



THE UNIVERSITY OF  
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# College of Education Welcome Back Fall 2021

Virtual Faculty and Staff Meeting  
August 20, 2021

# Dean's Office Leadership



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**Dr. Kandi Hill-Clarke**  
Dean of the College of  
Education



**Dr. Alfred Hall**  
Assistant Dean of Student  
Success and Strategic  
Initiatives



**Dr. Steve Zankas**  
Associate Dean of Research,  
Graduate Programs and  
Faculty Development

# COE Vision and Mission



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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.

## **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 Values and Focus Areas



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- **Values**

- **DIVERSITY** - We recognize, include and embrace all individuals ensuring intercultural relationships.
- **INCLUSION** - We actively and intentionally commit to promoting equity and social justice in every endeavor.
- **RESPECT** - We value all people, recognizing that good ideas can come from anyone, anywhere, at any time.
- **INNOVATION** - We stay on the cutting edge by identifying new ways to embrace technology and solve problems.
- **SERVICE** - We utilize our skills and attributes to enhance our practices and expand our support to others.

- **Focus Areas**

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

*The College of Education*

**DRIVEN BY  
EXCELLENCE  
AND EQUITY**



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# COE 2021-2022 Quote of the Year



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**TRY TO BE A RAINBOW IN  
SOMEONE'S CLOUD.**

MAYA ANGELOU

# COE Dean's Office Staff



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**Venita Doggett**  
Director of Development



**Keith Hembree**  
Coordinator for  
Undergraduate Recruitment



**Lauren Walker**  
Manager of Marketing  
and Communications



**Stormey Warren**  
Graduate Studies/  
Academic Services  
Coordinator



**Janet Wiens**  
Pre-Award Coordinator



**Tracy Williams**  
Business Officer III



**Amy Wilson**  
Assistant to the Dean

# COE Faculty and Staff Senate Representatives



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Dr. Patrick Murphy,  
CEPR



Dr. DeAnna Owens-Mosby,  
ICL



Dr. Steven Nelson, LEAD



Amy Wilson, Staff  
Assistant to the Dean



# COE 2020-21 Accomplishments



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- Three consecutive years of enrollment growth
  - Increasing total enrollment by 20%
- Awarded 440 degrees in 2019-2020
  - Highest number in 5 years
- 6% increase in 6-year graduation rate
  - From 65.9% (2018) to 72.2% (2020)
- 75 proposals awarded over the last 3 years
  - Totaling \$11,225,912
- Rehabilitation Counseling Program ranked 20th in the nation per US News and World Report
- Received an Exceeds Expectations on the Tennessee's Educator Preparation Report Card
- Developed K-12 Education Minor and Youth Development Concentration (undergraduate)

# Additional COE Accomplishments



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- **Office of Research and Innovation FY 20 & 21 COE Recognitions:**

- Top 20 Units with \$1M+ in Awards:

- *ICL ranked 3<sup>rd</sup> with \$3.9M*

- PIs with \$500,000+ in Awards, FY 20 & 21

- *Dr. Laura Casey, ICL, \$3.1M, FY 21 & \$1.2M, FY20*
- *Dr. Will Hunter, ICL, \$750K, FY21*
- *Dr. Carolyn Kaldon, CREP, \$1.5M, FY20*
- *Dr. Chrisann Schiro-Geist, CEPR, \$852K, FY 20*
- *Dr. Steve West, CEPR, \$570K, FY 20*
- *Dr. James Meindl, ICL, \$530K, FY 20*

*Time to Celebrate*

# Additional COE Accomplishments



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- **Office of Research and Innovation FY 20 & 21 COE Recognitions cont'd.:**
  - 1<sup>st</sup> Time PIs for 2021
    - Dr. Ashley Batastini, CEPR
  - Top 10 Federally Funded Projects in FY21
    - Dr Laura Casey, ICL, UofM CBEI Services, \$1.6M and UofM Home/Commur Early Interventions (HCBEI) \$1.1M
  - Top 10 State Funded Projects in FY 21
    - Dr. Will Hunter, ICL, West TN PBIS Project – RISE, \$750K
  - **Recent awards:**
    - Dr. Laura Casey, ICL, 2021-2024 University Research Professorship
    - Dr. Alfred Hall, PI, Majoring in the Minor: Forging a New Career Path to Address Teacher Diversity in Tennessee (MiM), \$84, 800
    - Dr. Todd Zoblotsky, PI, CREP, Dr. Carolyn Kaldon, Co-PI, CREP, NSF/EVRA, \$799,978

