

TOMIKA L. FERGUSON, Ph.D.

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EDUCATION

Ph. D. Higher Education, Minor: Cultural Studies, 2016, Indiana University, Bloomington, Indiana

M. S. Ed. Higher Education and Student Affairs, 2010, Indiana University, Bloomington, Indiana

B.A. American Studies, African American and African Studies, 2007, University of Virginia, Charlottesville, Virginia

HIGHLIGHTS OF QUALIFICATIONS

- Student-focused administrator and scholar with a proven track record of leadership, adept at managing and supervising student affairs staff while spearheading school-wide initiatives centered on diversity, equity, and inclusion;
- Equity-driven leader driven by the mission to enhance access to post-secondary education and dismantle barriers to student success;
- Forward-thinking scholar with a wealth of experience in curriculum design, instructional delivery, and the development of training programs aimed at cultivating inclusive and equitable leadership qualities;
- Demonstrated a history of successful collaboration with campus and community stakeholders;
- Committed to fostering a diverse and inclusive work environment through intentional recruitment, hiring, and professional development practices, fostering a collaborative culture that empowers staff to thrive.

PROFESSIONAL WORK EXPERIENCE

Virginia Commonwealth University

Assistant Dean for Student Affairs and Inclusive Excellence, Virginia Commonwealth University, School of Education, July 2021 – present

Responsibilities:

- Lead initiatives within the School's Student Affairs unit, orchestrating the strategic coordination of key areas including recruitment, admissions, advising, academic support, retention, and overall student experience. Provide leadership to a diverse

team comprising 12 full-time professional staff members, 2 graduate students, and over 25 undergraduate student workers.

- Fulfill the role of the School's academic diversity leader, championing efforts to cultivate an equitable and inclusive learning and work environment for faculty, staff, and students. Lead initiatives aimed at fostering diversity, equity, and inclusion across all facets of academic life within the School.

Student Affairs Leadership

- Lead the Office for Strategic Recruitment, fostering collaboration among staff, department chairs, and faculty to bolster student enrollment and enhance diversity within the student body. Additionally, work closely with senior leaders to optimize technological resources and cultivate external partnerships.
- Oversee the Student Services Center, working in tandem with staff to streamline unit operations and spearhead initiatives aimed at resolving challenges in student practicum and clinical teaching experiences.
- Direct the Office of Student Success, ensuring that students across undergraduate, master's, and doctoral programs have access to high-quality learning support services. Foster collaboration among staff to bolster student retention rates.
- Develop and manage student retention and support programs, including the School of Education Scholarships, ElevatED LLC, and the Innovative Teacher Pipeline program.
- Utilize data analysis to assess, evaluate, and monitor student success metrics such as retention rates, persistence, and performance on state licensure exams.
- Utilize findings to make informed decisions regarding student persistence and academic progress.
- Provide personalized academic and professional development guidance to students, addressing their social experiences and fostering a supportive environment.
- Collaborate with development, finance, and academic affairs departments to identify and eliminate barriers hindering student access. Establish pathways for increased funding opportunities, including the implementation of the Student Emergency Fund.
- Serve as the primary point of contact for student conduct matters, liaising with the VCU Office of Student Conduct, Academic Integrity, and Division of Student Affairs.
- Represent the School of Education on various VCU councils and committees, actively contributing to the enhancement of academic, social, and community experiences within the university

Inclusive Excellence Leadership

- Spearhead the design, development, and execution of a comprehensive diversity and inclusion strategy, prioritizing equity and belonging in collaboration with the SOE Diversity, Equity, Inclusion, and Belonging Committee, comprising staff, faculty, and students.
- Lead school-wide initiatives aimed at enhancing inclusive teaching practices, with a particular focus on devising a framework to decolonize curriculum and syllabi, ensuring representation and equity across all subjects and materials.

- Provide consultation and guidance to department chairs and center directors to foster inclusive team cultures, facilitating tailored workshops and training designed to promote diversity, equity, and inclusion within their respective units.
- Establish and collaborate to implement policies, practices, assessments, and curricular opportunities geared toward fostering an equitable learning and work environment, including improvements to the student course evaluation.
- Act as a representative of the School of Education in university-wide endeavors to advance equity, diversity, and inclusion initiatives, aligning with the overarching goals outlined in the university strategic plan, VCU Quest 2028.
- Fulfill other duties as assigned by the Dean of the School of Education, with a continued focus on promoting equity and inclusion across all facets of the institution.

