



OHIO
UNIVERSITY

The Gladys W. and David H.
Patton College of Education

Dean's Circle of Engagement

October 10-11, 2019

Patton College of Education – Dean's Conference Room - Ohio University

Summary of Activities

Continuing The Patton College Roadmap: Building, Sharing, Inspiring, Leading!

DCE Members Present: Linda Reed, Chair, Dan Evans, Vice Chair, Ray Asik, Mary Frances Bryja, Michelle Connavino, Shirley Drake, Ellen Goldsberry, Linda Fife, Chris Hayward, Gail Houk, Mark Houk, Ashlee Jackson, Joan Motheral, Robert Murphy, Kevin Rice,

Patton College Members Present: Kim Barlag, Tim Binegar, Linda Fife, Maureen Coon, Lindsey Ladd, Dean Renée Middleton, Connie Patterson, Tamy Solomon, Helen Watson

DCE Member Emeritus: Ann Wagner Hill

Absent: Kate Mattison, Ann Paulins

Guests: Marcy Keifer-Kennedy, Senior Lecturer and Director, Center for Clinical Practice in Education

Thursday Morning – October 10, 2019

Greetings, Welcome and Introductions of New Members – Linda Reed, DCE Chair

Remarks - *Do Districts Actually Want Black Male Teachers?* - Dean Renée Middleton, September 26, 2019 **Chronical of Higher Education** - Dean Middleton began the conversation with this article and introduced the new African American Male Student Initiative for the College. Districts can't hire black male teachers if we don't graduate them. WE can do better! This is a challenge we can meet. We want to be a model – nationally. We are not ignoring other types of diversity. We are examining specifically African American males in the teaching field. Committee Co-Chairs are Maureen Coon, Jason Rawls, Robert Murphy and Dean Middleton. We are going into the Department of Teacher Education to engage the faculty in a discussion regarding the recruitment and retention of African American males.

Robert Murphy – This is an issue that is near and dear to my heart, so I did not have a difficult time saying yes to participating in this initiative. The question is not if there is a need, it is how do we address that need? I am excited about being a member of this Steering Committee as a Co-Chair. Other members are Maureen Coon, Dean Middleton, Frans Doppen, Lisa Harrison, Marcquis Parham, Jason Rawls, Tracy Robinson, and Tamy Solomon.

We have discussed incentives to bring these gentlemen to Ohio University or strategies we could use to recruit them. Dr. Roy Jones of Clemson University has one of the greatest recruitment and retention program in the country for recruiting black male teachers, the Call Me MiSTER Program. They have been in existence for 20 years, and have almost 300 graduates, 95% of those still teach and the remaining 5% are now administrators. They have a 100% success rate. They use an athletic model – where they recruit candidates who don't meet all of the standards, but they have priority status for admissions. The University has granted them priority status to recruit African American males into teaching. Great strategy.

What does OHIO have to offer when they come here? Relationships matter. Black males coming to OHIO where is my support, where are the professors that look like me. We also have to consider the community they are coming into – making it comfortable. Professors who are mentors, professors who look like them.

DCE discussed repositioning ourselves as a College. How do we reposition ourselves to make sure the College is effective? Black male students who are graduates – tapping into their networks. A marketing campaign – market the college so it looks enticing to these young men that we want to recruit and bring to campus.

Bob also indicated that it would behoove the group to go to Clemson University to take a look at the Call Me MISTER Program to see what they have done. To look at their best practices.

Each person on the steering committee has committed to at least one action. Dean Middleton will be attending the teacher education faculty meeting in November to engage faculty in conversation about the African American male initiative. It is a time for action. Let's get it done. We are the right people at the right time with the right purpose.

Dean Middleton discussed her conversation with Dareld Johnson, Ohio Federation of Teachers. He works with the Congressional Black Caucus in Ohio. He heard about the PCOE African American male initiative and is interested and wants to learn more about what we are doing to try to see if we can move it to more prominent visibility.

Bob Murphy indicated that in Columbus there is a group called The Circle that is African American males in administration that meet once a month, and that is a topic of their discussions - getting the teachers encouraged for young men to at least look at the possibility of becoming a teacher. Joan Motheral asked Bob if they are going to expand (link) what they are doing to superintendents from other districts? Bob responded, absolutely.

Maureen Coon went over a list of ideas from the spring DCE meeting. The group did an activity to build upon ideas from the spring meeting and to submit a commitment to an action to further the initiative to recruit and retain African American male students. A form was provided and gave groups 20 minutes to review the ideas and commit to an action to be reported on at the Spring 2020 meeting.