*Time to Celebrate*

# Tenure and Promotion



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Dr. Wendy Griswold, LEAD  
Tenured and Promoted to  
Associate Professor



Dr. Eraina Schauss, CEPR  
Tenured and Promoted to  
Associate Professor



Dr. Nichelle Robinson, OTECP  
Tenured at Professor



Dr. Amanda Rockinson-Szapkiw, ICL  
Promoted to Professor



Dr. Stephen Zankas,  
Promoted to Professor

Welcome to the COE



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# New Faces, CEPR



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## Dr. Brenna Breshears



- **Current position:** Assistant Professor of Rehabilitation Counseling
- **Previous position:** CMH/SA Counselor at Cognitive Consultants and doctoral student at Michigan State University
- **Teaching/Research Area:** Incarcerated /formerly incarcerated adults, psychiatric disability, substance use, mandated counseling interventions
- **Fun Fact:** Has lived on both coasts, but never this far south

## Dr. Taneshia Greenidge



- **Current Position:** Assistant Professor of Clinical Mental Health Counseling
- **Previous Position:** Clinical Assistant Professor and Field Placement Director
- **Research Area:** The advancement of African American women's mental health.
- **Teaching Area:** group supervision courses.
- **Fun Fact:** Dr. Greenidge recently got a Cavapoo puppy, and they have the same birthday! (March 3)

## Dr. Frances Ellmo



- **Current Position:** Assistant Professor of Addiction Counseling
- **Previous Position:** Visiting Assistant Professor of Counseling at UofM
- **Teaching/Research Area:** Addiction Counseling
- **Fun Fact:** Dr. Ellmo has lived in 8 different states.



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# New Faces, ICL



## Katelyn Chambers

- **Current Position:** Clinical Instructor-ELED and Math Education Program.
- **Previous Position:** 3rd Grade Math & Science teacher, Early Childhood teacher
- **Research Area:** Teachers' CRT self-efficacy-forming experiences
- **Teaching Area:** Elementary social studies education
- **Fun Fact:** Learned to say the ABCs backwards during a SPED course at the UofM!



## Dr. LaSheba Hilliard

- **Current Position:** Instructor of Special Education
- **Previous Position:** Special Education Teacher, Special Education Department Chair, IEP/504 Compliance Specialist,
- **Research Area:** Culturally Responsiveness
- **Teaching Areas:** Autism Spectrum Disorder, Special Education, Student Teaching
- **Fun Fact:** Dr. Hilliard loves horseback riding



## Dr. Alycia Taylor

- **Current Position:** Clinical Instructor of Literacy
- **Previous Position:** Adjunct Instructor at UofM
- **Research Area:** Inclusion, culturally sustaining pedagogy and evidence-based literacy instruction
- **Teaching Area:** literacy instructional strategies and assessment procedures for diverse learners
- **Fun Fact:** Dr. Taylor enjoys reading and writing poetry and devotionals.

# New Faces, LEAD



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## Dr. Genia Bettencourt



- **Current Position:** Assistant Professor of Higher and Adult Education
- **Previous Position:** Postdoctoral Scholar at the University of Southern California
- **Research/Teaching Area:** Access and equity in higher education, particularly related to social class
- **Fun Fact:** Has been to 49 of the 50 U.S. states (only Alaska left to go!)



## Dr. Daniel Collier

- **Current Position:** Assistant Professor of Higher and Adult Education
- **Previous Position:** Research Associate for the W.E. Upjohn Institute for Employment Research
- **Research/Teaching Areas:** Student Loan Debt, Tuition-Free Policy, Student Retention, and Student Distress and Non-Cognitive Attributes
- **Fun Fact:** I was asked to leave community college the first time around - returned to college at 24 years old. I also love working on and modifying cars.



# New Face, CREP



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## **Dr. Brian Fitzpatrick**

- **Current Position:** Post Doc for CREP, begins September 1
- **Previous Position:** Recently completed his PhD in Sociology from the University of Notre Dame
- **Research Area:** Sociology of education, Stratification and Quantitative methods
- **Fun Fact:** One of his favorite activities is walking his six-year-old rescue puppy named Arya

# New Roles and Faces, Dean's Office



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## **Susan Kasperbauer Mascari**

- **Current Position:** Shared Services, Dean's Office
- **Previous Position:** Reception and Outreach, CEPR
- **Fun Fact:** She loves to travel with her family. She has been to 5 continents and is hoping to make it to South America in the next couple of years!



