

NANCY A. WATKINS, Ed.D.

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Education

Doctor of Education in Educational Leadership, UC Irvine and Cal State Fullerton (Joint), Irvine, CA	2008
Master of Science in Management, Embry Riddle Aeronautical University, Daytona Beach, FL	2017
Master of Arts in Public Policy, Claremont Graduate School, Claremont, CA	1994
Single Subject Teaching Credential: Social Science, San Francisco State University, San Francisco, CA	1988
Bachelor of Arts in Political Science, UC Santa Barbara, Santa Barbara, CA	1987

Faculty Appointments

Assistant Professor Department of Educational Leadership Cal State University, Fullerton, CA	2019-Present
Adjunct Professor Department of Teacher Education UC, Riverside Extension, Riverside, CA	2014-Present
Adjunct Professor Department of Organizational Leadership Embry-Riddle Aeronautical University – Worldwide	2012-Present
Adjunct Professor Department of Teacher Education Cal State University, Fullerton, CA	2009-2011
Adjunct Professor Department of Teacher Education University of Phoenix, Southern California Campus	2002-2004

Professional Credentials

Clear Administrative Services Credential	2016
Preliminary Administrative Services Credential	2012
California Single Subject Teaching Credential, Social Studies, Dance	1988

Honors

Committee on Accreditation Chair, co-chair, member representing K-12 Educators Sacramento, CA	2007-2015
California Teacher Credentialing Task Force Member Sacramento, CA	2001-2005
Teaching American History Institute Summer Seminar on China including curriculum development United States Institute of Peace Washington, DC	2012
Aspiring Leaders Program Internship Placentia-Yorba Linda Unified School District	2010-2012
Teacher of the Year, Valencia High School	1996
Teacher of the Year, Nominee, Placentia-Yorba Linda U.S.D. Orange County	1996
Fulbright-Hays Seminar Abroad "Poland and Hungary: Societies in Transition" <i>One of 16 chosen nationwide to study transitions to democracy</i> Poland and Hungary	1994
Spanish Language Institute Forrester Institute Costa Rica	1993
Taft Seminar for Teachers "The Right to Vote" <i>One of 30 teachers selected to research voting rights</i> Taft Institute for Government New York, New York	1991
National Endowment for Humanities Constitutionalism Workshop for teachers on the history and application of the US Constitution UC, Berkeley	1989

Internal Grants

Watkins, N.A. Grant writer, \$1000, Assessment Inquiry Grant. Research and writing in pre-program skill development program for doctoral students	2021
Watkins, N. A., Grant writer, \$4000, Faculty Enhancement and Instructional Development (FIED). Introductory Research and Writing for Doctoral Students.	2020

External Grants

1. Watkins, N.A. and Mucerino, A. co-writers, \$50,000, How School Board Members' Beliefs About State Education Policymaking and Policymakers Impact the Opportunity Gap in the Age of COVID-19. Spencer Foundation (Under Review: Pending) 2021
2. Watkins, N. A., Grant writer, \$3000, Science and Technology through FEDCO 2016
3. Watkins, N.A., Grant writer, \$3000, Science and Technology through Pacific Life 3T 2016
4. Watkins, N. A., Grant writer, \$15,000, Access and Equity Inclusion Grant through International Baccalaureate 2014
5. Watkins, N. A., Co-Grant writer, \$6,000,000, PYLUSD CTE District award through California Careers Pathway Trust (CCPT – 1 and CCPT – 2) 2014

Peer-Reviewed Publications

- Rublaitus, T., Watkins, N. & Oliver, R. (2021). Learner persistence in adult schools: Do teacher characteristics matter? (Submitted to Adult Education Quarterly, August 2021) 2021
- Watkins, N. (2022). Door or Portal: English Learners and AP Spanish Language. Educational Leadership. ASCD. 2022
- Watkins, N. and Mooney, E. (2021). Shared realities: Perceptions and Experiences of Gay and Lesbian School Administrators. Journal of Education Human Resources. (Accepted - In Press) 2021
- Watkins, N. (2021). Filling the seat: Strategic staffing and assistant principals. Academia Letters. Submitted August 23, 2021. (Pending). 2021
- Watkins, N. (2021). Clash: Political Views, Free Speech, and School Governance. Academia Letters, Article 1603. <https://doi.org/10.20935/AL1603> 2021
- Watkins, N. (2020). Social media, employee engagement, and human resource management. Journal of Education Human Resources. <https://doi.org/10.3138/jehr-2020-0002> 2020
- Watkins, N. & Gautreau, C., Watkins, D. (2020). Personality traits and administrators: Strengths that inform professional development. Journal of Organizational Psychology (under review). 2020
- Schroedel, J. (1996). "The Joint Impact of Race and Gender on Police Department Employment Practices." (With Scott Frisch, Nancy Hallamore (Watkins), Julie Peterson, and Nicole Vanderhorst). Women & Criminal Justice (Volume 8, Number 2): 59-77. 1996