Each group reported out on their ideas. A brief synopsis of each group's ideas are as follows:

-Tim Binegar and Linda Fife discussed building networks. Tim would like to develop a center that does work in this area in connection with an existing center within the PCOE. Linda Fife volunteered to go to Central State University and talk to folks there. She thinks this is a good partnership or a good conversation to start.

-Chris Hayward has started a conversation with his new superintendent on creating a relationship with Ohio University to create a pipeline to benefit OHIO and Shaker Heights. He would like to have a conversation sometime in December between Dean Middleton, Dr. Murphy, his new superintendent, and himself to discuss information on what we are trying to accomplish here and then have a representative travel with the OHIO delegation to Clemson. In February form an agreement between Shaker Heights and OHIO.

-Michelle Connavino suggested building on Chris Hayward's plan to include all of the districts in the Cleveland area.

-Shirley Drake is going to talk with county superintendents, principals and teachers to find out if there currently are any programs available to bring diverse groups together, as well as contacting Chillicothe's branch campus, local libraries and YMCA's, and if not, pull some programs together to build a county network.

-Mary Francis is committing to reach out to OHIO chapter members in the DC Metro area to build a network. She also has connections with the Montgomery County Maryland public schools and Howard University is nearby, premier HBCUs, and can find out what they are doing.

Robert Murphy indicated that he is all in and is already committed to several things through the work of the steering committee in recruiting African American males.

Gayle Houk indicated that her relationships in Medina County revolve around schools and how they work with behavioral health care partnerships and programming. She has established relationships with superintendents and principals and would approach them on their history with recruitment and retention of African American males and their interest in participating with us.

Mark Houk said that each one of our prisons have an education department and I plan to reach out to his superintendent of schools. One of their school administrators is an African American male and he will talk with him about where he went to school, what drew him to that College, what kept him in education (Dean Middleton added that he might connect with Terrence McTier). Mark said that he has new colleague who was a state rep in Joan Motheral's area and I will connect with him to see if he has sat on any education committees during his time as a rep and see what he can share.

Connie Patterson committed herself and Steve Patterson to doing something. The one thing she was wondering about, she had a conversation with Lisa Harrison about admission requirements in Teacher Education programs and how nationally the professions and associations are talking about this, but they never budge on admission requirements that have known biases. There are institutions that have different rules and I want to know what those are and maybe introduce the idea of knowingly breaking that rule for the greater good. Exploring if it's the risk vs the reward. We can talk what we want to do but if we have a barrier that stops it, that's not really advancing the conversation. And then I'll bring my husband into the conversation because recruiting people to Ohio University and The Patton College means they live within the Athens community and so looking at the Athens community to identify the ways that can flourish in the Athens community is important.

Dan Evans - My idea is trying to connect a friend and a colleague who is an African American male. We went to high school together and then I went to OHIO and he went to Rio Grande, but our paths have crossed many times over the years. He has retired but is back teaching again. He has taught at 5 high schools and also worked in higher ed as an administrator and has written on motivation. I thought it would be important to tie him into this process as someone we could network with. I think he would be very interested. He is a motivational speaker and he may be a source of a potential speaker to groups of students. Bob Murphy made another commitment to have lunch with us sometime in the fall or winter to get his feedback, his own experience, and perhaps tie him into the network. I think he will be very interested and would be an excellent resource.

Joan Motheral – this ties in with the Spring meeting and partnering OHIO and YSU. Youngstown has a new superintendent of schools who has his hands full, but I want to reach out to him and the Dean of the College of Education at YSU and see what kinds of programs they have for the Black male students and reach out to the superintendent and see what he is doing with his teachers and what kind of programs and mentors he has and can he develop something. It is important to form these partnerships and maybe link in with OHIO. We have early college students that are very bright and interested in education and I would like for them to know that there is a program at OHIO that would be inviting to them and encourage them, but most important in the schools. I want to be sure there is a group of teachers that welcome a pipeline of Black male teachers and that they have a place where they will feel success and comfort and know that they're opinion does matter.

Joan Motheral stated that she was interested to read in the *Chronical of Higher Education* article that most Black male teachers are interested in primary education, because it was just the opposite when I was teaching, nobody wanted to get near preschool or K-3. Between now and the Spring meeting I will link up with these people. Hoping that Jim Tressel will be a part of this and try to form a wonderful partnership between OHIO and YSU.