## **Tracy Williams**

- **Current Position:** Business Officer III
- **Previous Position:** Senior Accountant with Shelby County Schools.
- **Fun Fact:** At the end of the day, she likes to unwind by putting down her calculator and picking up her helmet to ride in the wind on her Prince themed Can Am Spyder.

# Student Success Updates



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**Dr. Alfred Hall**

Assistant Dean of Student Success and  
Strategic Initiatives

# COE Enrollment Data – Aug. 19

College of Major	Registered Today	Registered Last Year Today	Registered YoY%	Registered Last Year Census	Registered 2 Years Ago Today
<b>College of Education</b>	<b>1,463</b>	<b>1,464</b>	<b>-0.1%</b>	<b>1,576</b>	<b>1,271</b>
<b>BSED</b>	<b>508</b>	<b>561</b>	<b>-9.4%</b>	<b>555</b>	<b>538</b>
Human Development and Learning	95	90	5.6%	91	85
Integrative Studies	66	73	-9.6%	73	96
Teaching All Learners	347	398	-12.8%	391	358
<b>EDD</b>	<b>205</b>	<b>186</b>	<b>10.2%</b>	<b>217</b>	<b>157</b>
Counseling				1	2
Higher and Adult Education	94	85	10.6%	95	64
Instr and Curr Leadership	72	62	16.1%	71	59
Leadership and Policy Studies	39	40	-2.5%	51	32
<b>EDS</b>	<b>5</b>	<b>12</b>	<b>-58.3%</b>	<b>12</b>	<b>9</b>
<b>GCRT</b>	<b>62</b>	<b>61</b>	<b>1.6%</b>	<b>76</b>	<b>69</b>
<b>MAT</b>	<b>331</b>	<b>285</b>	<b>16.1%</b>	<b>326</b>	<b>170</b>
<b>MS</b>	<b>299</b>	<b>304</b>	<b>-1.6%</b>	<b>330</b>	<b>276</b>
Counseling	149	134	11.2%	143	138
Ed Psychology and Research	9	11	-18.2%	12	6
Instr and Curr Leadership	108	123	-12.2%	133	112
Leadership and Policy Studies	33	36	-8.3%	42	21
<b>NONE</b>		<b>1</b>	<b>-100.0%</b>	<b>1</b>	<b>4</b>
<b>PHD</b>	<b>83</b>	<b>76</b>	<b>9.2%</b>	<b>89</b>	<b>80</b>
Counseling		1	-100.0%		1
Counseling Psychology	37	34	8.8%	35	29
Counselor Ed and Supervision	19	17	11.8%	22	18
Ed Psychology and Research	27	24	12.5%	32	32
<b>Total</b>	<b>1,463</b>	<b>1,464</b>	<b>-0.1%</b>	<b>1,576</b>	<b>1,271</b>



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# COE Credit Hour Generation – Aug. 19



Semester

Fall ▼

## Fall Enrollment by Level and Residency Group Day -6

Year	2020				2021			
	Career Level	Headcount	Credit Hours	Headcount YoY%	Credit Hours YoY%	Headcount	Credit Hours	Headcount YoY%
☐ Graduate	903	5,708	24.0%	25.2%	955	5,953	5.8%	4.3%
Global Nonresident	37	208	516.7%	462.2%	41	229	10.8%	10.1%
Global Resident	103	564	102.0%	88.0%	116	636	12.6%	12.8%
International Nonresident	11	72	266.7%	200.0%	2	18	-81.8%	-75.0%
International Resident	92	696	53.3%	54.3%	100	753	8.7%	8.2%
Undergraduate	561	8,010	3.3%	3.3%	508	7,102	-9.4%	-11.3%
International	2	25	0.0%	-13.8%	2	29	0.0%	16.0%
Nonresident	17	248	41.7%	40.9%	22	285	29.4%	14.9%
Resident	542	7,737	2.5%	2.5%	484	6,788	-10.7%	-12.3%
<b>Total</b>	<b>1,464</b>	<b>13,718</b>	<b>15.2%</b>	<b>11.4%</b>	<b>1,463</b>	<b>13,055</b>	<b>-0.1%</b>	<b>-4.8%</b>

