Dean’s Circle of Engagement  
April 19 – 20, 2018  
The Springs Resort and Spa -- Pagosa Springs, Colorado  
Summary of Engagement

The Patton College Roadmap: Build, Share, Inspire and Lead!

DCE Members Present: Ray Asik, Michelle Connavino, Shirley Drake, Dan Evans, Linda Fife, Joan Motheral, Marcquis Parham, Jacque Montgomery, Linda Reed

Patton College Members Present: Kim Barlag, Tim Binegar, Maureen Coon, Renée Middleton, Connie Patterson, Ann Paulins, Tamy Solomon

Thursday Morning – April 19, 2018

Welcome and Overview of Day - Linda Reed, DCE Chair  
Linda Reed, DCE Chair welcomed members of the DCE. Linda reminded DCE members to stay hydrated throughout the meeting days, particularly due to the altitude of Pagosa Springs! She mentioned that everyone and their guests are invited to her home for dinner tonight.

Linda reviewed the agenda and pointed out that members are in receipt of Frans Doppen’s book.

2018 Trends Report – Chronicle of Higher Education - Renée A. Middleton, Dean
Renée Middleton, Dean presented the 2018 Trends Report from the Chronicle of Higher Education. She pointed out the Executive Summary of the report on the folder. Dean Middleton shared that the Chronicle presents a trends report annually. There are 10 trends; she asked the DCE membership to review the 10 trends, then discussion would ensue. Members had an open discussion about which trends they believe are likely to affect the College. DCE broke up into small groups and consider whether the PCOE was “on top of the trend” or whether there was a need to expand our efforts in relation to the trends.

The trends are:
- The American Campus, Under Siege
- Students in Charge
- Loss of Global Prestige
- Peer Review in Flux
- Era of Deregulation
- Student Success Up Front
- Spotlight on Hazing
- Rebranding the Ph.D.
- Data Scientists in Demand
- Black-college Renaissance
In summary, The DCE remarked that all college campuses are affected by “The American Campus Under Siege.” Dean Middleton shared that “college leaders are looking for ways to show value outside of the ‘easy targets for right wing activists, particularly because colleges seek to deal with all sides of issues’. Activists use public campuses to take stands against political enemies which can be costly for security on campuses.

-Shirley Drake stated every incident is publicized out of proportion. The public sees “worst of worst” and publicity is not necessarily good for higher education to be in the public light. We need to strive to show the GOOD that is happening on campuses. We need to work on showing the good things.

-Linda Reed agreed; not sure that the positive story gets people’s attention, nor that the media wants to report positivity. We need a media strategy.

-Linda Fife noted that PCOE does a good job keeping up with positive social media and sharing relevant newsworthy stories.

Dean Middleton noted that young people are thinking about the way that they want to world to be. She noted that not all protests are bad. We need to engage in conversation about Freedom of Speech – and where that should take place. A University Committee has released a report. She shared that students, faculty, and university administrators aren’t all in agreement on elements of the policy.

-The Committee Report is on the OHIO website: https://www.ohio.edu/policy-group
Dean Middleton shared her insights about recent events that have occurred as part of the process of identifying an OHIO Policy on Freedom of Expression.
-All members agreed that students need a place to express themselves, and universities must provide such spaces.

Dean Middleton asked: “What is the one point you want us in PCOE to be sure to do or don’t do?”

-Jacqui Montgomery asked– what is going to happen with international students? How do we ensure safety (and our desirability) to prospective international students?

-Connie Patterson shared that President Nellis, the OHIO Deans, and the City of Athens have worked together to make a welcoming environment, but cautioned that we need to remain vigilant in the efforts. She reflected on a Visiting Scholar partnership, where the legal team was helpful in noting the very specific guidelines for the activities of the scholar, as the ICE agents are monitoring activities even in Athens. She noted that the reality and the commensurate consequences are very real.

Dean Middleton stated that The Chronicle article states that institutions of higher education need to provide all types of groups with access to free speech, and sometimes there may be inflammatory speakers who introduce substantial costs to the institutions who host them.

-Dan Evans recommended that higher education be the place that facilitates discourse. He stated that the constant emphasis on human connection is essential. We can disagree, but we must model for students how to talk with and respect one another.

-Linda Fife indicated that we must continue to model civility; she noted that PCOE offers numerous forums for meaningful discussions.

