

Tommy E. Jackson, JD, Ph.D., MBA, MPA

University of West Georgia
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EDUCATION

Juris Doctor Thomas Goode Jones School of Law Faulkner University, Montgomery, AL	2023
Doctor of Philosophy College of Education Auburn University, Auburn, AL	2013
Master of Business Administration Coles College of Business Kennesaw State University, Kennesaw, GA	2015
Master of Public Administration School of Government & International Affairs Kennesaw State University, Kennesaw, GA	2015
Master of Education College of Education Auburn University, Auburn, AL	2011
Bachelor of Arts College of Liberal Arts Auburn University, Auburn, AL	2005
English as a Second Language Certification Adult Education/English Language Auburn University, Auburn, AL	2012

PROFESSIONAL EXPERIENCE

University of West Georgia, Carrollton, GA Assistant Department Chair in Counseling, Higher Education, and Speech-Language Pathology & Assistant Professor, Higher Education Administration and College Student Affairs	2019 – Current
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- Provide leadership in curriculum matters, including curriculum guidance, course updates, course scheduling, and program development and approval

- Aid in the student admissions process, which includes communication, acceptance, and advising, as well as participating in student orientations and overseeing comprehensive exams
- Monitor and secure student disposition completion reports, overseeing the department's Curriculum, Instruction, and Assessment (CIA) needs concerning reporting, and engaging in program accreditation processes
- Assist the departmental chair in making departmental decisions in the chair's absence, conducting curriculum changes, and identifying work-related challenges or policy needs.
- Tenure track professor in the Department of Counseling, Higher Education and Speech Language Pathology
- Obtained a two-year fellowship for my research and to develop a law (HB 838)
- Maintains an active publishing agenda
- Aided the Dean of the College of Education develop Georgia's Best to serve school systems in Georgia
- Teach doctoral and master students in Higher Education Administration and College Student Affairs
- Research interests include the NCAA's economic relationship with student-athletes and higher education finance
- Currently a graduate faculty member at Valdosta State University while serving in the role of professor at UWG
- Selection of courses taught as follows: CEPD-6172 (Theories of College Stu Dev); CEPD-6175 (Student Affairs Practicum); CEPD-6176 (Campus Crisis, Eth, Legal Issues); CEPD7145 (Advocacy and Leadership); CEPD-9211 (Organizational Theory); CEPD-9215 (Adv Legal Issues and Policy Analysis); CEPD-9217 (Diversity Issues in Higher Ed); CEPD-9218 (Higher Education Finance & Adv); HESA-6172 (Theories of College Stud Develop); HESA-6175 (Student Affairs Practicum); HESA-6176 (Campus Crisis, Ethical, & Legal Issues); HESA-7145 (Advocacy and Leadership); HESA-9211 (Organizational Theory); HESA-9215 (Adv Legal Issues & Policy Analysis); HESA-9217 (Diversity Issues in Higher Edu); HESA-9218 (Higher Ed Finance & Advancement); HESA-9999 (Dissertation)

Freeman, Mathis, & Gary, LLP

2023 – Current

Research and Policy Fellow

- Researched and wrote a law for name, image, and likeness (HB 838 Georgia General Assembly 2023)
- Developed partnerships to garner support for potential statutes to protect minors that generate income (HB 838)
- Generated research for name, image, and likeness for a publication to guide practices in high school and collegiate athletics regarding name, image, and likeness

- Working with other representatives from neighboring states to develop bills like HB 838 for minors participating in name, image, and likeness activities

Cobb County Superior Court

2023 – 2023

Judicial Intern for the Honorable Judge Julie Jacobs

- Reviewed judge's orders and rulings to advance my legal knowledge
- Researched applicable laws when asked to aid in the administering of the legal process
- Identified individuals to support the judge's campaign
- Aided in fundraising activities to support the judge's campaign

Taylor, English, Duma, Atlanta, GA

2022 – 2023

Law Clerk, Taylor English

- Legal clerk in the governmental affairs and education law practice at Taylor, English, Duma
- Performed research regarding name, image, and likeness to generate language for a NIL bill
- Work closely with to generate partnerships with legislators and support for potential statutes to protect minors that generate income (Coogan Law)

Kennesaw State University, Kennesaw, GA

2016 – 2019

University College Advising Director, Part – Time Assistant Professor of Adult Education, & Clinical Professional of Practice – Graduate Faculty

- Centralized advising within University College
- Created impactful partnerships throughout the campus community in order to enhance academic development and student success
- Oversaw the advising of more than 20,000 students by using predictive analytics, intrusive advising, and a pseudo graduation coaching model
- Researched various student development theories for my staff to implement in order to improve advising appointments
- Redesigned the manner of advising appointments in order to focus on student retention and degree completion
- Reconfigured advisors approach to advising to focus on self-direction and self-efficacy in order to help students focus on employment after college as opposed to class selection

