

To: Dean Dr. Lisa Kirtman

From: Dr. Nancy Watkins, EdD Program Director and
Dr. Ioakim Boutakidis, Chair, Educational Leadership Department

Subject: EdD Director's Response to COE Dean's Response dated March 6, 2025

Date: March 21, 2025

Thank you for reviewing the EdD Program Performance Review (PPR) and providing thoughtful feedback on the external review and our team's responses. We appreciate your support and shared commitment to continuous improvement, and we are encouraged by your recognition of our program's strengths and the meaningful work underway.

Your comments reaffirm the importance of collaboration between the program, department, college leadership, and campus resources to enhance our curriculum, support our students and faculty, and plan for the future.

We offer this summary response to highlight our follow-up actions and address specific points noted in your memo.

Dissertation Handbook and Milestone Communication

We appreciate your observation regarding the visibility of the dissertation expectations and milestones. While the information is available in the updated EdD Student Handbook, the EdD Virtual Community, and through EDD 670 courses, we will work with the Student Advisory Board and faculty to ensure these expectations are communicated across multiple semesters and delivery methods. We will also seek student feedback to assess clarity and accessibility. This information will be ready for existing and incoming students by **May 2025**.

Marketing and Recruitment

We recognize the need to strengthen and expand our recruitment strategies, especially as we prepare to launch the fully online EdD program. We are currently reevaluating our recruitment infrastructure to ensure we have sustainable systems that are not dependent on the ASA role going into the **2026-2027 recruitment season**. This includes refining our marketing workflow, leveraging campus and college communications, and expanding alumni involvement. We appreciate your affirmation of the AI integration and are excited to lean further into innovation in this area.

Faculty Development and Dissertation Advising

Thank you for your support of faculty professional development and new hires. We agree that strengthening dissertation advising expertise across all faculty is essential. We will convene a working group in spring 2025 to explore targeted development in dissertation mentoring and to assess how the

Canvas resource hub, workshops, and peer mentorship can reinforce consistency in student support. **We will implement in fall 2025.**

Student Support and CREAL Integration

We will share your suggestion with Rachael and Dr. Inez Moore and collaborate on a coordinated action plan. Additionally, we will develop strategies for deeper integration of CREAL in dissertation and research support that can be **implemented by fall 2026**. We are committed to strengthening advising systems and increasing communication touchpoints for student guidance and well-being.

Program Assessment

We acknowledge your point that assessment work belongs to the faculty and not solely to our data analyst. We will use a faculty-led assessment committee to refine program learning outcomes, differentiate them from EdD competencies, and use AI tools to support data analysis and planning. **Continuing this work in 2025-2026** will keep the program dynamic and provide needed support to students.

Technology

We agree that sharing the technology recommendations with faculty is a key next step and will prioritize discussing how to conduct more technology training. We are focused on academic quality and curricular development. New courses are in **development in spring 2025 through fall 2026** for the online program. Course development and review will include the COE instructional designer for workshops and one-on-one meetings.

Alumni Engagement

We will continue to develop events and mentorship initiatives that are accessible to working professionals and that bring alumni into conversations about equity, leadership, and student support. Tracking outcomes from these efforts will help us improve and sustain momentum. These events will **continue now through 2025-2026**.

We thank you again for your partnership and support as we continue refining the EdD program to prepare equity-driven, system-focused educational leaders. We look forward to following up with you on our progress and discussing additional ideas as we move forward.

Sincerely,
Dr. Nancy Watkins
EdD Program Director

Dr. Ioakim Boutakidis
Chair, Educational Leadership Department

CSUF

CALIFORNIA STATE UNIVERSITY, FULLERTON
800 N. State College Park Blvd., Fullerton, CA 92831