-Michelle Connnavino mentioned that there is a coordinated effort to downplay the importance and value of education and efforts are directed to keeping people from pursuing higher education.
RECOMMENDATIONS:

-Marquis Parham – when we look at trends of Black-college renaissance, hazing, we have some advantages at OHIO due to our geography (there is greater safety).

-There was some discussion about how OHIO fares in relation to other institutions in terms of safety and in particular hazing. Ann Paulins shared a perspective from Greek organization advisor – OHIO is at risk like any other institution, but we also have by and large students with strong values of community participation and philanthropy. However, alcohol use on campus and a culture of “fests” presents opportunity for a poor split-second decision that can be devastating.

-Dean Middleton asked, how do we respond to these challenges?
  -Linda Reed - keep modeling to students
  -Joan Motheral – provide face to face communication, eliminating the technological devices
  -Ray Asik – we need to stress “We are OHIO” – stress 1st amendment – recognize we have many groups; we are OHIO first and PCOE… and remind students that they are the future leaders. Rather than segmented groups; we need to stress that everyone is part of the larger place (OHIO)
  -Jacqui Montgomery – OHIO has had positive media blitzes; we need to keep doing that (we need to be positive and proactive)

-Dean Middleton concluded that, with DCE support, the PCOE leadership team will continue to address the issues and the recommendations provided.

Book Interview: Richard L. Davis and the Color Line in Ohio Coal - Dr. Frans H. Doppen, Chair – Teacher Education

Dean Middleton announced that many of our faculty write books. As faculty write books, we have a new initiative: “Book Talks with the Dean” where she interviewed faculty authors about their books. The interviews will be posted on YouTube. Participants viewed the inaugural “Book Talks” interview.

-Dean Middleton reiterated that the message in the history book is still a contemporary message.

-Shirley Drake noted that Frans’ presentation made her think about the Our Town documentary that Evan Shaw of WOUB produced about the history of Athens. It was mentioned that there is a series on Southeastern Ohio towns, including focus episodes on Nelsonville, Pomeroy, and Jackson.

-Michelle Connavino mentioned interest in a DCE tour of Little Cities of Black Diamond. Dean Middleton mentioned that members who might want to do that in the Fall, they would need to arrive a day early. She said that Tamy Solomon will follow up, polling people for interest and potentially setting up that tour for all.

-Dean Middleton asked every DCE member to share Frans’ book with at least one other person.

PCOE Employment Data - Lindsey Ladd and Vlad Pascal, Data Science Center

-Via Zoom, Lindsey Ladd and Vlad Pascal presented information about Patton College graduate employment data.

-Lindsey explained that the purpose of the project is to get a better understanding of how many PCOE graduates are employed, where they work, and an idea of their starting salaries. Title II reports and other organizations are asking for this data.
The Employment Data is available on The Patton College website: http://datascience.coe.ohio.edu/employment/

- The data reported is for all PCOE graduates who remain in Ohio and are employed. The website is interactive. Vlad demonstrated the way the interactivity works, noting that most employment sectors (exception: Education) can be further viewed with employment in more narrow subsection. There are data for both undergraduate and graduate alumni employed in Ohio.

Some important caveats are noted:

- The chart on the left shows the percentage of graduates accepting employment within six and twelve months. This information can be broken down by year and academic level. As before, the following restrictions apply:
  - Graduates who left Ohio are not captured in this analysis; differences in employment rates between graduate and undergraduate students are due to the significant percentage of nonresident students at the graduate level (37% vs 8%), many of whom return to their home state or country after graduation. Students who pursue advanced degrees are not included.
  - The data includes students who graduated between 2013 and 2016 working both full-time and part-time; the self-employed and those employed by the federal government are excluded.

-Linda Reed asked whether this data are available for other institutions in Ohio. Vlad replied that the data are available but you have to request it. There is a special training that must be completed (through the IRB process). Lindsey and Ann participated in a 17-module training; other institutions would have to have representatives do similar training to obtain their data and construct a reporting mechanism.

-Lindsey provided direction for revising the data and engaged in conversation with the DCE members about limitations and insights.

-Linda Reed, reiterated that it would be nice to see how we compare with other institutions. Connie noted that PCOE is working with other institutions to arrive at a data sharing program. Lindsey noted that the Ohio Education Research Center creates their own reports, and we could get an idea of what is happening statewide.

-Per DCE’s request, Lindsey will look into the comparable data for other institutions in Ohio.