Approved IRB

- CSUF HSR-20-21-261 *How School Board Members' Beliefs About State Education Policymaking and Policymakers Impact the Opportunity Gap in the Age of COVID-19.* 2021

2020

CSUF HSR-20-21-134 Principals' decision-making processes when allocating resource

CSUF HSR-18-19-676 Equity and access to advanced coursework for native Spanish speakers 2019

CSUF HSR-19-20-102 Skill development through pre-Ed.D. program writing course 2020

Doctoral Dissertation

Watkins, N. A., (2008). Teachers as Policy Makers: New Directions for Education Reform. *Doctoral Dissertation*. University of California, Irvine and California State University, Fullerton. 2008

Refereed and Published in Conference Proceedings

Hallamore, N. A. (1995). "Democratization of Eastern Europe: Hungary and Poland in Transition." Center for International Education (ED), Washington, DC. Paper presented for the annual meeting of the California Council for the Social Studies. 1995

Conference Presentations and Workshops based on Refereed Submission

Watkins, N. (2021) Open the Door: Increasing Advanced Placement Access for English Learners. Roundtable Session. AERA Annual Meeting. 4/2022

Watkins, N., Zarate, M.E., Borgese, C. (2020). Principals' decision-making processes when allocating restricted funds. UCEA Convention 2020 (Accepted) 8/24/2020

Watkins, N.A., (2020). *Systems thinking and equity* [Conference Session]. Phi Delta Kappan International: Educators Rising National Conference, Washington DC, United States. <https://www.educatorsrising.org/what-we-offer/events-2> (Conference Canceled) 6/19/2020

Watkins, N.A., (2020). *Equity, equality, wellbeing, and education: Teaching and learning in Finland* [Conference Session]. CSU Symposium on Teaching and Learning, California State University, Fullerton, Fullerton, CA, United States. <https://calstate.eventsair.com/QuickEventWebsitePortal/2020-csu-symposium-on-teaching-and-learning/site/Agenda/AgendaItemDetail?id=6e09669f-1b53-41e1-91e7-ef0704cd7945> (Conference Cancelled). 3/17/2020

Watkins, D. V., Watkins, N. A., (2015). The thoughtful leader: Critical thinking as a leadership competency. *Workshop*. Presented at the 2015 International Leadership Association 17th Annual Global Conference in Barcelona, Catalonia, Spain. 10/16/2015

Invited Presentations

Anti-Racist Webinar Series for School Leaders: Race Dialogues Online series of webinars designed with a team from CSUF College of Education Cal State Fullerton, CA	2021
Teacher Series Workshop: Decolonizing Secondary Social Studies Schools First Center for Creativity & Critical Thinking Inquiry and Innovation Cal State Fullerton, CA	2021
Assessment Inquiry Grant Presentation University Assessment Forum (May 2021) Cal State Fullerton, CA	2021
Preparing School Leaders: Prioritizing Justice and Equity CSU Chancellor's Office, Educator Preparation and Public School Programs Online Panelist	2021
Cheating culture: Assessment, grading, and creating a culture of academic integrity (Co-Presenter) Faculty Development Center Cal State Fullerton, CA	2020
Anti-Racist Webinar Series for School Leaders Online series of webinars designed with a team from CSUF College of Education Cal State Fullerton, CA	2020
California School Board Association (CSBA/AEC) Annual Conference Empowered: Inspiring the next generation of leaders San Francisco, CA	2018
Writing Workshop: Focus on Writing C-REAL Professional Development Cal State Fullerton, Fullerton, CA	2018, 2019, 2020
Advanced Placement National Conference (Presentation) <i>Narrowing the opportunity gap</i> Washington D.C.	2017
Valencia High School (Presentation) <i>Flipped Classroom</i> Placentia, CA	2013, 2014