Interim Assistant Dean for Student Affairs and Inclusive Excellence, Virginia Commonwealth University, School of Education, July 2020 – June 2021

Responsibilities:

- Orchestrated comprehensive initiatives within the School's Student Affairs unit, strategically aligning recruitment, admissions, advising, academic support, retention, degree/goal attainment, and overall student experience.
- Directed recruitment and admissions staff, fostering collaboration with faculty to enhance student body diversity and inclusivity.
- Engaged actively in university-wide diversity planning and spearheaded the implementation of diversity initiatives.
- Supervised and collaborated with a team of five staff members in the Student Services Center, optimizing unit operations and addressing the pre-service teacher experience.
- Provided guidance to the SOE Diversity, Equity, and Inclusion Committee, actively contributing to university program planning and initiatives.
- Ensured equitable access to high-quality learning support services to bolster student success and retention.
- Fulfilled the role of student conduct officer and served as a liaison to the Office of Student Conduct and Academic Integrity, as well as Student Affairs as required.
- Acted as the representative of the School of Education on various VCU councils and committees, enhancing the academic, social, and community development of students.
- Undertook additional responsibilities as delegated by the Dean of the School of Education, contributing to the continual advancement of the institution's mission and goals.

Assistant Professor (Tenure-track), Department of Educational Leadership, Virginia Commonwealth University, Richmond, Virginia, Richmond, Virginia, July 2021 – present

Responsibilities:

- Lead an impactful research program, actively seeking external funding from public or private sources, and disseminating findings through publication in esteemed academic journals and professional outlets.

- Deliver engaging instruction in both online and traditional classroom settings, instructing graduate courses in educational leadership, with a specialized focus on higher education and leadership education.
- Provide oversight and mentorship to doctoral students (Ph.D., Ed.D.) throughout the completion of their capstone projects and dissertations, ensuring academic rigor and scholarly excellence.
- Offer personalized guidance and mentorship to graduate students, assisting them in refining their professional and research interests to achieve their academic and career goals.
- Contribute to the academic community through dedicated service, spanning involvement in departmental, school, and university activities, as well as engagement with the surrounding community and participation in national/international professional organizations.
- Course Instruction Portfolio: Includes teaching responsibilities for Capstone (Ed.D.), Higher Education Administration (M.Ed.), and Developmental Theories in Higher Education (M.Ed.), facilitating comprehensive learning experiences for students across various educational contexts.

Co-Coordinator, Ed.D. in Leadership Program, Virginia Commonwealth University, May 2019 – December 2021

Responsibilities:

- Played a pivotal role in co-coordinating graduate program planning and steering curriculum development, overseeing program reviews, academic policies, and assessments to ensure alignment with institutional goals and industry standards.
- Fostered collaboration with the enrollment management team to devise targeted marketing campaigns and spearhead efforts in graduate student recruitment, contributing to the growth and diversification of the student body.
- Provided guidance and counseling to graduate students and faculty colleagues on matters related to program policy, planning, and curriculum, facilitating informed decision-making and academic success.
- Implemented streamlined processes for admissions and capstone assignments, prioritizing efficiency and fostering equity-minded practices to ensure fair and accessible pathways for all students.

Assistant Professor (Term/Clinical), Department of Educational Leadership, Virginia Commonwealth University, Richmond, Virginia, July 2017 – June 2021

Responsibilities:

- Instructed graduate courses both online and in traditional classroom settings, specializing in educational leadership with a targeted emphasis on higher education, K-12 education, and organizational leadership.
- Provided supervision and mentorship to doctoral students throughout their capstone projects and dissertation research, ensuring scholarly rigor and academic excellence.
- Collaborated in the development of curriculum for a master's program in higher education administration, contributing expertise to shape comprehensive educational experiences for students.

- Advised and mentored graduate students in navigating their professional and research interests, offering personalized guidance to support their academic and career aspirations.
- Demonstrated commitment to service by actively engaging with the department, school, university, surrounding community, and various national/international professional organizations.
- Course Instruction Portfolio: Includes Capstone (Ed.D.), Equity and Leadership (Ed.D.), Frameworks for Decision-Making: Ethical Perspectives (Ed.D.), Leadership Presence (Ed.D.), Planning for Sustainable Change I (Ed.D.), Principles of Academic Writing I (Ed.D.), and Self as Leader: Practical Applications/Theory and Data Analysis (Ed.D.). These courses encompass a comprehensive range of topics essential for leadership development and scholarly inquiry within the field of education.