Ellen Goldsberry – I don't have the connections with the school systems. I don't have a network or communication link to identify and bring work to the resolve of the topic. I'm limited as to what I can suggest. Ellen wondered if potential donors could be identified and encouraged to direct their scholarships to incoming Black students.

Discussion ensued on the article *Do Districts Actually Want Black Male Teachers?*

Dean Middleton noted that the PCOE focus is on diversity in general, but data is clear that the biggest challenge nationally is with African American males. She also indicated that we will be putting our heads together to see how to partner with our districts.

It was asked of Bob Murphy, what kept him in education. Bob shared that he went to high school in the middle of the civil rights movement and did not have a teacher role model. "I wanted to be what I didn't have, what I didn't see." Same focus on being a father since my father was not around. Also, the fact that he really wanted to make a difference.

Ray Asik – I concur with Ellen. I spent 27 years in the Air Force due to the draft, or I would have been a teacher. Six months after I enlisted, they said all male science or math teachers were exempt from the draft, so if that had happened 6 months earlier, I would not have been in the military. I recruit for OHIO through friends and I tell them that if you don't want a debt, go in the military and then go to OHIO. The large college debt is what bothers me.

Tim Binegar indicated that he is frustrated that there are memorandum of agreements and it is not possible for donors to direct scholarships solely to any racial/ethnic group. There are donors who want to direct their funds to specific groups of students but cannot.

Meet the Author – Dr. Lisa Harrison, Associate Professor, Teacher Education, "Equity and Cultural Responsiveness in the Middle Grades", BookTalk with the Dean

Linda welcomed our guest speaker, Lisa Harrison. The BookTalk with the Dean that focused on Lisa's book, *Equity and Cultural Responsiveness in the Middle Grades*, was shown, and then questions were posed to Dr. Harrison on her experiences and her book.

Lunch and Engagement

A delicious lunch was prepared and served by HCS Hospitality students under the leadership of Professor of Instruction, Thom Stevenson.

Thursday Afternoon – October 10, 2019

Dr. Gigi Secuban, Vice President for Diversity and Inclusion, Ohio University

Dr. Secuban went over her background and provided brochures and information on the Office of Diversity and Inclusion and the achievements they have had over the past year, to include:

- Working on diversity and inclusion with the PCOE and their strategic plan.
- Partnering with OHIO Human Resources to form a Diversity Advocate Program for hiring – to have someone on each search committee to advocate for diversity.
- Developing employee resource groups – come together at social events, we have an advisory council.
- Forming a new group, OpenOhio – an LGBT group
- The Vision for the Office of Diversity and Inclusion – President Nellis talked about becoming a national leader. OHIO has been recognized as a national leader for the second time and have been recognized as a Higher Education Excellence and Diversity Campus.
- New Diversity and Inclusion teaching academy – infuse diversity into the curriculum
- Opportunity Hires – recurring fund for diversifying faculty and staff on campus. We had eight Opportunity Hires this last year.
- Unit based diversity officers
- Multicultural Leadership Institute this past spring – formed foundation for strategic plan for D&I
- Strategic Enrollment Committee – want to focus on African American male students over the next several years. Share initiative with PCOE
- A new position in her office focusing on the African American student experience on campus.
- Recruitment program – next weekend – partnering with Ebony Bobcat network volunteers to see campus outside of classroom. Weekend of October 19 for football game w/Kent State. Also, Touchdown for Teachers game.

Diversity and Inclusion is more than just race and gender, but also disabilities, veterans, accessibility.

A question and answer period ensued.

Data Analytics & Academic Technology Center: Advancement and Updates - Lindsey Ladd, Lisa Dael and Vlad Pascal

Introduction – The Data Science Center was merged with the Curriculum & Technology Center to form the Data Analytics and Academic Technology Center (DAATC)

Vision - One of our *objectives* is to combine technology and analytics to allow the subject-matter expertise of faculty to reach more students of all ages as effectively and efficiently as possible.

One aspect of our *Vision* is to grow *Data Analytics*, merge it with *technology* to make both *campus-based* and *online programs* more effective in terms of:

- Targeted admissions - which students are most likely to succeed at the PCOE?
- Targeted retention – customize efforts to retain each student in the college.
- Increased completion rates – courses and degrees.

