

# **COE End of Year Awards Spring 2021**

# Agenda



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- Collegewide Accomplishments and Updates - Dean Hill-Clarke
- Department Accomplishments
  - CEPR - Dr. Steve West
  - ICL - Dr. Sandra Nichols
  - LEAD - Dr. Eric Platt
- Office of Teacher Education and Clinical Practice - Dr. Nichelle Robinson
- RDEI Updates – Dr. Beverly Cross and Dr. Steve Zanskas
- Student Success and Strategic Initiatives - Dr. Alfred Hall
- Grad Programs, Research/Grants & Faculty Development - Dr. Steve Zanskas
- Awards & Recognition
  - Career Milestones
  - COE Faculty and Staff Awards
  - Retirements

# Collegewide Updates & Accomplishments



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Dean Kandi Hill-Clarke

# Executive Summary



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**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

## **STRATEGIC PRIORITIES:**

- Research and Scholarship
- Community Engagement and Partnerships
- Excellence and Accountability
- Student Success and Instructional Programming
- Culture and Climate

# Accomplishments 2020-2021

## Degrees Awarded

- The COE awarded 440 degrees in 2019-2020, its largest # in 5 years

## Research Activity

- 75 proposals awarded over the last 3 years, totaling \$11,225,912
- Significant awards for the last year
  - 2020 @  $\geq$  \$250,000 = 7
  - 2021 YTD @  $\geq$  \$250,000 = 4

## Credit Hours Generated

- In 2019-2020, the COE generated a total of 469,611 credit hours, the largest #s for the College in more than 5 years

## Enrollment

- In Fall 2020, the COE enrolled 1,576 students, the largest #s for the College in more than 5 years.
- Three consecutive years of enrollment growth, resulting in an overall 20% increase

## Graduation Rates

- 9% increase in 6-year graduation rate, from 65.9% to 72.2%

# Accomplishments 2020-2021



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- Received an exceeds expectations on the TN Teacher Prep Report Card in the areas of Candidate Profile and Candidate Assessment
- Rehab Counseling Program ranks 20th in the nation per USNWR
- CREP instituted a Faculty Affiliate Program to promote research collaboration
- Developed K-12 Education Minor and Youth Development Concentration
- Established the PRAXIS student scholarship
- Implemented online orientation for part-time faculty
- Campbell Trust \$2.2 million gift

# Goals & Objectives 2021-2022



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- **Research and Scholarship**
  - Increase the number of faculty submitting grant proposals across departments
  - Continue faculty development to promote research and synergistic efforts
- **Community Engagement and Partnerships**
  - Enhance the work of the River City Partnership
  - Strengthen relationships with rural, urban and suburban district partners
  - Connect graduate students with alumni mentors
- **Excellence and Accountability**
  - Continue to coordinate data collection and documentation effort for CAEP
  - Continue to profile the accomplishments of COE faculty, students, staff and alumni
  - Conduct continuous improvement efforts for all COE academic programs
- **Student Success and Instructional Programming**
  - Enhance the work of the undergraduate and graduate COE recruitment and retention committees
  - Strengthen ongoing support for teacher licensure examination preparation
  - Establish a COE Student Advisory Council
  - Enhance program offerings for the Lambuth Campus with a focus on retention, recruitment and completion

# Key Metrics - Degrees

Number of Degrees Awarded by College (Degree Year 2015-16 to 2019-20)

Number of Degrees Awarded						
Level	Degree Name	2015-16	2016-17	2017-18	2018-19	2019-20
Baccalaureate	B.S. in Education	183	168	126	151	133
	<b>Baccalaureate Subtotal</b>	183	168	126	151	133
Graduate Certificate		31	44	51	47	68
Masters	Master of Arts in Teaching	50	46	48	52	66
	Master of Science	80	89	86	110	103
	<b>Masters Subtotal</b>	130	135	134	162	169
Education Specialist		7	9	24	16	11
Doctoral	Doctor of Education	40	42	49	32	41
	Doctor of Philosophy	10	10	14	17	18
	<b>Doctoral Subtotal</b>	50	52	63	49	59
<b>Total</b>		401	408	398	425	440



# Key Metrics - Enrollment



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Enrollment by College of Major (Fall 2017 - Fall 2020)

Fall Enrollment Trends - Headcount			
Cohort Term	UG	GR	Total
Fall 2020	556	1,020	1,576
Fall 2019	568	914	1,482
Fall 2018	572	852	1,424
Fall 2017	512	811	1,323

