



March 10, 2025

Dear Tenure and Promotion Committee,

It is my privilege to write this letter of recommendation in support of Dr. Sharon Ross as she undergoes her third-year pre-tenure review. Dr. Ross has demonstrated exceptional dedication to research, teaching, and service, consistently upholding the highest standards of academic excellence. Through our collaborations, I have witnessed firsthand the depth of her expertise and the significant impact of her contributions to the field of educational leadership.

Dr. Ross's research is particularly notable for its focus on women in educational leadership, examined through a racial and equity-centered lens. Our co-authored works, including "Exploring Work Satisfaction of Women in Educational Leadership from a Racial Perspective During Times of Crisis" and "During Critical Times: The Perceptions of Women in Educational Leadership and Work Satisfaction," have provided critical insights into the challenges and resilience of women in leadership roles. Her commitment to producing meaningful, policy-relevant scholarship is evident in her numerous peer-reviewed publications and active engagement in national and international conferences.

In the realm of teaching, Dr. Ross has demonstrated outstanding instructional leadership, delivering courses that prepare future educational leaders, such as "Culturally Responsive Campus Leadership" and "Instructional Leadership." Her innovative pedagogical approaches, including the integration of gamification into online principal preparation programs, have significantly enhanced student engagement and learning outcomes. Beyond the classroom, her dedication to student success is reflected in her mentorship of doctoral candidates and her contributions to curriculum development that align with contemporary educational demands.

Dr. Ross's service to the academic and professional community further underscores her leadership and commitment. She has played a vital role in professional organizations, serving as a peer reviewer and co-editor for esteemed journals. Her leadership in organizing and participating in national conferences, often in collaboration with me, has been instrumental in advancing discourse on equity and leadership in education. Additionally, her active involvement in organizations such as Texas Women in Higher Education and the Texas Council of Women School Executives highlights her dedication to supporting and uplifting professionals in the field.

While Dr. Ross has made remarkable strides in research, teaching, and service, further efforts in securing external grant funding and expanding interdisciplinary collaborations

would enhance her academic portfolio. Strengthening these areas will amplify her impact and extend the reach of her groundbreaking work.

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In conclusion, Dr. Ross's contributions to academia have been exemplary. Her scholarship, teaching, and service reflect a steadfast commitment to excellence, and our collaborations have only reinforced my confidence in her abilities. I strongly support her tenure review and look forward to seeing her continued influence in the field.

Please feel free to contact me at kathryn.washington@lamar.edu if you require any further information.

Sincerely,

A handwritten signature in blue ink that reads "Kathryn Washington".

Kathryn Washington, Ed.D.

Assistant Professor, Educational Leadership

College of Education and Human Development

AERA, Research on Women and Education SIG, Membership Chair

Collegiate 100 of Lamar University, Advisor

COEHD Student Success Task Force, Chair

Faculty Senate, Educational Leadership