Kennesaw State University, Kennesaw, GA

2013 – 2016

Director of Football Academics

- Created an academic support program that was recognized nationally for developing student-athletes and teaching NCAA policies
- Led Men's Football to a single year 947 Academic Progress Rate, which is a measure used by the NCAA, to track student-athletes matriculation to graduation

- Reduced the budgetary deficit for Student Athlete Support Services by cross training my staff and partnering with various academic support units on campus
- Implemented a program that aided student-athletes obtain internships and full-time employment from Cobb County businesses
- Cultivated corporate partnerships that led to funding internships and site use for the athletics department

Fox 6 News, Birmingham, AL

2013 – 2017

Sports Analyst

- Nominated for an Emmy award and elevated the shows previous viewership
- Provided insight to audiences on complexities of college football, which helped increase viewership
- Outperformed other network sports show in the same timeslot
- Made promotional appearances at public or private events which increased sponsorship dollars

Auburn University, Auburn, AL

2011 – 2013

Academic Assistant

- Monitored and evaluated the academic progress of football student-athletes to ensure compliance with institutional, conference and national eligibility requirements
- Provided monthly reports on football student-athletes' academic progress to athletic administrators, campus constituents, and coaches
- Monitored student-athlete registration on a monthly basis to ensure that student-athletes maintained enrollment in the appropriate classes
- Developed and taught a financial management course for student-athletes and graduate students
- Taught English as a second language to graduate level English Language Learners for multiple semesters, which secured a collegiate TESOL certification

Opelika City Schools, Opelika, AL

2010 – 2011

Director, At-Risk Student Intervention (Building Individual Capacity for Success) | Graduation Coordinator/Coach | Athletic Coach (Football – Defensive Line)

- Managed more than 150 at risk students ranging from Opelika High School, Opelika Middle School, Opelika Learning Center, and Lee County Youth Development Center
- Enhanced classroom instruction by guest lecturing, tutoring, and mentoring the most at-risk students in the Opelika City School system
- Established relationships with at-risk students and their families to build trust and to develop students personally, academically, and financially

- Worked closely with the Superintendent, Principal(s), teachers, and coaches to improve retention rates among the at-risk population by adapting and implementing programming based on Tinto's (1993) Dimensions of Institutional Action
- Taught a course to at-risk students on self-efficacy, self-direction, and economic empowerment

National Football League (NFL)

2006 – 2009

Defensive Tackle

Atlanta Falcons | Kansas City Chiefs

- Practiced incessantly to perfect the proper skills, as a defensive tackle, with the intent to compete at a high level
- Played as a rookie because of an ardent tenacity to compete in the National Football League and to master my craft
- Worked closely with the director of player development to educate, implement, and create opportunities for various professional athletes
- Utilized my time as a professional athlete to gain access into deprived communities to speak and volunteer for civic development

SCHOLARSHIP AND RESEARCH

Publications:

Jackson, T., Crumly, J., Rhodes, T., (124th), McClain, D., (109th), Collins, J., (71st), Williams, N. (148th) and Douglas, D. (78th). (2023). HB 838, Minors; establishment of trust accounts for certain minors who are employed or compensated; required.

<https://www.legis.ga.gov/legislation/65769>.

Jackson, T. (2022). Colorado: The state of financial affairs a year after covid 19. Submitting to the Journal of Education Finance.

Jackson, T. (2022). Delaware: The state of financial affairs a year after covid 19. Submitting to the Journal of Education Finance.

Jackson, T. (2022). Washington: The state of financial affairs a year after covid 19. Submitting to the Journal of Education Finance.

Jackson, T., Smith, S. & Varga, M. (2022). Critical Policy Analysis: NCAA Bylaw 12. Submitted to the Journal of Education Finance.

Jackson, T. & Thomas, T. (2021). Colorado: Current education budget trends. Journal of Education Finance.

Jackson, T. (2021). Washington: Current education budget trends. *Journal of Education Finance*.

Jackson, T. (2021). Delaware: Current education budget trends. *Journal of Education Finance*.

Buckman, D. G. & **Jackson, T.** (2021). Addressing the gender pay gap: The influence of female and male-dominant disciplines on gender pay equity. *Journal of Education Finance*.

Buckman, D. G., & **Jackson, T.** (2017). Georgia: Current education budget trends. *Journal of Education Finance*.

Working Publications to be submitted this year:

Jackson, T. (2023). Beyond Coogan: Strengthening Minors' Economic Protections in the age of Name, Image, and Likeness. Submitted to *The Georgetown Journal of Law & Public Policy*.

Jackson, T. (2024). The legalization and taxation of marijuana can pay for student loan debt. Submitting to the *Journal of Higher Education*.