# Key Metrics – Low Enrollment Courses (UG)



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## UG Conventional/Web/Hybrid Sections with Less than 10 Students

Academic Year	UG Course Sections	UG Course Sections Under 10 Students	% UG Course Sections Under 10 Students	# of Faculty/Instructors Teaching Sections with <10 UG Students
<b>2019-20</b>	147	28	19.0%	19
<b>2018-19</b>	156	44	28.2%	24
<b>2017-18</b>	139	28	20.1%	19
<b>2016-17</b>	147	25	17.0%	19

## Lower Division UG Conventional/Web/Hybrid Sections with Less than 20 Students

Academic Year	UG Lower Div. Course Sections	UG Lower Div. Course Sections Under 20 Students	% UG Lower Div. Course Sections Under 20 Students	# of Faculty/Instructors Teaching Lower Div. Sections with <20 UG Students
<b>2019-20</b>	33	10	30.3%	8
<b>2018-19</b>	34	12	35.3%	9
<b>2017-18</b>	36	14	38.9%	9
<b>2016-17</b>	38	17	44.7%	11



# Key Metrics – Low Enrollment Courses (GR)

## GR Conventional/Web/Hybrid Sections with Less than 7 Students

Academic Year	GR Course Sections	Gr Course Sections Under 7 Students	% GR Course Sections Under 7 Students	# of Faculty/Instructors Teaching Sections with <7 GR Students
2019-20	239	31	13.0%	26
2018-19	255	56	22.0%	44
2017-18	248	56	22.6%	38
2016-17	226	47	20.8%	36

# Diversity of Full-Time Faculty



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	201780		201880		201980		202080	
	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM
<b>Non Tenure Track</b>	<b>22</b>	9.1%	<b>18</b>	11.1%	<b>19</b>	26.3%	<b>21</b>	23.8%
<b>On Tenure Track</b>	<b>24</b>	20.8%	<b>24</b>	25.0%	<b>20</b>	20.0%	<b>18</b>	27.8%
<b>Tenured</b>	<b>29</b>	20.7%	<b>31</b>	22.6%	<b>30</b>	23.3%	<b>34</b>	26.5%
<b>Total</b>	<b>75</b>	17.3%	<b>73</b>	20.5%	<b>69</b>	23.2%	<b>73</b>	26.0%

Underrepresented Minority: Black, Hispanic, Native Hawaiian/Pacific Islander, American Indian, Alaskan Native

# Diversity of Degrees Awarded

	1617		1718		1819		1920	
	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM
Bachelors	168	36.3%	126	32.5%	151	37.7%	133	32.3%
Doctoral	52	34.6%	63	33.3%	49	34.7%	59	37.3%
Education Specialist	9	44.4%	24	16.7%	16	37.5%	11	36.4%
Grad Certificate	44	34.1%	51	33.3%	47	38.3%	68	35.3%
Masters	135	29.6%	134	21.6%	162	35.8%	169	35.5%
Total	408	33.8%	398	28.1%	425	36.7%	440	34.8%

Underrepresented Minority: Black, Hispanic, Native Hawaiian/Pacific Islander, American Indian, Alaskan Native

# Diversity of Enrollment

	Fall 17		Fall 18		Fall 19		Fall 20	
	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM
GR	811	37.1%	852	40.3%	914	43.7%	1,020	43.8%
UG	512	36.5%	572	36.5%	568	37.3%	556	40.1%
Total	1,323	36.9%	1,424	38.8%	1,482	41.2%	1,576	42.5%

Underrepresented Minority: Black, Hispanic, Native Hawaiian/Pacific Islander, American Indian, Alaskan Native

# Challenges

- Continue to address salary compression
- Reinstating T/T lines after University's moratorium and 2020-21 Budget Reductions
- Residual impact of the global health pandemic
- Teacher preparation recruitment efforts in the midst of the global health pandemic and continued negative discourse

# Major Initiatives

- Continued emphasis on the University's efforts to attain Carnegie I status
- Council for the Accreditation of Educator Preparation (CAEP)
  - Self Study Report (SSR) due July 2021
  - State and national accreditation visit April 2022
  - Purchase and implement enhanced, comprehensive educator prep electronic data management system (e.g., Watermark VIA, etc.)
- Race Diversity Equity and Inclusion efforts
- **Strengthen promotion and marketing of Graduate Programs across departments**
- **Graduate Student fellowship and scholarship support**
- River City Partnership
- Implementation of COE Faculty Workload Policy



