

Randy Brent Blackmon, Ed.D.

Director, USG eCampus Enrollment and Strategic Projects

United States Navy Captain (retired)

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Education

Doctor of Education, Higher Education Management
University of Georgia, Institute of Higher Education, Athens, GA. Dec 2017.
Intensive management and international-focused curriculum with particular emphasis on the entrepreneurial university in a global context.

Master of Business Administration, Entrepreneurship
Trident University International, Cypress, CA, April 2011 (*summa cum laude*).

Bachelor of Science, Electrical Engineering
University of Mississippi, Oxford, MS, July 1988 (*summa cum laude*), Taylor Medal recipient, for highest academic honors.

Associate of Arts, Electronic Technology
Meridian Junior College, Meridian, MS, 1985 (*highest honors*)

Joint Professional Military Education Phase II
Joint Forces Staff College, Norfolk, VA, June 2005
Effective planning at the operational level of warfighting for joint and combined military forces operating within uncertain environments.

Professional Experience

University System of Georgia eCampus

2014 - 2018

Senior Enrollment Manager

2018 - 2019

Director of Enrollment and Strategic Projects. Supervises Partnerships & Enrollment team providing recruitment and enrollment services for dual enrollment, home-schooled, military, adult learners, and traditional students. Leads eCore and eMajor administrative teams to foster collaborative solutions across 21 Georgia public colleges and universities. Orchestrates projects involving cross-functional teams to include strategic plan development, implementation, and communication.

- Orchestrated 100 percent personnel growth supporting increased enrollments and multiple degree program additions.
- The catalyst for USG eCampus strategic planning initiative, resulting in the organization's strategic imperatives, goals, and overarching guidance for success.
- Spearheaded enrollment efforts resulting in eCore enrollment increase from 9,700 to over 35,000 in five years.
- Dual enrollment strategic communications plan resulted in increased enrollment from just over 115 to over 2,500.
- Recruitment efforts and military base relationship development resulted in increased military-related enrollments from 100 to over 1,400 per year.
- Led task force addressing Short Session II performance lags resulting in improved processes, affiliate awareness, and student success.
- Facilitated cross-functional team charged with improving the proctored exam process resulting in enhanced guidance, information capture, and error reduction.
- Created enrollment behavior models applied to new entrants and legacy affiliates allowing for more accurate forecasting.

Air University

Air War College Department of Leadership and Warfighting

May 2012 - July 2014

Faculty. Graduate-level, Southern Association of Colleges and Schools accredited institution, serving top 15 percent of military and civilian professionals. Faculty and curriculum development team member for Strategic Leadership and Warfighting courses serving over 240 graduate students from U.S. armed services, government agencies, and international officers from 41 countries.

- Developed curriculum for Campaign Planning & Operational Approach, Senior Leadership Environment, and Leading Change & Transformation courses.
- As seminar director, produced 32 senior military and civilian graduates, each earning a Master's degree in Strategic Studies.
- Trained new faculty members covering student and institution expectations.
- Co-developed Public Speaking course.
- Faculty member of Process Improvement elective course including; Visual Workplace and Lean Six Sigma for Service.
- Seminar Director and key facilitator for the National Security Forum, including key civilians from across the US covering current and future national security issues.
- Evaluator and role player in Global Challenge, the capstone war-gaming event for Air War College. Provided a venue for evaluation of students in

a crisis at the strategic level and the operational level of war from a Combined Forces Commander perspective.

Traditional Delivery:

Joint Strategic Leadership

- The Senior Leader Environment
- Why Senior Leaders Fail
- Character, Ethics, and Professionalism
- Assessment, Balance, and Reflection
- Vision and mission command
- Mentoring and Professional Development
- Senior Leadership in a Culturally Complex Environment
- Influence
- Decision Making and Prioritization
- Skills of Negotiation
- Negotiation Exercise
- Providing Advice and Dissent
- In Extremis Leadership
- Senior Leader Accountability
- Leading Transformation and Change