Day Number

-6

Headcount Change

-0.1%

Credit Hour Change

-4.8%

# COE Degrees Awarded



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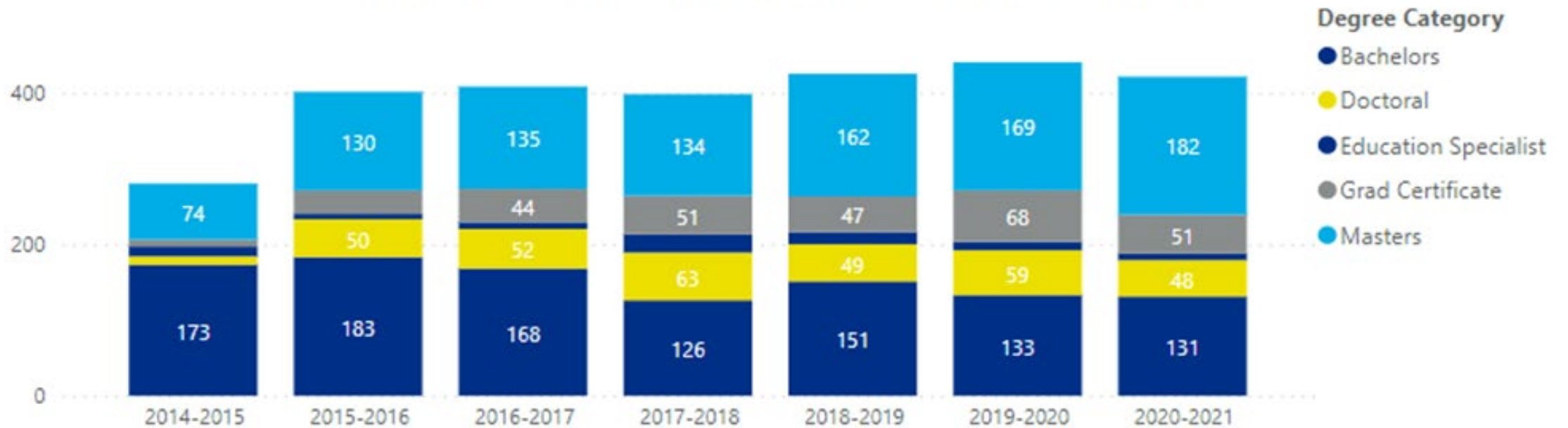
College of Major	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
<b>College of Education</b>	<b>280</b>	<b>401</b>	<b>408</b>	<b>398</b>	<b>425</b>	<b>440</b>	<b>421</b>
Counseling Edu Psyc and Rsrch	29	69	63	70	65	84	70
Education	14	17	9	33	16	11	9
Instruction and Curr Ldrship	224	286	301	245	314	316	309
Leadership	13	29	35	50	30	29	33
<b>Total</b>	<b>280</b>	<b>401</b>	<b>408</b>	<b>398</b>	<b>425</b>	<b>440</b>	<b>421</b>

# COE Degrees Awarded



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### Degrees Awarded by Degree Year and Degree Category



# Student Success Efforts



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- COE Student Recruitment & Retention Committee
  - Comprehensive Graduate and Undergraduate Recruitment & Retention Plans
- Comprehensive Plan for Praxis Preparation and Support
  - PRAXIS Scholarship Fund
- COE Student Ambassadors
  - 8 – 10 UG students to represent COE during a variety of events
  - Recommendations/Encouragement appreciated
  - Website in development



# Special Events



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- **COE Student Welcome Back Event – Tuesday, August 31**
  - UG Programs from 12:00 PM – 2:00 PM
  - GR Programs from 4:00 PM – 6:00 PM
- **Educator Appreciation Day - Saturday, September 25**
  - UofM vs UTSA Football Game
  - Game Tickets & T-shirts (\$10 each)
- **Become a Tiger/Become a Teacher Day – October 22**
  - On-campus experience for HS students
  - UofM Lambuth Campus - TBD

# Faculty Research Updates



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## **Dr. Steve Zankas**

Associate Dean of Research  
Graduate Programs and  
Faculty Development

# Research, Graduate Programs and Faculty Development



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- COVID-19 Updates (<https://www.memphis.edu/coronavirusupdates/>)
  - Return to Ball Hall
    - Contact Amy to report any issues with furniture or office damage
- Carnegie Research 1 Funds for Pre-tenure faculty (Provost's Office)
- Faculty Development
  - Part-Time Faculty Orientation
  - New Faculty Orientation
  - Tenure & Promotion Series
  - Send proposed topics for Fall 2021 to your department chair
- 2021-22 Faculty and Graduate Students: Conference Registration Grants
- [COE Professional Development Assignments](#)
  - Leigh Harrell Williams, CEPR, Fall 2021
  - Angie Powell, ICL, Fall 2021
  - Chris Mueller, CEPR, Spring 2022