# Proposed Upcoming Strategic Investments



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- Council for the Accreditation of Educator Preparation (CAEP)
  - Self Study Report (SSR) due July 2021
  - National and State Site visits April 2022
- Watermark VIA comprehensive data management system for Educator Preparation Programs (EPPs) across COE, CCFA, CAS and Health Studies
  - Carryforward funds will be used (3-year contract)
- Maintain two collegewide Recruitment Specialist positions
  - Continue funding with carryforward for two years
- **Continue to address salary compression**
- Race, Diversity, Equity and Inclusion efforts

# CEPR Updates & Accomplishments



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Dr. Steve West

# CEPR Updates & Accomplishments



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- Sponsored Programs portfolio topped \$10.4 million (total value of award at time of inception; represents more than a **400% increase** since 2016)
- Largest Number of Ph.D.'s awarded in any single year in 2020 (26)
- Launched department's 7<sup>th</sup> master's degree program in Addiction Counseling; only master's program in addictions in TN
- New trauma-focused clinic in collaboration with LeBonheur Children's and UTHSC

# ICL Updates & Accomplishments



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Dr. Sandra Nichols

# ICL Updates & Accomplishments



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- Engagement & Partnerships
  - 9 districts
  - 100+ organizations
- New Degree Concentrations
  - Educational Careers
  - Youth Development
- Grants & Contracts
  - \$7,500,000.00+
- Research & Scholarship
  - 82 publications
  - 79 presentations
  - 2 faculty fellowships
  - 2 student awards
  - 2 faculty national awards

# LEAD Updates & Accomplishments



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Dr. Eric Platt

# LEAD Updates & Accomplishments

- Enrollment & graduation rates are UP!!! (MS & EdD)
- EdD rankings: #13 most valuable, #23 most affordable
- Student conference successes
  - AAACE, AERA, AERC, ASHE, OEH, etc.
- Bill Akey: College Student Affairs MS success (online move)
- Edith Gnanadass: Hooks Institute Fellow
- Wendy Griswold: EPA subaward grant, K-State
- Charisse Gulosino: UC Berkley PDA, AERA Charter/School Choice SIG chair
- Steven Nelson: School Admin & Supervision MS success (online move)
- Derrick Robinson: Single-authored pub – *Peabody Journal of Education*

# Office of Teacher Education & Clinical Practice Updates & Accomplishments



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Dr. Nichelle Robinson



# OTECP Updates & Accomplishments



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- Transition to a Completely Paperless Office (LiveText Assessments & Qualtrics Applications for Placements, Advising, TEP Admissions, and Licensing)
- Working as Team/Cross-Training Sessions
- Weekly meetings that allow us to celebrate each other's accomplishments inside and outside of the office.
- Updating our Website and Handbook to make both more user friendly for our students and faculty.
- Hosted several MAT Information Sessions with participation of over 200 students.
- Town Hall and Open Forum Meetings/Induction Activities for Freshmen/Sophomores

# RDEI Updates



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Dr. Beverly Cross and Dr. Steve Zankas, Co-Chairs of Race, Diversity, Equity and Inclusion Committee

**A STUDENT-LED CONVERSATION  
AND CALL TO ACTION**

**TOWARD A CULTURALLY  
RESPONSIVE & EQUITY  
DRIVEN COLLEGE OF  
EDUCATION**

**FEB 25 | 4:30-5:30 PM | ZOOM**

STUDENT PANELISTS:

Jenesis Anderson,  
*Leadership Graduate Student*

Cody Cameron,  
*Instruction & Curriculum Leadership Undergraduate Student, River City  
Partnership*

Marcos Villa Corrales,  
*Instruction & Curriculum Leadership Graduate Student*

Margaret Maxwell,  
*Instruction & Curriculum Leadership Undergraduate Student, Teaching All  
Learners*


Tristan McKenzie,  
*Counseling, Educational Psychology & Research Graduate Student*

Dericka Tillman,  
*Instruction & Curriculum Leadership Graduate Student, Master of Arts in  
Teaching*

CO-FACILITATORS:

Brea Hinds,  
*Instruction & Curriculum Leadership Undergraduate Student, River City  
Partnership*

Daniel Lattimore,  
*Counseling, Educational Psychology & Research Graduate Student*