Warfighting Fundamentals

- Understanding Strategic Direction
- Warrior Ethos
- Operational Design and Theater Campaign Planning
- Joint Operational Planning Process
- Operational and Strategic Art
- Non-Adversarial Crisis Response
- Enterprise Structure and Relationships
- Government Organizations and Processes
- Cultural Awareness
- Building Partnership Capacity
- Humanitarian Assistance and Disaster Relief
- Global Security
- Strategic Communications

US Naval Capabilities

Continuous Process Improvement

- 6S and the Visual Workplace

The Hap Arnold Lecture Elective: Speaking for Influence

- Breaking the Ice
- Panel Rehearsals
- Presentations

Curriculum development:

The Senior Leader Environment

Leading Change and Transformation

Speaking for Influence
Operational Design, Current Environment
Operational Design, Desired Environment
Continuous Process Improvement,
6S and the Visual Workplace

Research Advisor for Students

Lieutenant Colonel Charles E. Jones, US Army. (2014). Toxic Leadership: Tools of Elimination.

Lieutenant Colonel John D. Martin, US Air Force. (2014). Implementing the Pacific Pivot: A Roadmap for Future Basing Strategy.

Lieutenant Colonel Anthony J. Sansano, US Air Force. (2104). Ready or Not I Assume Command: How to Improve the Selection, Preparation, and Service of Air Force Squadron Commanders.

Colonel Mitchell D. Stratton, US Air Force. (2013). Meeting the Chairman's Intent: Bringing Mission Command to the US Air Force.

Lieutenant Colonel William D. Taylor, US Army. (2013). Executing Mission Command in the United States Army: The Relationship Between Trust and Initiative.

Strike Force Training Pacific, San Diego, CA

2008 – 2012

Strategic Plans and Fleet Air Defense Officer. Responsible for Pacific Fleet combat training for carrier air defense and strike group tactical command and control execution.

- Led command strategic planning events and sustainment resulting in command mission, vision, goal development, and evaluation
- Future plans officer, charged with long-range planning and development for operations.
- Saved \$12 million and 30 days in carrier strike group training time. Managed all aspects of a multiple stakeholder cross-functional team resulting in combat training efficiencies.
- Directed a dispersed team of 50 subject matter experts to produce the first Carrier Strike Group Warfighter's Guide improving fleet tactical and procedural operations.
- Quality Assurance Review team for Tactical Training Group Pacific's Joint Maritime Tactics Course, including instruction and curriculum.
- Developed training measures of performance and effectiveness for fleet interoperable data links, fleet air defense, and execution of drone tactics.
- Developed and presented lectures to strike group air and missile defense teams resulting in improved interoperability and strike group readiness.

Carrier Airborne & Early Warning Squadron 116, San Diego, CA

2006 - 2008

Commanding and Executive Officer. Carrier Air Wing command and control, serving fleet and joint theater commanders. Maintained and operated E2-C Hawkeye carrier-based aircraft worth \$360 million in high tempo combat operations at sea.

- Commanded a squadron of 180 personnel. Solely accountable for morale, discipline, readiness, training, fiscal management, and combat effectiveness.
- Personally mentored and developed 16 military officers resulting in each selected for command. Earned two consecutive leadership awards, for the best middle management team.
- Number one of eight squadrons in each of the following metrics: Naval Air Forces' aircraft readiness inspection, personnel advancement and retention, mission and sortie competition, carrier landing performance, and medical readiness.
- Developed "Sun King University" an in-house education and training program resulting in promotions at 33 percent higher than the Navy average.
- Squadron featured in Smithsonian's Air & Space magazine, July 2008. Detect & Direct article.

Air Command & Control Logistics Wing, Pt Mugu, CA

2005 - 2006

Operations Officer. Primary action officer for the Commodore. Global support, providing trained personnel and logistics for all Navy E2-C and C2 aircraft.

- Directed support operations for 13 globally dispersed squadrons comprised of \$3 billion in assets and over 2,500 personnel.
- Orchestrated new process improvement program, tracking over \$10 million in flight hour costs, providing actionable metrics for planning and combat readiness.
- Oversaw significant change, consolidation of two logistics support wings (east & west coast), resulting in effective communications and operations in a limited resource environment.
- Developed new Battle Efficiency award instruction for ten operational E2-C squadrons, incorporating combat readiness and sustainability metrics.