James Madison University

Director of Noncredit Programs and Community Partnerships, James Madison University, Harrisonburg, Virginia, September 2014 – June 2017

Responsibilities:

- Oversaw a diverse portfolio of 20+ non-credit programs, meticulously managing budgets and successfully elevating gross revenue to \$450,000.
- Provided leadership and mentorship to a team of five staff members, fostering their professional development and ensuring a high standard of program delivery.
- Directed program development efforts and cultivated relationships with third-party academic and corporate partners, ensuring alignment with organizational objectives and facilitating rigorous program evaluation.
- Proactively identified external funding opportunities through grant writing initiatives and cultivated relationships with the Office of Advancement to secure vital resources for program sustainability and growth.
- Collaborated with faculty members to develop and implement both credit and non-credit courses, leveraging academic expertise to enhance program offerings.
- Implemented robust assessment practices to evaluate non-credit programs, measuring student learning outcomes and identifying areas for instructional improvement, marketing refinement, and program facilitation enhancement.
- Cultivated and strengthened partnerships with businesses, professional associations, PK-12 schools, and community organizations, expanding the reach and impact of Outreach & Engagement non-credit programs to serve diverse stakeholders effectively.

Instructor, Department of Educational Foundations, James Madison University, Harrisonburg, Virginia, August 2016 – May 2017

Courses Taught: Foundations of American Education (B.A.), Individualized Study Project – Capstone (B.I.S.)

Indiana University

Coordinator, 21st Century Scholarship Covenant Program, Indiana University, Bloomington, Indiana, August 2010 – July 2014

Responsibilities:

- Actively engaged with over 1,500 prospective students each year through dynamic presentations at college fairs, high schools, out-of-state recruitment events, and campus visits, highlighting available scholarship opportunities.
- Strategically crafted, executed, and assessed enrollment plans tailored to reach 40,000 prospective low-income, high-ability high school students annually, ensuring alignment with institutional goals and objectives.
- Successfully recruited and enrolled 700 low-income, high-ability students annually, resulting in a significant \$6.8 million increase in state aid funding, thereby enhancing accessibility to higher education for underserved populations.
- Led initiatives to enhance the size, diversity, and caliber of incoming freshman cohorts, surpassing historical trends observed from 2011 to 2014.
- Utilized mixed-method research methodologies to analyze enrollment trends among low-income student populations, informing targeted recruitment strategies and resource allocation.
- Developed and executed state-wide recruitment events specifically tailored to underrepresented and underserved students residing in Indiana, fostering greater inclusivity and access to educational opportunities.

Research Associate, Center for Postsecondary Research, Indiana University, Bloomington, Indiana, September 2013 – 2014

Responsibilities:

- Provided essential support for the Lumina Foundation planning grant focused on Leading to Completion, contributing to the advancement of higher education access and success initiatives.
- Conducted comprehensive reviews and synthesis of literature to craft a briefing document for an esteemed advisory panel, composed of college presidents from Minority Serving Institutions (MSIs) and prominent higher education researchers and policymakers.
- Played a key role in project management, including the development and maintenance of a detailed project plan, ensuring alignment with grant objectives and timelines.
- Orchestrated and facilitated three convenings of potential project participants from MSI institutions, effectively coordinating logistics and summarizing key discussions and outcomes to guide project advancement.

Graduate Teaching Assistant, Higher Education and Student Affairs Program, Indiana University, Bloomington, Indiana, January 2012 – December 2012

Courses Taught: Environmental Theory and Assessment (M.S.Ed.), Issues and Problems in Higher Education and Student Affairs Administration (M.S.Ed.)

Research Associate, Project on Academic Success, Indiana University, Bloomington, Indiana, October 2011 – May 2013

Responsibilities:

- Conducted comprehensive analysis and reporting of data for grant-funded projects centered on postsecondary education, contributing insights crucial for informed decision-making and program improvement.
- Played a pivotal role as a contributor to the National Student Clearinghouse Research Center's Signature Reports II, III, and IV, focusing on college transfer patterns and completion trends, thereby shaping national discourse and policy surrounding higher education.
- Held positions as project manager and co-investigator for two qualitative research studies, overseeing project logistics and making substantive contributions to research design and analysis.
- Skillfully interpreted descriptive findings, transforming complex data into actionable insights, and created visual representations such as tables and charts for publications and assessment endeavors, enhancing clarity and understanding.
- Conducted rigorous evaluations and assessments of state education commissions and external stakeholders, including impactful initiatives like West Virginia's DegreeNow program and Indiana University Medical School, providing valuable feedback to guide program effectiveness and improvement efforts.