Courses Authored

<u>Course ID</u>	<u>Course Title</u>	<u>University</u>
EDAD 502	CASC Coaching	Cal State Fullerton
EDAD 501 (A, B, C, D)	CASC Content Courses	Cal State Fullerton

EDD 624	Educational Policy and Politics	Cal State Fullerton
EDD 670	Research Support Seminar (Co-author)	Cal State Fullerton
EDD 675	Research Support for Doctoral Students	Cal State Fullerton
EDD 600	Organizational Theory and Educational Leadership (Summer 2018)	Cal State Fullerton
EDUC X450	Curriculum Theory and Methods: Pedagogy for Secondary History and Social Science	University of California, Riverside
EDUC 164 EDE 003	Instructional Design and Differentiation in a Social Science Classroom	University of California, Riverside

Courses Taught

<u>Course ID</u>	<u>Course Title</u>	<u>University</u>
EDAD 567	PASC Fieldwork	Cal State University Fullerton
EDAD 561	Policy, Government, and Community Relations	Cal State University Fullerton
EDAD 503	Organizational Leadership	Cal State University Fullerton
EDAD 504	Organization Development	Cal State University Fullerton
EDEL/EDSC 502E	Teacher Induction	Cal State University Fullerton
EDEL/EDSC 502F	Teacher Induction	Cal State University Fullerton
EDD 624	Educational Policy and Politics	Cal State University Fullerton
EDD 600	Organizational Theory and Leadership	Cal State University Fullerton
EDD 670	Research Support Seminar (A-F)	Cal State University Fullerton
EDD 675	Research and Writing for Doctoral Students	Cal State University Fullerton
EDD 501	CASC Coaching – Special Course	Cal State University Fullerton
MSLD 690	Graduate Leadership Capstone	Embry-Riddle Aeronautical University
MSLD 635	Organizational Development	Embry-Riddle Aeronautical University
MSLD 630	Organizational Change and Development	Embry-Riddle Aeronautical University
MSLD 631	Leading High-Performance Teams	Embry-Riddle Aeronautical University
MSLD 640	Case Studies in Leadership	Embry-Riddle Aeronautical University
MSLD 500	Leadership Foundations in Research	Embry-Riddle Aeronautical University

POL 443	Wealth and Power in America	University of Phoenix
TED 538	Secondary Methods Social Science and Fine Arts	University of Phoenix
MAT 542	Curriculum Constructs and Assessment: Reading	University of Phoenix
POLSCI 101	Introduction to Government and Politics	Chaffey Community College

Higher Education Experience

California State University Fullerton	2019-Present
Assistant Professor	
<ul style="list-style-type: none"> ☐ Teach graduate-level courses in educational leadership ☐ Doctoral dissertation committees chair and committee member ☐ Clear Administrative Services Credential (CASC) Coordinator 	
University of California, Riverside	2014-Present
Adjunct Professor	
<ul style="list-style-type: none"> ☐ Teach graduate-level courses in social science pedagogy ☐ Develop and maintain graduate-level social science courses 	
Embry-Riddle Aeronautical University – Worldwide	2012-Present
Adjunct Professor	
<ul style="list-style-type: none"> ☐ Teach graduate-level courses in leadership 	
California State University, Fullerton	2009-2018
Writing Coach	
<ul style="list-style-type: none"> ☐ Coach doctoral candidates to develop doctoral topics, improve writing skills, develop a writing style, develop critical thinking ☐ Conduct workshops on doctoral writing 	
California State University, Fullerton	2009-2018
Adjunct Professor	
<ul style="list-style-type: none"> ☐ Taught graduate-level courses in educational leadership 	
University of Phoenix, Southern California Campus	2002-2004
Adjunct Professor	
<ul style="list-style-type: none"> ☐ Taught graduate-level courses in teacher education 	
Chaffey Community College, Rancho Cucamonga, CA	1996-1997
Instructor	
<ul style="list-style-type: none"> ☐ Taught undergraduate level courses in political science 	

K-12 Education Experience

Placentia-Yorba Linda Unified School District, Placentia, CA	2017-2019
Administrator of Curriculum and Instruction	
<ul style="list-style-type: none"> ☐ Designed professional development activities for administrators and teachers ☐ Supervised a group of instructional coaches ☐ Reviewed and updated school board policies ☐ Led task forces of teachers and administrators for curriculum alignment and materials adoptions 	