-Michelle Connavino asked how many undergraduate students in PCOE are not from Ohio; Dean Middleton replied about 20%. Michelle replied that then having 82.7% undergraduates working in Ohio means that people are coming to Ohio and then choosing to ‘relocate’ and stay in Ohio, even if their homes are outside of Ohio. Lindsey replied that there is an aggregate observation, and he would need to look into that.

-Jacqui Montgomery noted that she works with undergraduate students, and knows that employability is very important to them. DCE can use the data to report to prospective students their likelihood of gaining employment as a teacher.

-Michelle Connavino asked how this data set captures those graduates who have more than one job. Lindsey replied that the report is “do you have a job?” or “don’t you have a job?” Lindsey replied that this is a good question; it is difficult to determine. Lindsey and Vlad counted everyone in each sector. If they work in 2 sectors, they are counted in both sectors.
Lindsey also shared that they have to eliminate cells of data with fewer than 10 in the population (that data must be masked), so they can’t show the details of all subsectors of employment. When data are organized by major, there might be fewer than 10 students in a given major, so that data isn’t able to be published.

The salary data was also presented; for each sector of employment, the average starting salary is presented.

DCE requested that this topic be revisited at the Fall meeting.

Thursday Afternoon - April 19, 2018
LUNCH & Engagement - Tim Binegar, Director of Development

Tim Binegar, Director of Development, shared current activities. He noted that the Advancement division surveyed alumni and identified 6 “personas”.

Kim Barlag presented the 6 personas of advancement:

- **Independents** - lowest likelihood to give right now; need to keep them involved and engaged. Tended to be students as UG’s, somewhat cynical. Concerned with efficiency of university funds; they want straight talk and data. Low emotional attachment to the university.

- **Observers** - unique combination of traits; practical decision makers, rely on facts and logic, joined a few organizations, some have social anxiety – want to be included but need a little push. Enjoy creative pursuits and don’t like wasting time.

- **Starters** - Intimidated by the word “alumni” – share traits of idealism and determined, but just getting started. Focused on both academics and extra-curricular. Professionals – shared interests in balance. More likely to be women; most are under 40.

- **Jugglers** - Too busy to pay much attention to what OHIO sends out. Optimistic, ambitious, but busy and crunched for time. Managing careers and attention to family. More women than men “mid-alts” – proud to be a bobcat but too busy to express it; most likely to have bobcat children.

- **Mentors** - United around common goals; radiate confidence and expect to be in control. Optimistic and focused learners; want their funds to go to directed activities. Enjoy productive down time. 7% of responders – smallest group. 1 in 4 graduated from OHIO in the 1970s. Heritage College of Osteopathic Medicine has the most in this group.

- **Enthusiasts** - Bobcat through and through – wants to see OHIO advance. Social Media active. Busy, but always time for more activities – optimistic.

Michelle Connavino shared that she and her friends, who are millennials, feel that they are already repaying the University due to their study debt; so it is difficult to be able or want to give more.

Tim replied that he wants our millennial graduates to try to “give a little” if they can’t “give a lot” through participation rather than gifts.

Tim shared that PCOE’s alumni participation is about 9%.

PCOE seeks to create more scholarships so that students don’t have as much debt.

Tim announced that we are entering a campaign phase and a lot of activity will be visible soon.

This fiscal year in PCOE, advancement is doing well. A large estate gift ($1M) was achieved; it is restricted to the Dean’s office – so interest funds will provide strong support for activities that fit PCOE priorities.

Dean Middleton elaborated that when we recruit students, sometimes just a bit of money (say $500) can result in matriculation. Sometimes our students face emergency situations… such as
department fires, where some funds are needed to help them. PCOE has a discretionary fund that can provide a resource to support special needs of our PCOE students.

-Nico Karagosian is the new VP for Advancement. Dean Middleton and Scripps College of Communication Dean Scott Titsworth co-chaired the search. Dean Middleton noted that all the candidates were “high-quality” candidates.

-Nico Karagosian is coming to OHIO from the University of Cincinnati.

-Tim thanked members of DCE for their participation and noted PCOE is strong and continuing to grow in the area of development.

**Strategic Planning Update & Activities - Ann Paulins, Senior Associate Dean, Research and Graduate Studies**

Dr. Paulins shared an update on the progress of developing a Strategic Plan for The Patton College. She reviewed that, with the kickoff of the Fall DCE meeting, a variety of groups participated in visioning activities (students, faculty, staff, and DCE). After those sessions, qualitative data analysis were performed by three “groups” – Data Science Center (Lindsey, Vlad, Krisanna Machtmes, and Bruce Martin), Senior Associate Dean Ann Paulins and Assistant Dean Connie Patterson, and consultant Lou Tufford identified ‘emergent themes’. Four areas were identified:

1. Student services
2. Academic Excellence
3. Outreach and Engagement
4. Research

-DCE members divided into four groups, and spent about 15 minutes collaborating in their small groups to identify potential ‘actionable goals’.