Naval Strike and Air Warfare Center, Fallon, NV

2002 - 2005

Weapons School Executive Officer. Executed combined strike warfare, graduate-level weapons, tactics, and battle management training and education. Oversaw pipeline supplying all command and control squadrons with tactical weapons experts, standardizing fleet combat operations.

- Managed the conduct of two, Top Gun equivalent, weapons schools (Airborne Command & Control / Reconnaissance) and 15 instructors in the training and education of 200 air crew.
- Created new Naval Aviation strike lead qualification providing tactical leadership and officer development in support of the Navy's major command pipeline.
- Primary advanced air wing training instructor for ten carrier air wings and 100 strike leaders.
- Chairman, tactical analysis team integrating military, multiple government employees, and contractors in the review of over 600 performance specifications for replacement E2-C aircraft.

Other

Presentations

Blackmon, R. & Lingrell, K. (scheduled for Oct 2019). The Effects of Online Dual Enrollment. *National Alliance for Concurrent Enrollment Partnerships, National Conference*, Salt Lake City, UT.

Blackmon, R., Wood Stewart, A. & Curry, R. (2019). Georgia Dual Enrollment: Multiple Options for Students. *Regional Education Summit*, Carrollton, GA.

Blackmon, R. (2019). eCore Past, Present, and Future. *USG eCampus Testing Director Retreat*, Callaway Gardens, GA.

Blackmon, R. (2019). eCore Enrollment *USG eCore Faculty Training Conference*, Dahlonega & Carrollton, GA.

Blackmon, R. (2019). A Call to Action. *Meaningful Living and Learning in a Digital World*, Savannah, GA.

Blackmon, R. & Carden, A. (2019). Education Deserts in Georgia. *Georgia Association of Educational Leaders Conference*, Athens, GA.

Blackmon, R. (2018). USG eCore Model. To the Pennsylvania State System of Higher Education, Webinar.

Blackmon, R. (2018). A Call to Action. *Carrollton-Carroll County Education Summit*, Carrollton, GA.

Blackmon, R. & Lingrell, K. (2018). Education Deserts in Georgia. *Meaningful Living and Learning in a Digital World*, Savannah, GA.

Blackmon, R. & Wood Stewart, A. (2018). Online Dual Enrollment. *Advanc-ED Georgia Annual Conference*, Atlanta, GA.

Blackmon, R. (2018). Education Deserts in Georgia. *Georgia School Counselor Association Conference*, Macon, GA.

Organizations

National Alliance for Concurrent Enrollment Partnerships 2019.

Chapter President, McIntosh Trail Chapter, Military Officers Association of America. 2017 - present.

Training and Consulting

(2013) Panel Member, "Small Group Communication," Huntingdon College, Montgomery, AL.

(2013) New faculty development facilitator for Air University, Air War College, Montgomery, AL.

(2013) Panel Member, "Command in a Complex Environment," Air Command and Staff College, Montgomery, AL.

(2012) Facilitator, "True Growth Coaching," LWM III Consulting, Montgomery, AL.

Outreach

(2107 – present) Speaker for nine civic club events. Presented workforce development opportunities through the University System of Georgia online collaborative courses and programs.

(2015) Lions Club Carrollton, GA. Leadership. Delivered speech Covering women in the Navy, carrier strike group capability, and Air War College contributions to the future force.

(2014) Rotary Club, Newnan, GA. Delivered speech featuring Veterans' Citizenship contributions and transition challenges. Also highlighted the local community and University of West Georgia's opportunities and capabilities to aid Veteran transitions to be productive citizens.

(2014) Developed a connection between Air War College and Huntingdon College Political Science Department leading to public speaking event where Air

War College student panel provided a presentation on the Decade of War.

(2014) Orchestrated public speaking event between Air War College and Auburn University Montgomery resulting in Air War College student panel providing presentation on the Decade of War.

(2014) Fostered Air War College and Huntingdon College Communication Department Connections, resulting in Huntingdon students observing Air War College student and faculty communication processes.

(2013) Rotary Club Carrollton, GA. Leadership. Delivered speech covering women in the Navy, carrier strike group capability, and Air War College contributions to the future force.