Associate Instructor, School of Education, Indiana University, Bloomington, Indiana,
August 2010 – May 2011

Courses Taught: Group Exploration of Racism (B.A.), Leadership Essentials (B.A.)

Student Development Specialist, Residential Programs and Services, Indiana University,
Bloomington, Indiana, August 2008 – May 2010

Responsibilities:

- Provided oversight for a team of 8 first-year students serving as Community Mentors, guiding them in the planning, execution, and assessment of comprehensive center-wide programming initiatives.
- Assumed responsibility for crisis management within a residence hall housing 1200 students, ensuring the safety and well-being of residents during critical incidents.
- Offered guidance and support to a residential student government comprising 30+ members, managing a substantial budget to fund student-led initiatives and events.
- Orchestrated the day-to-day operations of the residential facility, including the training and supervision of 8 desk staff members and 24 Resident Assistants, ensuring smooth functioning of center desk operations.
- Provided mentorship and support to 24 Resident Assistants, assisting them in the planning and implementation of floor and center-wide programming initiatives aimed at enhancing the residential experience.
- Acted as a designated representative of the Dean of Students Office, adjudicating and sanctioning student judicial cases in accordance with established policies

University of Virginia

**College Adviser – Fluvanna County High School, University of Virginia College
Advising Corps/Americorps**, Palmyra, Virginia, July 2007 – June 2008

- Provided personalized guidance and counseling to 1,200 high school students and their families, offering support and information throughout the admissions and financial aid application processes, ensuring access to higher education opportunities.
- Led the organization of college preparatory workshops aimed at inspiring and empowering students to explore the possibilities of attending college, fostering motivation and confidence in their educational pursuits.
- Coordinated engaging college visits and presentations specifically tailored to meet the needs of first-generation and low-income students, facilitating exposure to diverse higher education options and resources.
- Functioned as a near-peer motivator and strategist, leveraging personal experiences and insights to cultivate a college-going culture among students, encouraging them to aspire to and pursue higher education paths.

RELATED EDUCATIONAL EXPERIENCES

Founder/Facilitator, Black Athlete Sister Circle, 2016 - present

Responsibilities:

- Develop, evaluate, and facilitate a comprehensive leadership program dedicated to empowering Black women student-athletes across the country.
- Craft and lead monthly leadership development sessions tailored specifically for Black women athletes enrolled at Virginia Commonwealth University, providing a supportive environment for skill-building and self-discovery.
- Provide training for campus facilitators tasked with supporting the leadership program, ensuring they are equipped with the necessary resources to effectively guide participants.

BIBLIOGRAPHY

Refereed Articles:

(**designates undergraduate student)

Brown, L. E. C., Chen, C., **Ferguson, T.**, Szto, C., Weems, A. J., & Welch, N. (2023). "Futures—Past," A Reflection of 40 Years of the Sociology of Sport Journal: An Introduction. *Sociology of Sport Journal*, 40(4), 346-351.

Ferguson, T. (2023). Safe space as resistance. *Journal of Issues in Intercollegiate Athletics*, Special Issue, 121-142.

Ferguson, T., Berry, R., & Collins, J. (2021). "Where is our space within the ivory tower?" The teaching experiences of Black women faculty in graduate education programs. *Journal of Research on Leadership Education*, 16(2), 140-157.

Ferguson, T., Hiort-Wright, S., Witmus, N**, & Graves, K**. (2021). How undergraduate research influences student-athletes' post-graduation plans. *Perspectives on Undergraduate Research & Mentoring*.

Strehlow, S. M., **Ferguson, T. L.**, & Stokowski, S. (2021). Gender differences in self-perception of NCAA division I student-athletes. *Journal of NCAA Compliance*.

Zerquera, D., McGowan, B. L., **Ferguson, T.**, & Torres, V. (2017). The burden of debt: Undergraduate students' experiences with paying for their education. *College Student Affairs Journal*, 35(2), 140-152.

Zerquera, D. D., McGowan, B. L., & **Ferguson, T.** (2016). Yes, no, maybe so: College students' attitudes regarding debt. *Journal of College Student Development*, 57(5), 609-613.

Beatty, C., Bush, A., Erxleben, E., **Ferguson, T.**, Harrell, A., & Sahachartsiri, W. (2010). Black student leaders: The influence of social climate of student organizations. *Journal of the Indiana University Student Personnel Association*, 48-63.

Ferguson, T. (2009). Combating unseen struggles: The African American college football player. *Journal of the Indiana University Student Personnel Association*, 52-64.

