect what they are learning in our courses connects with careers and other skills needed in the workplace
- Launching Department by department PD for faculty and staff on the following:
 - Title IX
 - Inclusivity
- Family Friendly University efforts
 - spaces across campus
- UG certificates
 - carefully monitoring

Important Dates and Announcements

- New Faculty Orientation
 - Wednesday, August 21, 8:00am, FedEx Institute of Technology
- General Faculty Meeting
 - Thursday, August 22, 2:00-3:00pm, Rose Theatre
- Fall 2019 Dates
 - Fall Break – October 12-15 (Saturday-Tuesday)
 - Thanksgiving Break – November 27- December 1 (Wednesday-Sunday)
 - Exams - December 6-12 (Friday-Thursday)
 - Grades due – Monday, December 16 at 10:00am
 - Fall 2019 Commencement – Sunday, December 15
- Announcements

The College of Education



*Innovation
into Action*

Thank you!

**Have a
wonderful and
productive year!**