# Research, Graduate Programs and Faculty Development



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- 2021-22 Faculty Research Grant application
  - Send proposed themes to your department chair
- RDEI Committee
  - Membership
  - Additional Updates Forthcoming
- Promotion guidelines for Instructors
  - Additional information forthcoming
- [T&P Committee Calendars](#) (COE and Office of the Provost)
- [COE Workload Policy](#)
- [COE RDEI Committee](#)

# College-Wide Updates



**Dean Kandi Hill-Clarke**

# College-Wide Updates



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- Faculty and Staff searches 2021-22:
    - CEPR
      - T/T Assistant Professor of Educational Psychology
    - ICL
      - T/T Assistant Professor of Literacy
      - T/T Assistant Professor of Science Education
      - T/T Assistant Professor of Elementary Education
      - T/T Assistant Professor of Special Education
    - LEAD
      - T/T Assistant Professor of Educational Leadership (LDPS)
      - T/T Assistant Professor of Educational Leadership (LDPS)
- \*\*\***On or before Tuesday, September 7, 2021**, please send draft of job descriptions and the search committee names to Dr. Zankas and me for review prior to uploading to WorkforUM
- \*\*\***Goal:** Departments should have all approved documents posted to WorkforUM no later than **Monday, September 16, 2021**.

# College-Wide Updates



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- **Budget & Finance**
  - Salary Compression (OIR, Office of the Provost and HR)
    - *CEPR*
    - *ICL*
    - *LEAD*
  - IDCR Funds
  - Start-Up Funds
    - 50/50 shared cost - Department and Dean's Office
    - Any increase above the standard amount will be covered by the Department.
  - 2021-22 Faculty Research Grants- 5 awards at \$6,000 each
- **Processes, Procedures, Efficiency, Resourcefulness & Responsiveness**
  - *Dean Franklin, B & F consultant*
- **RDEI – Inclusive Leadership Professional Learning Community**
  - *Tiered approach*
- **Meeting with Faculty Senate reps at least twice a semester**
  - *Time on agenda to provide brief updates*

# College-Wide Upcoming Collaborative Tasks



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- CAEP Submission
- Revisit, Review and Revise: COE Strategic Priorities & Metrics
  - Strategic Priorities Committee
- ***What excites me about working, leading, serving, teaching, learning, etc.) in the UofM COE is...initiative (Lauren)***



# Communication and Marketing Updates



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**Lauren Walker**  
Manager of Communications and  
Marketing

# Communication and Marketing Updates



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- Syllabus format
  - [memphis.edu/education/pdfs/coe\\_samplesyllabus\\_s21.docx](https://www.memphis.edu/education/pdfs/coe_samplesyllabus_s21.docx)
- Website Updates
  - New profile pictures
    - [memphis.edu/communications/resources/photovideoresources.php](https://www.memphis.edu/communications/resources/photovideoresources.php)
  - Updating program pages for accuracy, readability and recruitment
  - Faculty profiles
- Marketing Materials Development Process
  - Plan ahead for big events and recruitment materials, could take 6-8 weeks
  - For questions and to develop materials, contact Lauren Walker,  
[l.h.walker@memphis.edu](mailto:l.h.walker@memphis.edu)

# Development Updates



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**Venita Doggett**  
Director of Development