Another aspect of our vision is to expand the use of state-of-the-art **technology** to accomplish the goals and objectives of the College, consistent with the recently completed strategic plan:

- Offer resources and develop more effective ways of communicating what is currently available to students, faculty, and staff (e.g., active learning classrooms, video conference).
- Increase efficiency and effectiveness of faculty and staff through automation.
- More effectively collect and analyze data to leverage for more data-informed decision-making.

Previous Data Analytics Projects

Quantitative and qualitative research and develop predictive models:

- Research
 - Student Satisfaction Survey
 - Employment Analysis
 - Faculty Salary Study
 - Student Support Initiative
 - CORAS Research Study
- Applications (“Apps”)
 - Web-based Apps (e.g., course capacity, dashboard, student profiles)
 - Mentor Teacher Workshop Application
 - Student Lifecycle Tracking System (in progress)

Technical Expertise

- Data analysis and visualization
- Financial analysis
- Program monitoring and evaluation (e.g., program, instructor, and course evaluations)
- Survey and questionnaire design, development, administration (e.g., Qualtrics)
- Database design, web (Drupal) and application development (e.g., student lifecycle system)
- Expertise in the use of a variety of software and programming languages that include:
 - Microsoft Suite Products
 - R, SAS, SQL, SPSS, VBA, HTML, Python, CSS, Javascript
 - Google Analytics
 - Data visualization packages
- Blackboard
- knowledge of higher education, K-12, employment, and census data

Introductions - The two people who will lead the two arms of the Data Analytics and Academic Technology Center: Lisa Dael, Assistant Director of Online Programs; Vlad Pascal, Assistant Director of Technology

Goals for Online and Outreach Programs

Lisa Dael, Assistant Director of Online Programs

Make Ohio University Patton College of Education one of the top online programs in the country.

-Streamline process to:

- Develop new programs
- Revise and refresh existing programs
- Improve Recruitment Efforts
- Digital Recruitment and Retention Specialists
- Leverage data in decision-making

Strategic Plan – Academic Excellence

-Innovative and Best Practices

- Using Social Media to stay in touch with students and share the latest information
- Developing Faculty Podcasts to share faculty research
- Use Qualtrics for self-paced professional development courses to save costs for programs that don't need a lot of faculty involvement.

Create an MOU to review each semester with program coordinators about expectations

Periodic Program Evaluation

- Review and refresh programs to keep technology and topics current and timely (MCE)
- Develop a data-driven process to determine when to redesign a program or discontinue it
- Evaluate programs for best practices in online learning in consultation with eCampus

Suggest new growth area: Certificate Programs

- Meet the requirements of students who don't want or need a full graduate degree
- Can be stackable to be used with degree programs
- Ideally should be interdisciplinary within the Patton College

Strategic Plan – Exemplary Student-Centered Services

Digital Marketing and Retention Specialists

- Recruitment efforts need to target a more diverse array of students to our programs
- Develop a marketing plan with program coordinators to share with Online Learning Team.
- Use data to predict where students need assistance to develop solutions for success and improve completion rates.
- Develop social media support groups for students

Graduate Student Lifecycle Tracking System

- Provide one source where all information about a student is maintained
- Assists faculty and staff in being able to resolve student issues.
- Allows for tracking of student status – probations, programs of study, graduation applications
- Needs assessment for scheduling
- Track students who stop out so we can retain them
- Ability to market to alumni who may be interested in new programs we offer

Vlad Pascal, Assistant Director of Technology

Key Directions

1. People and Organization
 - a. Maintain resource and skill inventory
 - b. Create a culture that promotes productive resolution of interpersonal and work-related issues
2. Foster bold innovation: Academic and Administrative Support
 - a. Create communities of practice supporting academic and administrative use of technology
 - b. Introduce new tools, infrastructure and services towards better support of our students, faculty and staff

3. Increase our leadership presence in the College and on campus
 - a. Recommend and take proactive steps to anticipate and solve technology-related issues

NOTE: Dean Middleton stepped out for an important telephone call

Gun Violence as a Public Health Crisis – A Focus on Human Services Professions – Connie Patterson, Assistant Dean for Academic Engagement and Outreach, and Marcy Keifer-Kennedy, Director of OHIO Center for Clinical Practices in Education

Connie Patterson - We all wish this wasn't a conversation we have to have. Conversations like these have to be held and have to be had in colleges of education. The rhetoric and narrative of arming teachers is happening in our world today and we need to be able to have civil dialogue with each other. This is an emotional topic for schools and in colleges of education.