**Group 1**
- Look at the advising of graduate students; see what is necessary – may be an area for more attention
- Recruiting of graduate students… seems to be an area of financial concern (with tuition, finances, etc.) perhaps extra effort to beef up recruiting.
- Students with disabilities – continue good work; in particular be mindful of students on the autism spectrum – they are in college and not everyone has had a lot of training to deal with that area. Professional development for staff or support for students themselves.
- Additional services for students in the career area; perhaps advisors or additional advisors can incorporate into their services
- Regarding discretionary funds for students with financial needs… make a concerted effort to beef up and contribute to. Especially for students who have not yet been to college.

**Group 2**
- Become one of the top 50 Colleges of Education.
- Publish in top tier journals data regarding Clinical Model as an exemplar.
- Pursue awards of excellence for faculty.
- Increase grants and scholarships available to PCOE students.

**Group 3**
- First identify the messenger and target audiences… current and prospective studies, alumni, policy makers, community members.
• Discussed a potential communication and marketing plan – have a script -be consistent.
• Potential of PCOE caravan (like the OHIO football team that goes around state)
  o The caravan should travel to big cities in Ohio… even piggybacking with other OHIO caravans.
• Marcus Parham noted that many alumni come from those areas; they can participate with more PCOE collaborations.
• Offer professional development for young professionals, summer conferences, mini clinics and events at discounted rate to create more outreach.
• More alumni and student collaborations, more technology for vibrant outreach.
• Alumni should email to prospective students.
• Have alumni involved in local venues (college nights; career fairs).

Group 4
Group four worked on areas to suggest where faculty could focus to make them rigorous and influential in the research they are doing.

Four areas:
• Make sure that we are national leaders in educational research (3 arms) recognition by peers, present at national conference, faculty have significant grant activity, and published in high tier journals (will show national recognition)
• OHIO’s location and history positions absolute duty to celebrate the region in its research
• Research needs to have direct practical applications that we need to do research to share with teachers, useful to alumni, and communities that we serve.
• Important to mentor young faculty and to involve students in the research process (sr. faculty work with newer faculty and make sure students are engaged in research)
• Develop research partnerships – with private sector, public and private schools, engage teachers of schools as much as possible.

If Not Now, WHEN? If Not Me, WHO? - Connie Patterson, Assistant Dean, Academic Engagement and Outreach

  -AERN was founded in 1992 by a group of US and African universities meeting on the campus of Clark Atlanta University in Atlanta, Georgia. It is a non-profit making network dedicated solely to the dissemination of information on Africa.
  -AERN’s Summer Symposium and Summit is scheduled for June 25-28 at the University of Ghana, Legon. PCOE is excited to continue the leadership with AERN and partnerships with numerous African universities.

-Online graduate program rankings.
-US News & World Report Best Graduate Schools Ranking (USNWR)
  -The Patton College online and traditional graduate programs are ranked 18th and 130th respectively. She shared that 130 is a higher rank (which means lower in rankings) than before and DCE had extensive discussion about reasons including, lower grant activity based on the number of newer faculty among other reasons.

-Connie shared updates on a number of new Patton College initiatives. The Patton College has moved the following programs to e-campus: Curriculum and Instruction, Reading Education, and Special Education. New online programs and offerings include the Dual Master’s in Special Education- Early Childhood, the Transition to Work Certificate, the Education Public Policy Leadership Certificate, and the Human Services
Bachelor completion program. The Patton College is also working through the curriculum process on a new Tennis Professional Management master’s program.

**Faculty Research Spotlight: A Collaborative, Multi-College Examination of the Clinical Model's Impact on Student Outcomes**

-DCE viewed a video featuring the research of Dr. Sara Hartman, Assistant Professor, Teacher Education and other colleagues. The research is funded by the Southeast Ohio Teacher Development Collaborative (SEO-TDC).

The research team have made three national presentations and one state presentation just this year.
-This is the kind of work that will leverage these scholars and The Patton College for national recognition.