# Development Update



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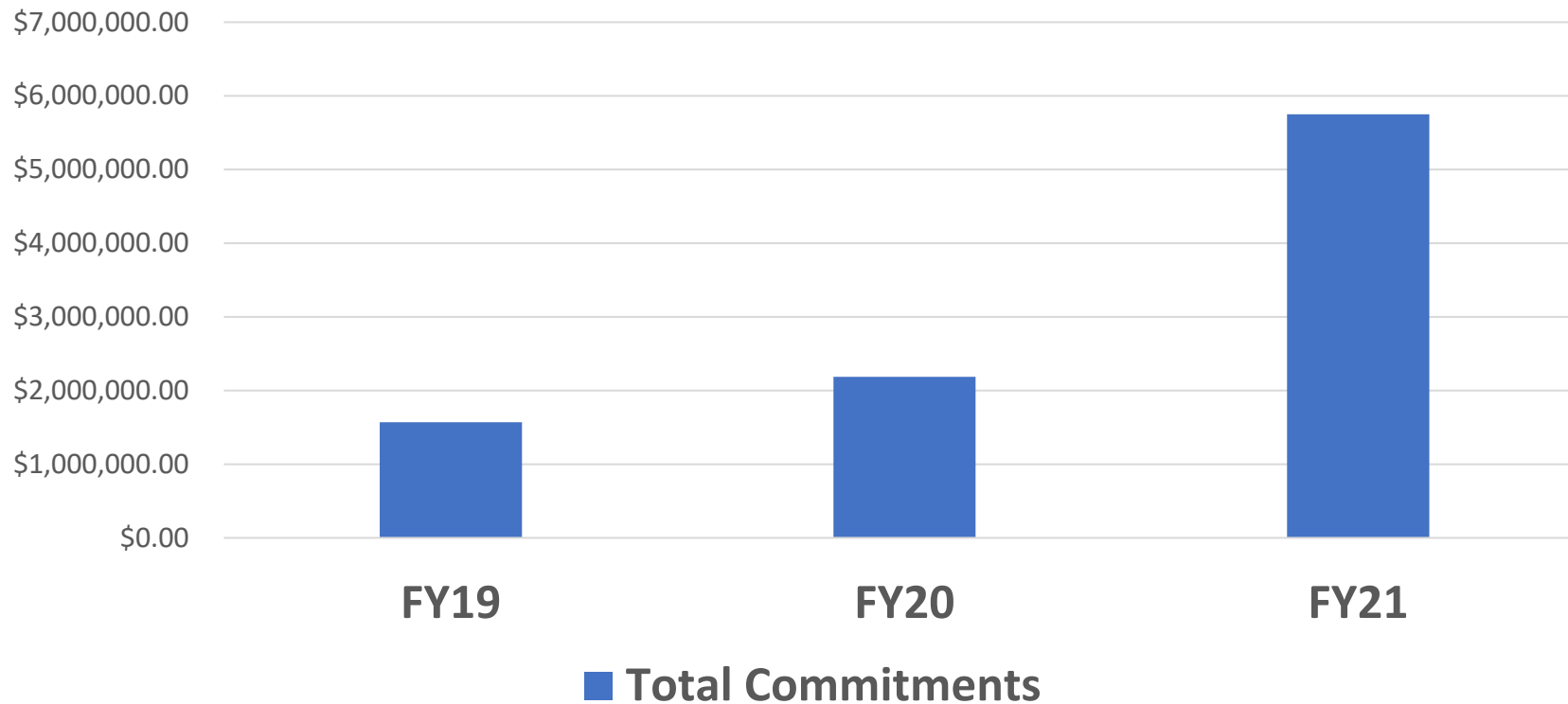
- Dollars Raised FY2021 - \$5.7 Million
- Estate Gift Commitments
  - \$3 Million – Wiertelak Planned Gift – Endowed Chair for Elementary Education
  - \$2.2 Million – Campbell Trust
  - \$1 Million – Cox Family Scholarship Fund
- Teacher Education Support
  - Dr. Miriam DeCosta Sugarmon Praxis Support Fund
  - Key Campbell Scholarship – Teacher Residency Scholarship Support
- Scholarship Dollars Awarded for 2020-2021 Academic Year - \$602,000

# Development Update



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## COE Total Commitments Snapshot

