

Poppy Fitch, Ed.D.

4412 Upland Street, La Mesa, CA 91941
P: 858.847.5045 • E: poppyfitch@gmail.com

HIGHER EDUCATION ADMINISTRATOR & COUNSELOR

Equity minded educator with a record of developing support programs to foster student success.
Embrace strengths-based practices with students and staff, leads highly engaged teams.
Adept policy analyst with knowledge and accountability for federal and state higher education laws.
Impeccable communicator with skills to connect across student support units, instruction, and operations.

EDUCATION

Doctor of Education, Educational Leadership, Community College/Postsecondary, San Diego State University, 2018
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

December, 2014 – Present

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

- Lead a comprehensive Student Affairs division encompassing judicial affairs, counseling and health/wellness, disability services, coordination of crisis management/behavioral intervention, student activities, peer mentoring, and equity programs with a responsibility for divisional planning to integrate with multi-year Institutional Strategic Plan.
- Direct and oversee the development, implementation, and assessment of policies and procedures for a comprehensive Student Affairs division.
- Develop and monitor divisional budget and staffing; recruit, select, supervise and evaluate departmental staff.
- Champion collegial decision making by collaborating across divisions and departments including with faculty, administrators, and supervisors to coordinate programs and services across the curriculum to meet student needs.
- Champion and participate in the program review process through both academic and non-academic review processes.
- Lead University Equity Council (Co-Chair) advancing awareness of inequity of outcomes for students as an institutional responsibility; cultivate cultural humility, inclusion and awareness of issues impacting underserved student groups.
- Accountable as University Title IX Coordinator, ensuring compliance with established gender equity and sexual misconduct policies within a dynamic regulatory environment; coordinate response processes cross-departmentally and with Human Resources, and Chair the University Title IX Steering Committee.
- Ensure accessibility of the learning environment as ADA/504 Coordinator; remediate accessibility concerns and liaison to public and private agencies.

June, 2010 – December, 2014

Director, Student Access and Wellness, Ashford University

- Lead strategic initiatives consistent with University mission and best practices in higher education settings including the development of disability, counseling, wellness and psycho-social student support services, and military/veteran student engagement efforts to advance student retention and student success.

- Ensure University compliance efforts with state and federal laws and regulations for students with disabilities in a higher education setting to facilitate academic success and ensure programmatic access including program access through facilities and infrastructure, accommodation processes, and electronic and information technology.
- Develop and implement programmatic assessment plan, establish non-academic learning outcomes and report data for presentation.
- Advocate for the advancement of military/veteran student development consistent with higher education best practices addressing issues relevant to this group including transition, acquired disability, and career development.

April 2008 - June 2010

Disability Services Manager, Ashford University, San Diego, CA

- Lead the development and implementation of programs and support services to ensure compliance with state and federal disability laws and regulations.
- Provide and coordinate specialized classroom accommodations and develop specialized curriculum to meet the emerging needs of students with disabilities to support academic success and persistence.
- Employ strengths-focused and trauma informed counseling skills to address student concerns, understand and assess student crisis situations with a view to establishing action plans which ensure individual and community safety.
- Develop, articulate, and train departmental staff, faculty and University staff to policy and process related to student disability support services.

PRIOR HIGHER EDUCATION EXPERIENCE

Adjunct Counselor, DSP&S, Cuyamaca College, El Cajon, CA, 2007 - 2008

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

SELECTED PUBLICATIONS & PRESENTATIONS

Fitch, P.J. (2018). *Patchworking Our Futures: a Model of Foster Youth College Success*. In press. Montezuma Publishing.

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

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

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

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 (2011/2012)

COMMITTEE SERVICE

President’s Cabinet (2014 – Present), Equity Council (Co-Chair 2015-Present), Title IX Steering Committee (Chair 2014-Present), Commencement Committee (2010 – Present), Policy and Change Council (2008-Present), Military Veteran Student Taskforce (2010-2015), WSCUC Accreditation Team (2012, Current), ADA Steering Committee (Former Chair 2010-12), Scholarship Committee (2000-07), Staff Development Committee (2002-08), Commencement (2004-08)

COMMUNITY SERVICE

San Diego Community Review Board on Police Practices	Appointed 2018
Women’s March San Diego, Board Secretary	2017 - Present
CBB for Life, Executive Committee Member	2016 - Present
Jenna Druck Spirit of Leadership, Youth Mentor	2010 – 2015