Members of DCE were asked to read the article from the Washington Post on a local school – Southern Local. Connie then showed a short clip from a CNN video with Anderson Cooper, an interview with a student at the shooting in Parkland, FL.

We have an hour to unpack some of this. We'd like to figure out how this impacts The Patton College, the students we are sending out into the schools, etc.

Linda Reed – as a superintendent of a school district with 1700 students - When I started, anybody could walk into the schools. We now have school resource officers and you have to have a badge to get into the schools. We are in a hunting district in SW Colorado. We teach hunter safety classes. Different than an urban community. We have had discussions on arming teachers, and I have people on both sides of this issue. I would probably not want my teachers to carry guns. I have my concealed carry. But I'm not a teacher and I'm not in a classroom every day.

Dan Evans – What this superintendent in Southern Local decided to do was to open it up to see who might be interested. It is a huge responsibility.

Linda Reed – I think there is merit to that, but I don't think it's the best solution. As an educator you are a nurturer and you are there to make the students feel safe. And to have to make the decision to shoot a child, it's not fair. We've had those conversations – I've had activists show up at my board meetings saying that the schools are not safe. My board, at no time, did they ever say anything about what should be done. We have had private conversations. My board would not demand that we do that. We are educators not law enforcement.

Bob Murphy – the article was interesting given where this school district is. The average response time for a law enforcement is 7 minutes – this school is 25 minutes from law enforcement. I have my concealed carry, I am former military. I would be hard-pressed to shoot a student. Our teachers didn't get into teaching to be security guards. If I were a superintendent, I would be hard-pressed to put a teacher in that position.

DCE members engaged in deep discussion on the topic.

Members agreed that we have to think about this from multiple perspectives. And we have to value and acknowledge the culture and environments where our candidates are. This is not going to be a one size fits all. We have to be responsive to your community – we have to be thoughtful and not make rash decisions. With all these shootings, everyone wants to do something, but we must not be impulsive or reactionary.

Marcy Keifer-Kennedy stated that she appreciated hearing the conversation. As the bridge between local schools and the College. When this article first came out, she was intrigued. Our districts are very rural, but they are very different. Regardless of personal feelings, we have to understand our school partners and understand why they make these

decisions. Ultimate thing is these are people who have made decisions to keep their schools safe. From the higher ed perspective, are there ways that we can support our school partners in different ways, whether or not it be for security funding for resource officers. There are not enough school counselors. Our faculty also have very strong opinions, one way or another. When we talk about teacher education – do faculty feel safe sending their teacher candidates into schools where teachers have concealed weapons? And there are some very strong opinions about that. How do we best have these conversations with teacher candidates preparing to go into schools? And, should they have a say?

Connie Patterson – I think what I am hearing is that your perspectives are that we can engage our faculty and teacher candidates in this conversation. That if we are able to know, that students should be able to opt out of going to a school where teachers could be armed, that this is a recommendation. Also, the crossover between counselor education and teacher education. This is all applicable in our world and for all the different people that we prepare.

Marcy Keifer-Kennedy also stated that the other part of this conversation is encouraging our faculty to engage in conversation with districts that have made these decisions. We would recommend not taking a stance without engaging our school partners in a conversation. We truly collaborate with our region.

Chris Hayward stated that every school has to file a plan on school safety. It is called saferschools.ohio.gov – one phone call away and they could tell you regarding resource officers, the gun issue, etc. – you could know which schools allow arming of teachers.

Marc Houk stated that an MOU between the College and every school district might be something the College should consider.

Connie Patterson thanked DCE members for their honesty and candidness in the conversation. We don't want to talk about this, but it is an issue. Hindsight is 20/20 and you do anything you can to get in front of things. Doing nothing is the worst thing. The diversity of thought is appreciated. What works for one rural school district may not work for the next rural school district, not to mention urban schools. We are preparing students to teach in all schools.

Michelle Connavino stated that she would be interested in faculty doing research on the trauma of school shootings.

Shirley Drake asked, "What is the policy of OHIO for faculty, staff and students? Is there a policy?"

Connie Patterson stated it is a gun free zone all across campus and regional campuses. It is up to the Board of Trustees to make this decision.

Dean Middleton wants to move forward in a manner that allows the College to fulfill its mission and responsibilities to our students. She needs to be prepared with feedback from constituents. There is a consequence to any decision. She is in the data gathering stage and respects the feedback she gets from the DCE. Many people are trying to hear, reflect, digest a lot of different perspectives.

NOTE: Dean Middleton returned to the meeting.