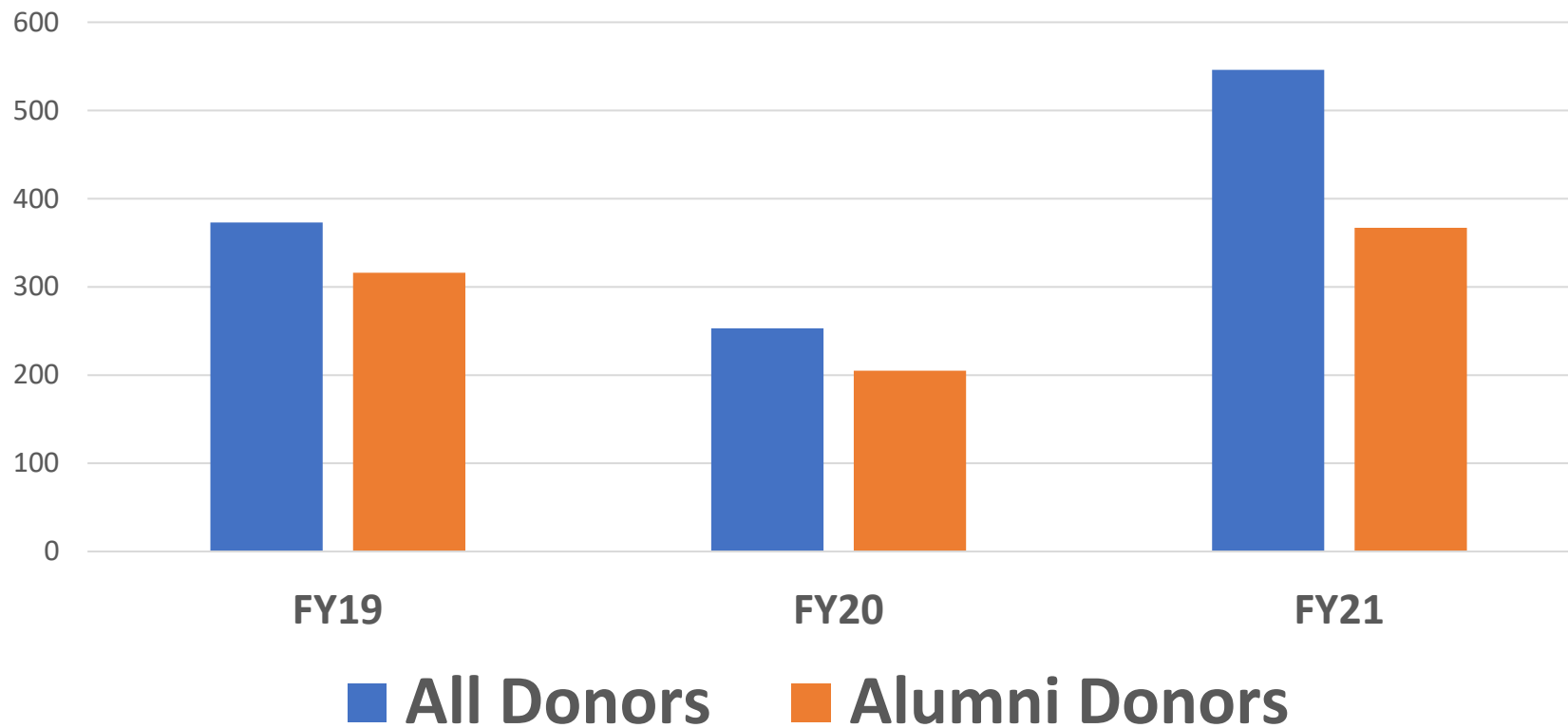


# Development Update



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## COE Donor Snapshot



# Development Update



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- Current COE Fundraising Priorities
  - Graduate Student Fellowship and Scholarships
  - Increasing the River City Scholarships
  - Professorships
- University Fundraising Priorities
  - Capital Campaign - \$600M fundraising goal
  - Increasing Endowed Scholarship Funds

# Fall 2021 Dates



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- Fall 2021 Dates
  - First day of classes – Monday, August 23
  - Labor Day – Monday, September 6
  - Fall Break – Saturday, October 9 – Tuesday, Oct 12
  - Thanksgiving Break – Wednesday, November 24 – Sunday, Nov 28
  - Last Day of Classes – Wednesday, December 1
  - Exams – Friday, December 3 – Thursday, Dec 9
  - Grades due – Monday, December 13
- Upcoming COE Events
  - COE Open House – August 31
  - Educator Appreciation Tigers Football Game – Saturday, September 25
  - Become a Tiger, Become a Teacher Day – Friday, October 22
- Fall 2021 Commencement – Sunday, December 12, Additional info TBD



# Connect with the COE

- Twitter: @umeducation
- Instagram: @uofmeducation
- Website:  
[memphis.edu/education](https://www.memphis.edu/education)
- Resources for Faculty/Staff:  
[https://www.memphis.edu/education/faculty/faculty\\_resources.php](https://www.memphis.edu/education/faculty/faculty_resources.php)



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# Q & A



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*Thank you!*  
*Stay Safe and Have a*  
*Wonderful and Productive Year!*



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