-Dean Middleton noted that the Ohio Department of Higher Education has been impressed with the work Southeast Ohio Teacher Development Collaborative (SEOTDC) and The Patton College have advanced in the Clinical Model.
-SEOTDC institutions have been awarded grants from ODHE of $50,000 for Literacy-focused Clinical Model research and also $50,000 for research to support schools dealing with children who are affected by the opioid crisis.


-DCE viewed a video featuring the research of Dr. Theda Gibbs, Assistant Professor, Teacher Education and Dr. Lisa Harrison, Associate Professor, Teacher Education.

**Friday Morning - April 20, 2018**

*Academic Advising and Student Affairs - Maureen Coon, Assistant Dean for Student Affairs and Academic Advising*

- **Military and Veterans Update**
  - Thomas Booth is the 2018 recipient of The Patton College of Education Military and Veteran Student Leadership Award which was established in 2017 and is presented to a military connected undergraduate student with outstanding leadership and service at Ohio University. The recipient must have an accumulative GPA of 2.5 or above and be in good standing with the university.

- **Albert Schweitzer Fellowship**
  - For the 2018-19 academic year, The Patton College has two new Schweitzer Fellows: Nester Avila and Brendan Downing. Their project will focus on 6th grade students transitioning into 7th grade. This is an interdisciplinary team of both Teacher Education and Counselor Education. The team plans to hold brown bag luncheons to engage students.

- **Dinner with the Dean**
  - Dinner with the Dean convened February 12, 2018.
  - Fourteen people participated. The evening was filled with casual conversation around classes, majors, and appreciation for PCOE faculty and staff.
  - Two concerns were noted: 1) Water bottle fillers are not working at all stations. 2) Some graduate students report they are not able to enter the building.
- Dean Middleton sent email inquiries to the appropriate parties to begin problem solving the issues.

- **College Bound**
  - After the loss of funding for the Upward Bound program, President Nellis and Dean Middleton each is providing funding to continue the essential work of Upward Bound by engaging first generation, low SES high school students with the goal of becoming a college completer.
  - A search is underway for a part time project manager who will work with students and families to accomplish those goals.

- **Dean’s Student Advisory Council**
  - Six students representing the following organizations were in attendance:
    1. Graduate Student Senate
    2. Instructional Technology Scholars Association (ITSA)
    3. Ohio University Student Education Association (OUSEA)
    4. OU National Science Teachers Association
    5. Student Council for Exceptional Children
  - The DSAC meeting is an opportunity for leaders of student organizations to meet with Dean Middleton and share the mission, goals and work of the organization. As students share about their organizations we’ve often seen the beginnings of collaborations take place.
  - The organizations are doing exciting things such as:
    1. Planning a technology conference
    2. Holding an inclusive science day
    3. Planning a 5K run
    4. Advocacy
    5. Participating in the Bobcathon
    6. Participating in a mentoring program
  - Maureen reminded the groups about the PCOE Student Organization Monetary Request form. Student organizations may request up to $275 for event planning.

**Communications and Design Update - Kim Barlag, Director of Communication and Marketing**

- **Why I Teach! Video Contest**
  - Kim shared the winner of the “Why I Teach!” video contest, noting that the winners will be officially announced at the upcoming Teacher Appreciation Gala the first week of May.

- **PCOE 2016-17 Annual Report**
  - Kim discussed the recently published 2016-2017 Annual Report, explaining that it is mailed to the Top 100 colleges of education, the foundation board, board of trustees, DCE, SUED, OHIO Executive Staff/Provosts/Deans, and distributed to PCOE faculty/staff. It is a publication intended to share dashboard statistics as well as share highlights of the many success stories of students, alumni, and faculty and staff. Kim explained that the student designer (usually from the Visual Communications program in Scripps) takes the lead on the design of the Annual Report. We often let the designer try new and innovative design approaches that sometimes work and sometimes don’t. But we believe it is one of the many experiences that make working at The Patton College attractive to talented student designers.

- **Bobcat Store**
  - Lastly, Kim reported on the growth of the Bobcat Store, shared the marketing efforts in progress including a postcard mailing, what new items were added, and what sells well. She reported that there is a new Affinity Shop Director in Advancement, and she has been working with her on new logo color options. She plans to use the Doxsee Collection display case to promote the store during On the Green Weekend and throughout the summer.
OLD Business & Updates

- Review of Minutes from Fall 2017 DCE Meeting
- Fall 2018 DCE Meeting:

  Dates: OHIO Homecoming Weekend – October 18 – 19, 2018
  Location: McCracken Hall, Athens, Ohio

Other Updates

NEW Business

Closing Remarks

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