Dean Middleton shared with DCE that there will be Community Forums on the topic of gun safety and teachers carrying concealed weapons. Everyone thinks their perspective is the correct one. I am looking for guidance to find out where we go from here including conversations with faculty, students, districts. We may not come up with one answer, but the College has to have a protocol. If I have a student that does not want to go into a district where teachers carry firearms, they should have that option.

Linda Reed - Reception is scheduled for 5:15 p.m. with dinner to follow.

Adjourn for the day at 4:45 p.m.

Friday Morning – October 11, 2019

Linda Reed welcomed everyone.

Point of Pride Moment

Robert Murphy shared a video on the boarding school that he is developing. He has been active on this project since 2011. He had hoped it would be open before now. OSU is a partner and gives more credibility. Hopefully by Fall of 2021 we will be a reality. The old Rosemont School for Girls was the initial location, owned by Buckeye Ranch and for sale for \$2.5 million. Les Wexner bought it for the KIP academy (Knowledge is Power). So, we are looking for another site.

Communications & Marketing Update – Kim Barlag, Director of Communications and Marketing

Digital Recruitment and Retention Managers – Kim Barlag introduced Heidi Sochia, new digital recruiter. The other new digital recruiter is Tasha Attaway, who will be joining The Patton College on Monday.

Alum of the Month – discussed the current Alumni of the Month and where this information is located on the PCOE website.

PCOE Media Successes - We continue to share our stories. The University has a fairly new Ohio Faculty Newsmakers Gala that recognizes employees who have been in media placements. Several of our faculty are included, Dean Middleton and Laura Harrison, just to name a few.

The University has done away with Compass. It is now called Ohio News. Similar to Compass, but has more of an outward focus. Kim went over several of the events that have been reported on in Ohio News and other media. EdTalks is in its second year and the plan is to do these every-other year. President Nellis will be in attendance and hope that you will be able to join us.

Dean Middleton asked DCE how we can take what we are doing and make it better in terms of student recruitment? She gave many examples of the things that are being done now. Dean Middleton indicated that we will have Curt Plummer attend an upcoming DCE meeting to tell us the various things that he does for recruitment, possibly at the Fall meeting.

Student Support Initiative Update – Lindsey Ladd and Maureen Coon

Retention – Student Support Initiative (SSI) – trying to retain students. Students who have difficulty in key courses – we provide assistance. We utilize peer mentors/leaders. Lindsey shared information on some preliminary results.

Dean Middleton indicated the SSI is not a remedial program. We are investing in every student. There is no stigma attached because everyone benefits, as we seek to engage all students in “deep learning”.

Preliminary data does show that there are improvements in student retention and grades. We want to extend our analysis to help us achieve what we are trying to achieve in determining how best to support each student.

Old Business and Updates

Review of Minutes from the Spring 2019 Meeting - Co-chair Dan Evans reviewed the highlights of the Minutes of the Spring 2019 meeting.

Update/Revise By-Laws – Committee Updates – Dan Evans - The By-Laws need to be updated/revise. Committee consists of members Bob Murphy, Shirley Drake, Linda Fife, and Dan Evans, and will be meeting right after today's meeting with Dean Middleton to review By-laws and be sure we are updating appropriately.

Spring 2020 DCE Meeting – Joan Motheral - The upcoming Spring 2020 meeting will be held in Youngstown, Ohio, scheduled for May 14-15, 2020. If you arrive early on Wednesday, a special tour has been scheduled at the Butler Museum from 11 a.m.-noon. We will then have lunch at the very famous, old Italian restaurant, the MVR. After lunch, Jim Tressel's executive secretary will be giving us a tour of Youngstown State University (YSU) and hopefully Jim will be

around. Wednesday evening we will meet at The Motheral's Country Club for dinner. Thursday and Friday meetings will be held at the Doubletree in downtown Youngstown. It has been renovated and restored. Two blocks up the street there are several meet and greet places, lounges and YSU is within walking distance. After our meeting on Friday, we will head to Mill Creek Park and tour the Fellows Riverside Gardens and will have lunch at the café there and tour the park.

New Business

Dean Middleton – Hosting the spring meeting for 2021. Michelle offered up Cleveland, OH, and it was approved by DCE members.

Closing Remarks

Dan Evans – We want to make sure that all members share anything exciting they are doing that would be of interest to the group. Also, one or two takeaways from the meeting.