  
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The UofM College of Education presents:

The inaugural  
**Institute on Equity-driven Teaching**  
Virtual Panel Discussion

**Lessons Learned:  
Student Engagement in  
Unprecedented Times**

November 30 | noon-1pm

**Panelists**

DR. EDITH GNANADASS  
*LEAD*

DR. PATRICK MURPHY  
*CEPR*

DR. MIA OBIWO  
*ICL*

DR. WESAM SALEM  
*ICL*

DR. ANDREW TAWFIK  
*ICL*

**Moderator**  
Dr. Alfred Hall

**ZOOM Meeting ID: 836 5403 0530**  
**ZOOM Passcode: COE2020**

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# RDEI Updates

- Assuring Race, Diversity, Equity and Inclusion (RDEI) is integral to all COE work
  - Assuring RDEI efforts are accountable and transparent
  - Assuring RDEI is practiced by faculty, staff and students
- **RDEI Committee:**
    - Beverly Cross & Steve Zanskas, Co-Chairs
    - Celia Anderson, ICL
    - Sara Bridges, CEPR
    - Anna Falkner, ICL
    - Brea Hinds, ICL Undergrad, RCP
    - Daniel Lattimore, CEPR doctoral student
    - Patrick Murphy, CEPR
    - Eric Platt, LEAD
    - Derrick Robinson, LEAD
    - Nichelle Robinson, OTECP
    - Wideline Seraphin, ICL
    - Melynda Whitwell, CEPR, Staff Representative



# RDEI Timeline

- Summer 2020
  - DEI Circle Talks Engaging Over 70 Faculty, Staff & Students
- Fall 2020
  - RDEI Committee Formed Inaugural Equity-Driven Teaching Series
  - “Lessons Learned: Student Engagement in Unprecedented Times”
- Spring 2021
  - RDEI Student-Led Conversation “Toward a Culturally Responsive & Equity Driven COE”
  - COE RDEI Report Drafted
- Next Year
  - RDEI Plan Responses and Engagement Action Planning Across All COE Units Implementation Begins



# RDEI Priorities

- Student Success and Instructional Programming
- Culture and Climate
- Research and Scholarship
- Community Engagement and Partnerships
- Excellence and Accountability
- RDEI Website
  - <https://www.memphis.edu/education/about/rdei.php>



## RDEI Priorities, Recommendations, and Action Plan

### Community Engagement and Partnerships

Recommendation	Goals	Action Steps		Metrics/Outcomes/Impact
		Short Term	Long Term	
Collaboratively define community and partnership as a basis for shared COE RDEI planning, implementation and outcomes	Bridge the gap between the COE and the local Memphis and Shelby County Community	Consult with any University resources to support RDEI strategies	Engage with the local Memphis Community around the community and partnership definitions	Glossary of RDEI terms accessible to the COE and community partners
Identify RDEI strategic approaches to engagement as asking, collaborative and partnering rather than telling or fixing communities	Articulate a community engagement strategy with existing & future University initiatives	Consult with existing University initiatives to determine their strategies for Community Engagement	Create a pipeline for integration and partnership between COE teaching, research and service	Annual Executive Summary of RDEI Community Engagement Strategies and Outcomes with Memphis and Shelby County
Position and represent the COE as a resource in and with the community	Develop Community Partnership Indicator(s) that aligns with the COE Core Values and Strategic Priorities	Consult with COE faculty to determine how they meet or plan to meet the COE values, priorities and RDEI action steps and outcomes	Develop a space for faculty to learn from their RDEI practices	A COE learning community engaged in RDEI implementation and outcomes and partnered with Memphis and Shelby County
Coordinate appropriate COE RDEI recommendations with University of Memphis initiatives (e.g., the River City Partnership, The Benjamin Hooks Institute, The University Eradicating Racism Initiative, and the African American Male Academy)				
Integrate RDEI strategies and partnerships into COE academics, research and service				

# Student Success and Strategic Initiatives



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Dr. Alfred Hall, Assistant Dean

# Student Success and Strategic Initiatives

- Program Faculty Meetings & Data Review Sessions
- COE Recruitment & Retention Committee  
Undergraduate & Graduate Sub-committees
- Focus on identifying Completion Gaps and addressing factors that affect student matriculation
- Sincere Appreciation for your flexibility, understanding and collective support of Student Success

# Graduate Programs, Research/Grants & Faculty Development



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Dr. Stephen Zanskas, Associate Dean



# Graduate Programs, Research/Grants & Faculty Development

- New Graduate Concentrations
- Faculty Workload Policy
- Grant & Contract Productivity \$3,898,599
- CREP Faculty Affiliate Program
- Faculty Development: Community Engaged Grant Workshop
- HVAC & Pandemic: Thank you for your cooperation, flexibility, and patience!

