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**CALIFORNIA STATE UNIVERSITY, LONG BEACH**  
VICE PROVOST FOR ACADEMIC PROGRAMS

**Memorandum of Understanding**

This MOU has been read and approved by:

Education Leadership Program Chair Don Haviland Date: 2/17/2023  
Don Haviland

Interim College of Education Dean: Anna Ortiz Date: 2/20/2023  
Anna Ortiz

Vice Provost Academic Programs: Jody Cormack Date: 2/20/2023  
Jody Cormack



## **CALIFORNIA STATE UNIVERSITY, LONG BEACH**

VICE PROVOST FOR ACADEMIC PROGRAMS

### **Memorandum of Understanding**

Ed.D in Educational Leadership

Department of Educational Leadership,

College of Education

February 2023

This Memorandum of Understanding outlines the consensus reached by the Ed.D in Educational Leadership Program (EdD) within the Department of Educational Leadership, the College of Education (CED), and the Division of Academic Affairs, based on the program review (Self-study in Fall 2021; External Review in April 2022; and UPRC report in December, 2022). It describes the goals to be achieved, and the actions to be undertaken by all parties to this MOU to achieve these goals, during the next program review cycle. Progress toward goals is to be addressed in an annual report.

The Ed.D. began its first cohort in 2007 and was reviewed by WASC in 2012 but had not previously been reviewed by PARC, and thus no prior MOU exists on record.

A number of strengths were identified in the program review reports, including: Clear outcomes and assessment data from multiple sources; first year retention rates consistently at or above 85% and as high as 95%, and most students complete the program in 3-4 years; an infrastructure including dissertation support, advising, and mentoring that help to build and sustain a thriving doctoral culture; a co-teaching and cross-disciplinary collaboration structure among faculty; and, resources provided to doctoral students.

Areas of concern and opportunities for development included: a lack of tenure/tenure track faculty for dissertation advising, teaching, and research; the external reviewers "strongly recommend adding tenure-accruing faculty lines to the department that focus on recruitment of faculty of color and, specifically, Black faculty" (p. 14); inconsistent applications and enrollments for the PK12 specialization; and, a trend towards equity gaps for Black and Latinx/e students in program completion.

It is therefore agreed that the Program will:

1. Consistently engage in an ongoing assessment of program learning outcomes across the curriculum using direct and indirect methods. Report on closing the loop activities to illustrate that continuous learning outcome data are used to inform decision making. The Program will provide an annual update (due Dec 1) reporting on annual assessment and progress made towards the actions agreed to in this MOU to the CED dean, the Vice Provost for Academic Programs, and the Coordinator of Program Review and Assessment. The next program review cycle was scheduled to be from 2022-2029. A

comprehensive self-study will be due June 2029 for a 2029-30 program review process.

2. Work with the College to develop a strategic plan for hiring tenure-track faculty members to replace faculty members who have retired or are in the faculty early retirement program (FERP), prioritizing hiring diverse faculty.
3. Develop strategies to support retention and graduation rates of Black and Latinx/e students.
4. Explore factors that may contribute to PK-12 retention and graduation gaps relative to CCHE students through indirect assessment of current students and alumni.

The College of Education and CSULB Administration will:

1. Address the declining number of active tenure-track faculty of color (especially Black faculty) and develop strategies to provide adequate resources in hiring tenure track faculty members according to available resources.
2. Support the program in the resumption of assessment processes to help improve graduate education and closing the loop activities by providing adequate resources.