Jackson, T. (2024). An unconscionable contract: The NCAA's unfair deal with student-athletes. Submitting to the *Journal of Higher Education*.

Refereed Conferences or Institutional Presentations:

Jackson, T. (2021). Social Justice Roundtable: Demystifying Critical Race Theory, UWG – Panelist

Jackson, T. (2021). An unconscionable contract: The NCAA's unfair deal with student-athletes. National Education Finance Academy, Tampa, FL.

Jackson, T. (2021). Colorado: The state of financial affairs a year after covid 19. National Education Finance Academy, Tampa, FL.

Jackson, T. (2021). Delaware: The state of financial affairs a year after covid 19. National Education Finance Academy, Tampa, FL.

Jackson, T. (2021). Washington: The state of financial affairs a year after covid 19. National Education Finance Academy, Tampa, FL.

Jackson, T. (2020). Colorado. The National Education Finance Academy, Birmingham, AL.

Jackson, T. (2020) Office of Research and Sponsored Projects Panel: Underrepresented Student

Group research. The University of West Georgia.

Jackson, T. (2020) Life After College: Black Man Empowerment Summit, Georgia Southern University Armstrong Campus.

Jackson, T., Varga, M., & Smith, S. (2020). The NCAA regarding black males: First in commodification and last in education. The National Education Finance Academy, Birmingham, AL.

Varga, M., Molina, D., & **Jackson, T.** (2020). Administrator to faculty: Redefining your higher education career. National Association of Student Personnel Administrators, Austin, TX.

Jackson, T. (2019). Kennesaw State University National Conference on Undergraduate Research – fireside chat focused on civil rights leadership, Kennesaw, GA.

Jackson, T. (2019, 2018, 2017, 2016). Kennesaw State University, Wise Owl Presentations – Presentation to First-Year Seminar classes on advising and acclimatization to college, Kennesaw, GA.

Jackson, T. (2016, 2015, 2014). Kennesaw State Football Program Acclimatization Program – Presentation to Football Student-Athletes for acclimatization - NCAA Bylaw 17, Kennesaw, GA.

Jackson, T. (2016, 2015, 2014, 2013). Kennesaw State University Athletics Recruitment – Present to potential Kennesaw State University Student-Athletes and families, Kennesaw, GA.

Mosholder, R., **Jackson, T.,** Tella, E., Burruss, T., & Dancy, C. (2018). Increasing the success trajectory of black male students at a PWI. National Symposium on Student Retention, Salt Lake City, UT.

Mosholder, R., & **Jackson, T.** (2018). Black Wall Street – a reconstruction of the prehistorical narrative of Black men. Research on Teaching and Learning Summit, Kennesaw, GA.

Buckman, D. G., & **Jackson, T.** (2018). Faculty pay equity at Georgia colleges and universities. The National Education Finance Conference, Tulsa, OK.

Buckman, D. G., & **Jackson, T.** (2018). Georgia: Current education budget trends. The National Education Finance Conference, Tulsa, OK.

Jackson, T. (2017) Examining barriers to social change: Challenges of youth, young adults and adults to creating, impacting and enacting reform. The University of Illinois, Springfield, IL.

Mosholder, R., & **Jackson, T.** (2017). Encouraging Recruitment and Persistence of Black Urban Males in STEM Fields. Research on Teaching and Learning Summit, Kennesaw, GA.

Jackson, T., Glenn, P., & Strauss, T. (2015). Laying the foundation: Using empathy to build trust with student-athletes. The National Association of Academic Advisors for Athletics (N4A) National Conference, Orlando, FL.

Jackson, T. (2015). Kennesaw state university's addition of men's football and fielding the right professionals. The National Association of Academic Advisors for Athletics (N4A) National Conference, Orlando, FL.

Jackson, T., & Glenn, P. (2014). The Need for Self-Direction in Collegiate Athletics. The National Association of Academic Advisors for Athletics (N4A) National Conference, Orlando, FL.

Jackson, T., & Witte, J. (2013). An investigation of the relationship between self-directed learning readiness and resilience among student-athletes. Louisiana Educational Research Association (LERA) Regional Conference, Lafayette, LA.

Jackson, T. (2013). National Collegiate Athletic Association (NCAA) Bylaw Presentation – Presentation on NCAA Bylaw 11.1.1.1. Responsibility of Head Coach, Indianapolis, IN.

Jackson, T. (2010). United States Army Recruitment and Community Relations Development – Presentation to various community partners regarding the military's commitment to community development, Opelika, AL.

PROGRAM SERVICE AND/OR DEVELOPMENT

Black Wall Street – Kennesaw State University

- The purpose of this program is to provide socially catalytic spaces for Black students and professional men to assemble. This program was developed based on the study, “Encouraging Recruitment and Persistence of Black Urban Males in STEM Fields.” Mosholder, R., Jackson, T. & Tella, E. (2017).