Michelle Connavino – My organization just released our annual report (copies provided) and there is a video that goes with it. Big takeaway – 5 years into my work in Cleveland there has been a 72% increase in the city of Cleveland preschool aged children enrolled in high quality preschool classroom, and about 43% of all Cleveland preschool aged children are enrolled in a high quality preschool. Exciting and a lot of press for the annual report. Takeaway from this meeting is that it has been a great meeting with great conversations and reflecting on how to recruit more Black men – thinking how we reflect that on this committee. The membership of this committee should be diverse. Another thing I have been thinking about is putting together a resource cheat sheet to refer back to items that we have talked about in previous meetings – resources that might be helpful. I would be happy to volunteer to do that.

Shirley Drake – I very much support the idea of diversity and specifically our focus on the African American male student recruitment. We tend to get involved in our own world and not seeing what is going on around us and this group helps us focus on what we need to focus on. This has opened my eyes to a lot of the issues that are going on locally, nationally and internationally. Also, I am not a big data person and the DAATC group did a great job presenting this information. I can see how SSI would have benefited me years ago. The programs that we now have for student support are so much better than they once were. Students leave here with more with confidence and backup from the college as they go out in the world.

Bob Murphy – very great report on data. This is my second year as a member of the DCE, and when I was first asked to become a member I wondered why and what contribution could I make? To see the direction and focus in an area that is my focus solidified to me why I am at this table. The focus on recruiting African American males is in my wheelhouse so I am excited about the work that the committee is going to do as we move forward. This is a national issue, not just an OHIO issue. As the Dean said, if we can do it here, all the other colleges in the state have no excuse.

Gail Houk – Something exciting for me is that I am very involved in the development of an opioid response team in Medina County dealing with opioid epidemic. The work we are doing is exploding and Medina County will be mentioned in a new press release from the Attorney General when funds are released. My takeaway from the discussion around recruiting and retention, I look at it through an employment standpoint, these younger kids are coming from a different place, and we have to think differently about recruiting and retaining them. From the University perspective, it kind of got the wheels spinning on who is working harder to keep the employee or student, but what are the good things we can put in place to keep us all growing, continuing to solidify why we are where we are and our commitment to that.

Mark Houk – it has been a challenging six months with new government, but we are making changes and progress on the parole board. From this meeting, just the fellowship with fellow Bobcats. I had no vision of not being welcome into a group of Bobcats. This group tops it off. We are all action motivated and we all have a task. I look forward to seeing progress.

Maureen Coon – one thing that I am involved in and the Dean mentioned briefly is a new initiative called Ohio TeachCleveland. We are working to place our professional interns into the Cleveland Metropolitan School District. Very exciting endeavor and hope that lots of students will go there, be well prepared, and ultimately be offered employment there. Takeaway – I am excited about the commitments that everyone has made to recruit and retain African American male students. Also, Shirley was talking about supports for students and I wanted to expand on that that we do a lot about how to support students that are here, but academic advisors also reach out to students after graduation to let them know that we are still here for them and can connect them with resources across campus. We're Bobcats, we're always here for you!

Connie Patterson – Getting positive feedback from the EdTalks and Advocacy and Leadership Summits. These are ways to advocate for and expose our faculty who are doing innovative and interesting work and learning how to communicate that easily to those who are not in that work as a way to really document and continue to promote the relevance of higher education and the importance of the work we do in our college. Takeaway - the conversation we had on gun violence yesterday. I appreciate that - I have not lost faith that people can have a civilized conversation about topics that are in line with your thinking or conflicting.

Dean Middleton – Takeaway – This is my 14th year as the Dean. Sometimes after a time you can begin to get into a rut and it just becomes a job. That has not happened for me and I believe a key reason is this group. The group keeps me invigorated and holds me accountable. A motivating force for me. I feel like I don't want to waste your time and want to be sure that you see relevance in what we are doing. I appreciate what you bring to the table. I also want to say that with Ellen's input, I want to be sure that the Human Services component will be included in future meetings.

Linda Reed – Every time I leave one of these meetings, I am always making connections between K-1 and higher education. The discussion around recruitment and retention of students, for me is the recruitment and retention of high-quality staff. I have been involved in the DCE for 11-12 year and I am looking even more forward to my connection to the University. My takeaway is the very thoughtful and civil conversation around gun violence and public health. This reinforces that there are incredibly caring, articulate and good people in the world, and we can make a difference and change the dialogue, we just have to speak up.

