

Poppy Fitch, Ed.D.

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## PROFESSIONAL PROFILE

Equity minded, strengths focused, educational leader and counselor with extensive higher education experience and proven success developing, integrating, and assessing co-curricular programs and services. Scholar-practitioner with expertise in trauma informed principles of educational counseling and leadership.

## EDUCATION

Doctor of Education, Educational Leadership, Community College/Postsecondary, San Diego State University, 2019

Master of Arts in Education, emphasis in Multicultural Counseling, San Diego State University, 2007

Bachelor of Arts in Behavioral Science, National University, San Diego, CA 2000

Associate of Arts in General Studies, Grossmont College, El Cajon, CA 1996

## PROFESSIONAL EXPERIENCE

### *Director, Disability Support Programs and Services, San Diego Community College District*

December 2019 – Current

One of the largest of California's community college districts, the San Diego Community College District serves approximately 100,000 students annually at its three, credit colleges, San Diego City College, Mesa College, Miramar College, and seven campuses of San Diego College of Continuing Education. As District Director for DSPPS, ensure pathways to higher education and educational equity for students with disabilities by providing budgetary oversight and policy and practice guidance, and overall coordination of DSPPS functions to the campuses. Direct coordination of the provision of alternative communication accommodations for students who are deaf or hard of hearing. Administer California State Department of Rehabilitation Grants aimed at increasing employment and access to educational opportunities for students with disabilities.

### *Associate Vice President, Student Affairs, 504/ADA/Title IX Coordinator, Ashford University*

December 2014 – October 2019

Led a comprehensive Student Affairs division encompassing student equity programs, counseling, health/wellness, disability services, coordination of crisis management and behavioral intervention, student activities, and judicial affairs. Developed and monitored divisional budget and staffing; supervised and evaluated professional staff. Directed the development, implementation, assessment, and data led revision of programs, policies and procedures for the division. Led departmental program review process and engaged in both academic and non-academic review processes. Directed University Equity Council with a focus on institutional actions to address outcome inequities for students in a highly diverse institutional context; champion, plan, and implement actions, programs, and services that address outcome inequities; cultivate environment of cultural humility, inclusion, and awareness of issues impacting underserved student groups. As Title IX Coordinator, ensured compliance with and developed gender equity and sexual misconduct policies; coordinated response processes cross-departmentally and with Human Resources; chaired University Title IX Steering Committee. Ensured accessibility of the learning environment as 504/ADA Coordinator; remediated accessibility concerns and liaison to public and private agencies.

### *Disability Program Manager/Director, Student Access and Wellness, Ashford University*

April 2008 – December 2014

Provided educational advising and disability counseling to students, employing strengths-focused and trauma informed counseling skills to support student success and address student concerns. Coordinated specialized classroom accommodations and developed specialized curriculum to meet the emerging needs of students with disabilities to support academic success and persistence. Led strategic initiatives aligned to the University mission and

best practices in higher education settings including the development of disability, counseling, wellness and psychosocial student support services, and military/veteran student engagement efforts to advance student retention and student success. Ensured University compliance with state and federal laws and regulations for students with disabilities to facilitate academic success and ensure programmatic access including program access through facilities and infrastructure, accommodation processes, and electronic and information technology. Advocated for the advancement of military/veteran student development consistent with higher education best practices including transition, acquired disability, and career development. Developed, articulated, and trained departmental staff, faculty, and University staff on policies and processes related to student disability support services.

*Adjunct Counselor, Disabled Students Programs & Services, Cuyamaca College, El Cajon, CA*  
2007 – 2008

Provided educational advising and disability counseling; administered and interpreted assessment instruments. Taught academic, financial aid planning, and orientation classes to first year students. Served as departmental liaison to Guardian Scholars Foster Youth Program, providing academic and disability counseling to foster youth and responding to the intensive needs of students.

#### ADDITIONAL COUNSELING AND HIGHER EDUCATION EXPERIENCE

Counseling Practicum Student, San Diego State University, San Diego, CA 2006 - 2007

DSP&S Student Services Specialist, Cuyamaca College, El Cajon, CA, 1998 – 2008

#### SELECTED PUBLICATIONS AND PRESENTATIONS

Fitch, P.J. (2019). Patchworking Our Futures: a Model of Foster Youth College Success. Montezuma Publishing.

Fitch, P. & Van Brunt, B. (2016). A Guide to Leadership and Management in Higher Education: Managing Across the Generations. Routledge.

Fitch, Poppy, Presenter, ATIXA Rapid Response Webinar: Title IX Continuity and COVID-19, March, 2020

Fitch, Poppy, Invited Presenter, Strengths Based Institute, Region X CalWorks, March, 2020

Fitch, Poppy, Invited Presenter, A Foster Youth Primer for Behavioral Intervention Teams, National Association of Behavioral Intervention Team Administrators, November 2019

Fitch, Poppy, Beyond Athletics, the New Horizon of Title IX: Gender Equity and LGBTQ students, The Teaching and Learning Conference, November 2016

Fitch, Poppy, Invited Presenter, It's a Balancing Act: Disability and the Career Search, Student Affairs Administrators in Higher Education, March 2015

#### CERTIFICATIONS AND TRAINING

Certificate, National Association of Behavioral Intervention Team Administrators, 2014, 2016, 2018

Certificate, The Poverty Institute, Portland State University, Portland, OR, 2016

Certificate, Title IX Coordinator, Association of Title IX Administrators, San Diego, CA, 2015, 2017

Certificate, Veteran's Service Providers, Operation College Promise, San Diego, CA, 2013, 2018

Certificate, Special Education Advocacy, University of San Diego, San Diego, CA, 2013

Strengths Educator for Higher Education and Mentoring and Advising with Strengths, Gallup Organization, 2011

#### AWARDS AND COMMUNITY SERVICE

Commissioner, San Diego Commission on Police Practices, 2018 – Present

Women's March San Diego, Board Secretary, 2016 – Present

Director, 2020 San Diego Women's March, September, 2019 – January, 2020

CBB for Life, Executive Committee Member, 2015 – Present

William E. Piland Leader Among Leaders Award, Community College Leadership Program (CCLEAD), May 2018

Spirit of Community Award, Junior League of San Diego, October, 2018