# **Awards and Recognitions**

# Career Milestones



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Bill Akey, LEAD  
35 years



Rosie Phillips Davis, CEPR  
35 years



Yeh Hseuh, CEPR  
20 years



Annette Cornelius, ICL  
15 years



Clif Mims, ICL  
15 years



J. Helen Perkins, ICL  
15 years



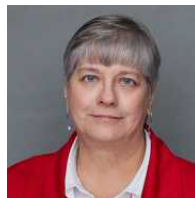
Kay Reeves, ICL  
15 years



Dan Strahl, CREP  
15 years



Mandy Strahl, CREP  
15 years



Janet Robbins, LEAD  
10 years



Leslie Vanelli, CSHE  
5 years



Amy Wilson, Dean's Office  
5 years

# Faculty Research Grant Review Committee members:



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Charisse Gulosino (LEAD)



Chi Li, CEPR



Janet Wiens,  
Dean's Office



Steve Zanskas,  
Associate Dean

# Faculty Research Grant Award Winners



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**Dr. Michelle Brasfield** (CEPR) "Providing Support to Educator's Affected by Trauma"



**Dr. Eli Jones** (CEPR) "Sources of Research Self-Efficacy and First-Generation Undergraduate Students: Measurement Considerations"



**Dr. Andrew Tawfik** (ICL) "Design & Development of Informal STEM Learning to Address Equity"

# COE Awards Committee



Steve Zankas, Chair  
Associate Dean



Chris Mueller, CEPR



Linda McNatt Page, ICL



Steven Nelson, LEAD



Mary Lanier, OTECP



Amy Wilson, Dean's  
Office

# Faculty and Staff Excellence Awards



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# Outstanding Contributions by a Staff Member



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- 2021 Nominees
  - Keith Hembree
  - Ayanna Perkins
  - Mandy Strahl
  - Shelby Tate
  - Janet Wiens
  - Amy Wilson





# Outstanding Contributions by a Staff Member



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Ayanna Perkins,  
OTECP

# Excellence in Research and Scholarship



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- 2021 Nominees
  - Dr. Luann Ley Davis
  - Dr. Steven Nelson
  - Dr. Andrew Tawfik



# Excellence in Research and Scholarship



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Dr. Andrew Tawfik, ICL

# Excellence in Teaching



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- 2021 Nominees
  - Dr. Edith Gnanadass
  - Dr. Derrick Robinson
  - Dr. Wesam Salem



# Excellence in Teaching



Dr. Wesam Salem, ICL

# Excellence in Service

- 2021 Nominees
  - Dr. Tammy Combs
  - Dr. Will Hunter
  - Dr. Eric Platt



# Excellence in Service



Dr. Eric Platt, LEAD

# Ellery Earl Crader Award Committee (Previous Crader Award Recipients)

**Dr. Jeff Byford, ICL**



**Dr. Steve Zanskas, Associate Dean, CEPR**





# Ellery Earl Crader Award Professor of Education Award

- 2021 Nominees
  - Dr. Celia Anderson
  - Dr. Laura Casey



# Ellery Earl Crader Professor of Education Award



Dr. Laura Casey, ICL



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# **2021-22 Professional Development Assignments**

## **2021 Retirements**

# 2021-22 Professional Development Assignments



**Dr. Leigh Harrell-Williams,**  
CEPR, Fall 2021



**Dr. Angie Powell, ICL,**  
Fall 2021



**Dr. Chris Mueller, CEPR,**  
Spring 2022

# Retirements

**Dr. William Akey,**  
LEAD, Higher and Adult  
Education



**Dr. Lee Allen,**  
ICL, School Library  
Specialist



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# Commencement



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Saturday, May 8

Congratulations

The word "Congratulations" is written in a vibrant blue, cursive script. The text is set against a white background and features a prominent white drop shadow that gives it a three-dimensional appearance. Surrounding the text is a festive spray of multi-colored confetti, including small dots and dashes in shades of red, orange, yellow, green, and blue.