<ul style="list-style-type: none"> ☐ Communicated with peers, colleagues, administrators, and parents to meet and exceed curriculum and instruction goals 	
Valencia High School, Placentia, CA	2014-2017
Assistant Principal	
<ul style="list-style-type: none"> ☑ Member College and Career Readiness Committee, PLC Leadership Team, GAC, Homework Policy, PYLUSD Advantage, TAC, SSC, and Curriculum Council ☑ Conducted in-services to train teachers in methods to implement new frameworks ☐ Advised students on an academic plan and course selection 	
Valencia High School, Placentia, CA	1995-2014
Teacher	
<ul style="list-style-type: none"> ☑ Served as Social Science Department Chair ☑ Consistently received positive teacher evaluations from administrators and students ☑ Organized community service opportunities school-wide ☐ Taught Government, Economics, AP Government, Comparative Politics, AP Economics and IB Theory of Knowledge 	
Upland High School, Upland, CA	1991-1995
Teacher	
<ul style="list-style-type: none"> ☑ Taught Government, Economics, History, English ☐ Designed a pilot program "Career Connections" 	
El Cerrito, CA	1988-1991
Teacher	
<ul style="list-style-type: none"> ☐ Designed and taught curriculum for Social Science Department and Dance Department 	

Doctoral Committee Member

Ecker, Michael (2021). Career Ready Or Not: A Mixed Study Of Career Readiness Implementation In San Diego County K-8 School Districts. Role: Chair	2021
Rainwater, Matthew (2021). The Influence Of Intervention Programs With Peer Mentors On Student Agency. Role: Chair	2021
Keces, Tammy (2021). Teachers' Perceptions Of Their Personal Social Emotional Competencies And Practice. Role: Faculty Committee Member. Chair, Marc Ecker	2021
Davis, Jillian (2021). How School Districts Hire Principals, Why The Process Cannot Be Ignored: A Qualitative Study. Role: Faculty Committee Member. Chair, Marc Ecker	2021
Ornelas, Joshua (2021). Collaboration And Support For Implementing Project-based Learning: A Qualitative Study. Role: Faculty Committee Member. Chair, Marc Ecker	2021
Benaraw, Kimberly (2020). Turnaround movement: A leadership case study in an urban charter school. Cal State Fullerton. Role: Faculty Committee Member. Chair, Marc Ecker.	2020
Borgese, Christa (2020). A qualitative study on principals' decision-making processes when allocating Restricted funds. Cal State Fullerton. Role: Faculty Committee Member. Chair, Estela Zarate	2020
Freeman, Chad (2020). Effects of site leadership on technology implementation: A quantitative case study. Cal State Fullerton. Role: Committee Chair.	2020
Mooney, Scott (2020). Student perceptions of middle school math program combining homogeneous group and acceleration. Cal State Fullerton. Role: Faculty Committee Member. Chair, Marc Ecker.	2020

Sierra, Lorena (2020). Educational Policy, Dual Language Programs, and English Learners: Are We Academically and Equitably Responsive to Our Students. Cal State Fullerton. Role: Faculty Committee Member. Chair, Estela Zarate.	2020
Diaz, Alessandra (2019). Tutoring as a form of cultural capital: A qualitative study. Cal State Fullerton. Role: Committee Chair	2019
Moshiri, Nicole (2019). Contributors and barriers to the relationship between parent involvement and student achievement: A mixed-methods study. Cal State Fullerton. Role: Faculty Committee Member. Chair, Daniel Choi.	2019
Mayfield, C. (2017). Teachers with Grit: Identity Traits of Teachers Who Share Their Stories of Perseverance. Cal State Fullerton, CA. Role: Doctoral Committee Member, Expert Practitioner, Chair Dr. Kirkwood.	2017

Scholarly Activities and Service

Reviewer, 2022 AERA annual Meeting submissions	August 2021
Reviewer, 2021 Academia, Letters	July 2021
Reviewer, 2021 AERA annual Meeting submissions	August 2020
GI 2025 Annotated Bibliography, CSUF Academic Affairs	2020
International Scholar Program, Mentor and Presentation Judge	2019-2020
Phi Delta Kappan International Mentor Program, Mentor	2019-2020
Stuart Professional Learning Community, Member	2019-2020
Reviewer, Journal of School Leadership	2019

