



EAST TEXAS A&M
UNIVERSITY

March 14, 2025

To Whom It May Concern:

I am pleased to write this letter supporting Dr. Sharon Ross's tenure and promotion to the Associate Professor position. Dr. Ross is an Assistant Professor in the Department of Educational Leadership at East Texas A&M University. She was hired in 2022 and teaches in the Master's and Doctoral programs. Dr. Ross teaches superintendent courses, master's, and doctoral courses. Some of the classes she has taught include program evaluation, curriculum, and instructional leadership. I have known Dr. Ross for many years as a faculty member and student and now as a colleague. We teach in the same department at East Texas A&M University. Dr. Ross is a team player, and her work ethic is phenomenal. I find her pleasant and civil when collaborating with others.

Dr. Sharon Ross spends 40 percent of her workload on teaching. Dr. Ross serves as the lead for two courses, which she has significantly revised and redesigned. She attended the Association of College and University Educators (ACUE) online training to increase her professional skills in teaching methods and pedagogical practices. In these sessions, Dr. Ross was introduced to and implemented evidence-based instructional teaching practices that increased student success. The Department of Educational Leadership faculty is implementing The Carnegie Project on the Education Doctorate (CPED) to improve the quality of courses in our program. Dr. Ross is a member of several CPED committees assigned to redesign several courses in the doctoral program. In addition, she presented, along with the doctoral faculty, at the 2024 CPED Convening on the status of our newly designed CPED doctoral program. Dr. Ross has attended many professional development workshops, such as the Texas Council of Professors of Educational Administration (TCPEA) summer writing conferences, the Texas Women in Higher Education Conference, American Education Research Association (AERA) Qualitative Workshops, and the US 497.02E Leading US Workshop.

Dr. Sharon Ross's research accounts for 30 percent of her workload. Based on the criteria for the annual performance report, her research productivity significantly exceeds expectations. She is the first and second author of two book chapters. In addition, she has several peer-reviewed articles. She is the second author on most of these research articles. The research topics focus on women school superintendents, redesigning principal preparation programs, and women school leadership. Dr. Ross's research is published in *the School Leadership Review Journal*, *Texas Educator Preparation*, *the Texas Women School Executives Journal*, and *Myers Education Press*.

Dr. Sharon Ross's service accounts for 30 percent of her workload. At the professional and editorial levels, Dr. Ross serves as co-editor of the *Journal of Texas Women School Executives* and peer reviewer

Educational Leadership

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for several state-level journals, including one edited *International Council of Professors of Educational Leadership* (ICPEL) book on the international level.

Dr. Ross is to be commended for expanding her services to the American Educational Research Association level (AERA), which is global in scope. Dr. Ross has served as chair and discussant for the American Educational Research Association (AERA), Superintendent Special Interest Group (SIG). In addition, Dr. Ross is chair of the Awards Committee for the AERA Superintendent, SIG. She is also the university representative for the Texas Women in Higher Education (TWHE), where she previously served as a member of the planning committee and chair of the newcomers' committee. She has been a peer reviewer for the AERA, Research on Women and Education (RWE) Special Interest Group (SIG) conference proposals. In addition, Dr. Ross was recently (2025) elected to the Executive Board of the Texas Council of Professors of Educational Administration (TCPEA). As a board member, she is actively engaged in the collaborative planning of the Summer Writing Workshops and other board initiatives.

Dr. Sharon Ross's services also include recruitment, mentoring, and fundraising. Dr. Ross actively recruits master's students for the Department of Educational Leadership. She has recruited for the department at the Texas Association of Secondary School Principal (TASSP) Conference and other professional conferences. She serves as an East Texas A&M University Scholar Mentor for Freshman students. She has also served as graduate faculty representative for several dissertation proposal defenses. In addition, Dr. Ross participated in the NSPDK, Inc. Sorority Pencil Drive for East Texas Classroom Teachers and other service projects. Dr. Ross has achieved many significant accomplishments in Teaching, Research, and Service above and beyond what is expected compared to the length of time at this university.

Sincerely submitted,

Julia Ballenger, Ph.D.

2020 Regents Professor, East Texas A&M University

Unit Name

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