Men's Football Academic Support program - Kennesaw State University

- The purpose of this program is to prepare student-athletes for the rigor of college and lead them to academic success. This program was developed based on the study, “The Need for Self-Direction in Collegiate Athletics.” Jackson, T. (2014).

Study Table Program – Auburn University

- This program is designed to ensure that student-athletes operate in an environment that produces an effective and efficient studying experience. It was developed based on the study, “An Investigation of the Relationship between Self-Directed Learning Readiness and Resilience among Student-Athletes.” Jackson, T. (2013).

Building Individual Capacity for Success/Graduation Coaching – Opelika High School through Auburn University

- The purpose of this program is to provide a series of services designed to create support mechanisms for students in the realms of education, employment, and community empowerment. This program was developed based on the study, “An Investigation of the Relationship between Self-Directed Learning Readiness and Resilience among Student-Athletes.” Jackson, T. (2013).

TEACHING, MENTORING, & PRESENTATIONS

Instruction

University of West Georgia – CEPD-6172 (Theories of College Stu Dev); CEPD-6175 (Student Affairs Practicum); CEPD-6176 (Campus Crisis, Eth, Legal Issues); CEPD-7145 (Advocacy and Leadership); CEPD-9211 (Organizational Theory); CEPD-9215 (Adv Legal Issues and Policy Analysis); CEPD-9217 (Diversity Issues in Higher Ed); CEPD-9218 (Higher Education Finance & Adv); HESA-6172 (Theories of College Stud Develop); HESA-6175 (Student Affairs Practicum); HESA-6176 (Campus Crisis, Ethical, & Legal Issues); HESA-7145 (Advocacy and Leadership); HESA-9211 (Organizational Theory); HESA-9215 (Adv Legal Issues & Policy Analysis); HESA-9217 (Diversity Issues in Higher Edu); HESA-9218 (Higher Ed Finance & Advancement); HESA-9999 (Dissertation) **Current**

Valdosta State University – Graduate Faculty **Current**

Kennesaw State University – LDRS 3900: Leadership & Global Issues. **2019**

Kennesaw State University – Guest Lecturer for multiple sections of the First-Generation Owls Class: Financial Management and Budgeting. **2018**

Kennesaw State University, Student-Athlete Success Services, Football – Instructor for NCAA Academic Eligibility Bylaws (Football Advisor, Interns, Academic Assistants, and Student-Athletes) **2013 – 2016**

Student Mentoring

University of West Georgia, Dissertation Chair, Jessica Wildfire, Title, "Using the Power of

Sport and Leadership Development Training to Cultivate Student-Athlete Leaders: A Phenomenological Study of the Leadership Identity Development of VolLeaders Academy Participants." Defended October 4, 2021. Hooding December 11, 2021	2019 – 2021
Kennesaw State University , Black Wall Street, Kennesaw, GA.	2017 – 2019
Kennesaw State University , Global Fellows Advisor, Kennesaw, GA.	2017 – 2019
Kennesaw State University , Academic Coaching, Kennesaw, GA.	2016 – 2019
Auburn University , At-Risk Student-Athlete Mentor, Auburn, AL.	2011 – 2013

PROFESSIONAL SERVICE

University Level/Professional Organizations/Journals

National Education Finance Academy Advisory Board	2023
Reviewer for the College Student Affairs Journal	2022
National Education Finance Academy Ad Hoc Co-Chair	2021
Tour of the AP Reading, Kansas City, MO	2018
Coca-Cola Scholarship Steering committee	2018
The Presidential Commission on Racial and Ethnic Dialogue (CORED)	2017
Kennesaw State University Early Alert Task Force	2017
Kennesaw State University Readmit/At Risk Task Force	2017
Kennesaw State University First Year Prescheduling Task Force	2017
Kennesaw State University CAS/FYE Framework Pilot Team	2017
Kennesaw State University’s Administrator Council	2016
Kennesaw State University Advising Council	2016

College Level

College of Education Personnel Committee, UWG	2022
Senate Athletics and Advancement Committee, UWG	2022
Faculty Governance, University of West Georgia, College of Education	2019 - 2022
Social Justice Roundtable – Demystifying Critical Race Theory	2021
College of Education Dean Search Committee, UWG	2021 & 2022
University College Dean Search Committee	2017
University College Dean’s Leadership Team	2016 - 2019
University College Global Fellows Advisory Board	2016 - 2019

Honors/Awards

Wesley R. Habley NACADA Summer Institute Scholarship Recipient	2017
Southeast Emmy Award Finalist – Tide and Tigers Today	2016
N4A Professional Promise Award Finalist	2015