Joan Motheral – for me, the article about African American males and their interest in education, especially in primary education, was very wonderful news to me, but connecting and continuing with this in the spring. Connecting with the superintendent of the Youngstown Schools and YSU and seeing what they have in place. Thoughts about how we can embrace the fact that these students have to be in an environment that breeds success for them and placing them in places that are ready to accept them so they can have a forward moving and successful career. My prayers and thoughts are always with the gun situation because every school and area is different and my prayers are that I don't hear about it so much. And mental health issues in the schools - to help students and recognize them through counseling and through other students.

Ellen Goldsberry – I appreciate the Deans interest in my earlier comments and I would like to extend to that to think in terms of replacement on the DCE that it be appropriate to think of those other units within the human services area to

be at our table. It is important for them to understand and be tied in a little more with the total College of Education to hear some of the wonderful conversations that are parallel to their interests. Since I have been on the DCE, I have felt that the focus is on Teacher Education and should be broadened to the other areas.

Ray Asik – I am interested in what the students are doing here. I appreciate that we got to meet the diverse PhD students yesterday at the reception and see what they are doing. The Culinary School – the gourmet meal – they are really good! I appreciate Tim and his hard work and the time he spends to meet me up north. I had a chance to visit the data lab and ran into students from Turkey and Saudi Arabia – the students always fascinate me. I enjoy mixing and talking with them. I wish we had more time to do this.

Kevin Rice – I appreciate that Dean Middleton let me come back and teach part time. I feed off the energy of the students. Enjoyed meeting Gail and Mark and learning about Bob's school. Just met Linda this time. I am impressed by just everyone sitting around this table. The conversation yesterday on guns, when we left, I was really impressed talking to Michelle. She is the only one here that went through active shooter drills as a student. And the African American male student recruitment is very important.

Ashlee Jackson – The takeaway for me was from listening to what each of you are doing. I will be graduating in the spring. I grew up where school shootings and suicides are just normal. I want to focus on this in my masters program.

Tim Binegar – My takeaway is all of you – you are the ones that energize me every day. I get inspired by students, faculty, and alumni every day. There is something special here in the PCOE. My colleagues' advisory boards don't meet during homecoming and we do, and I think there is something important in that. It means a lot to me. Every day is a new adventure for me and having all of you in one room just fills me up. Thank you all for being here.

Linda Fife – my update is that the mentoring program started by Marilyn Allen is still alive and well. We had 4 students graduate at the end of last year and at least that many who are desiring to join our group. We have recruited a few new mentors. Small group but offers a good pay it forward opportunity for adults and students alike. My takeaway is the appreciation of the dialogue on the gun situation and realizing how complex it is and how there are so many players that need to be at the table to decide how we are to move forward.

Chris Hayward – last time I shared with you the fire at my school, and I'm happy to say that things are moving forth. Faculty, parents and students are ready to get back to our place. The thing that drives me is the work that we do with the students. Our plans to embrace and change the narrative with African American males is so at the core of what I have tried to accomplish on the teacher side. That being a focus for this board, it is the right thing to do. I recently finished up an equity training. Additional thing, and I have told Dean Middleton, if there are any African American males graduating this spring, I will guarantee they get an interview at Shaker.

Ellen Goldsberry asked about the student with design line and she was going to Cleveland. Sierra. I would love an update on her. Tamy said that Sierra is still in Cleveland and she will touch base with her and see if she can join us for the Spring meeting.

Kim Barlag – always looks forward to seeing you all at these meeting and your dedication to our students and our College. And I enjoy hearing what you are up to. Just listening to my colleagues present reminds me that we have a good team at the Patton College.

Dan Evans – I want to share with the group that, although I am retired now, I have other interests, and service is just natural when you graduate from the College of Education, you have an interest in service. I am active in our local Rotary Club and we have an international project in Guatemala, and I am going there this spring. The project is with indigent people there. I will update you all when I come back. My takeaway is that I am so proud to be a Bobcat and an alum of this college. I was here when Dean Middleton came, and she has been my favorite Dean and she has accomplished so much. I am anxious and I look forward to our new projects here.

Tamy Solomon – I hope you have enjoyed your time here. If you are here tomorrow, we are hosting the tailgate luncheon.

Linda Reed concluded the meeting and thanked everyone for making the time in their schedule to be at OHIO. She echoed what others have said about the joy that they get from being part of this group and how it has changed the work that she does and hopes it has changed the lives of some young people.
See you in Youngstown!

Meeting Adjourned