University Committee Assignments

Assessment Committee	2021-2023
ASC Search Committee	2021
Graduate Education Committee, Cal State Fullerton	2020- 2022
Institutional Review Board (IRB) Committee, Cal State Fullerton	2020- 2022

Professional Activities

1. League of Women Voters	2020-ongoing
2. Empowered: Women in Industry (Producer) 21st Century Learning Conference Placentia Yorba Linda USD. Placentia, CA	2017, 2018
3. TEDx Valencia High School (Applicant and Producer) Valencia High School, Placentia, CA	2015-2017

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| 4. Advanced Placement National Conference (Focus Group)
Equity and Access in Advanced Placement
Washington D.C. | 2017 |
| 5. Cal Council for Teaching Education (Panelist)
Teacher Leadership | 2013 |

Trainings, Certifications, and Professional Learning

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| Street Data: A Next-Generation Model for Equity, Pedagogy, and School Transformation. Corwin Press Webinar (May 3, 2021). | 2021 |
| Center for Closing the Opportunity Gap (CCOG) Educator Summit (July 2021). | 2021 |
| NVivo Training for Faculty (July 2021). | 2021 |
| Reconsidering the role of the assistant principal: Findings from a new study and implications. National Association of Secondary School Principals (NASSP) (April 2021). | 2021 |
| 27th Annual Multicultural Education Conference – Bettina Love, Keynote. Cal State University Sacramento (March 2021). | 2021 |
| "Leading with Justice: Dr. Bree Picower" Webinar. Cal State University Sacramento (March 2021). | 2021 |
| UnDocuAlly Training (Part I and Part II) (February 2021) | 2021 |
| ACUE Micro-Credential in Promoting Active Learning Online | 2020 |
| Association of College and University Educators (July 2020) | |
| This micro-credential signifies my completion of an ACUE course requiring the implementation of evidence-based instructional approaches. The credential is co-issued by the American Council on Education and distinguishes faculty for their commitment to educational excellence and student success. | |
| National Center for Faculty Development and Diversity, Writing Challenge | Fall 2019; Spring 2020 |
| Designed to enhance productivity through accountability, the Writing Challenges create a community of writers focused on scholarly goals. | Summer 2020 |
| Quality Matters Certification | 2019 |
| <ul style="list-style-type: none"> ☐ Quality Matters (QM) is a nationally recognized, faculty-driven peer-review process that improves the quality of online and blended course design. The QM Certification trained participants to evaluate the design of online and blended courses. | |
| CSUF Faculty Development Center Trainings | 2018-2020 |
| <ul style="list-style-type: none"> ☐ New Faculty Support Meetings ☐ Grading Essentials in Titanium ☐ Campus Solutions Basics | |
| CASC Coaching Certification | 2019 |
| <ul style="list-style-type: none"> ☐ Certified in innovative and evidence-based approaches to coach Clear Administrative Services Credential Candidates. | |
| Collaborative Institutional Training Initiative (CITI) Certification | 2019 |
| <ul style="list-style-type: none"> ☐ Social & Behavioral for Research Investigators | |
| CSUF, Online Education and Training | March 2020 |

- ☐ Benefits of OER for Teaching (part of Improving Student Success with Free and Affordable Learning Solutions).

Professional Affiliations

American Educational Research Association (AERA)	2018 – Current
Association of California School Administrators (ACSA)	2018 - Current
Phi Delta Kappan International (PDK Intl)	2018 - Current
California Association of Professors of Educational Administration (CAPEA)	2019 – Current
University Council for Educational Administration (UCEA)	2019 - Current
Association for Supervision and Curriculum Development (ACSD)	2017 - Current

Community Service

League of Women Voters – Central Orange County Association (COCA)	2021 - current
Career Technical Education – Stakeholder Consultant Placentia Yorba Linda USD	2020- Current
Second Harvest	2017-2019
Making a Difference (Community Organization)	2014-2019
East Yorba Linda Little League Team Parent	2002-2011
Valencia High School Football Boosters Secretary, Treasurer, Communications Director, Vice President	2011-2019
House of Ruth. Battered women's shelter Crisis Counselor, Hotline	1992-1995

Corporate Experience

Leadership Development and Research Consultants, LLC, Orange, CA Consultant and Chief Operating Officer	2006-Present
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- ☐ Provide Leadership and Organizational Development coaching, consulting, and training programs for corporate and individual clients.
- ☐ Professional Development workshops for school leaders