Book Chapters:

(*designates peer-reviewed book chapters; **designates graduate student)

*Kluch, Y., Anderson, S., & **Ferguson, T.** (2023). How can organizations better support athletes? A case study of the impact of Covid-19 on minoritized communities in intercollegiate sport. In T. Renter & D. Burns (Eds.), *Social Issues in Sport Communication: You Make the Call*. Routledge.

*Ferguson, T. & Shaw, M. (2022). Underprepared: Facilitating confident conversations about race. In Shavers, M., Moore, J. L., & Mayes, R. (Eds.) *African American Female Students in PreK-12 Schools and Beyond: Informing Research, Policy, and Practice*.

*Berry, R., **Ferguson, T.**, & Newcomb, W. (2021). Women's perspectives on deconstructing the urban ivory tower. *Handbook of Urban Educational Leadership, Second Edition*.

Ferguson, T., Brocklebank, M.**, Hvozdic, M. & Moore, V.** (2020). The role of advocacy, coping, and communication for athletic administrators in the midst of the Covid-19 crisis. In P. M. Pedersen, B. J. Ruyhley, & B. Li (Eds.), *Sport and the Pandemic: Perspectives on Covid-19's Impact on the Sport Industry* (pp. 7-14). London: Routledge.

Ferguson, T. & Davis III, C. (2019). Protest politics and organized resistance in intercollegiate athletics. In Morgan, D. & Davis III, C. (Eds.), *Student Activism, Politics, and Campus Climate in Higher Education*.

Ferguson, T. & Satterfield, J. (2017). Black female student-athletes and the performance of hyper-athletic femininity. In L. D. Patton & N. Croom (Eds.) *Critical Perspectives on Black Women and College Success*. Routledge: New York, NY.

Works in Progress

Kluch, Y., Ferguson, T., & Wright-Mair, R. (Target Journal: *Sociology of Sport Journal*). The development of an inclusive leadership program designed for racially minoritized student-athletes' success at predominantly white institutions.

Ferguson, T., Frederick, E., & Brown, L. (Target journal: *International Journal for Sport Communication*). "It's not like anything about me has changed. You just know more about me.": Student-athletes' use of social media for racial and social justice.

Ferguson, T. (Target journal: *Journal of African American Women and Girls in Education*). Black girl student athletes in rural communities: An exploratory study.

Ferguson, T. (Target journal: *About Campus*). Engaging Black women student-athletes: The Black athlete sister circle program.

Scholarly Book Reviews:

Ferguson, T. (2019). Review: Engaging images for research, pedagogy, and practice. *Teachers College Record*.

Ferguson, T. (2017). Review: Women who stay behind: Pedagogies of survival in rural transmigrant Mexico. *International Journal of Qualitative Studies in Education*, 31(4), 341-344.

Reports or Policy Briefs:

Kirby, J. B., Coakley, J., Comeau, E., **Ferguson, T.**, & Stanec, A. (2023). Humanizing sport: Best practices guide to support student-athlete mental wellness and resilience for anyone with an athlete in their life. TrueSport. Colorado Springs, CO, USA.

Naff, D., Parry, M., **Ferguson, T.**, Palencia, V., Lenhardt, J., Tedona, E., Stroter, A., Stripling, T., Lu, Z., & Baber, E. (2021). Analyzing Advanced Placement (AP): Making the Nation's Most Prominent College Preparatory Program More Equitable. Richmond, VA: Metropolitan Educational Research Consortium.

Encyclopedia Entries

Ferguson, T. (Accepted). Sports Women Administrators . In P. M. Pedersen (Ed.). *Encyclopedia of Sport Management, Second Edition*. Cheltenham, UK: Edward Elgar.

Ferguson, T. & Andrews, K. (Accepted). Gendered racism. In P. M. Pedersen (Ed.). *Encyclopedia of Sport Management, Second Edition*. Cheltenham, UK: Edward Elgar.

Ferguson, T. (Accepted). Bias . In P. M. Pedersen (Ed.). *Encyclopedia of Sport Management, Second Edition*. Cheltenham, UK: Edward Elgar.

Ferguson, T., & Moore, V.** (2021). Bias (pp. 53-55). In P. M. Pedersen (Ed.). *Encyclopedia of sport management*. Cheltenham, UK: Edward Elgar.

Non-referred Scholarly Contributions:

Kluch, Y., **Ferguson, T.** & Wright-Mair, R., (2024). Creating C.H.A.M.P.S. on campus: The development of an inclusive leadership program designed for racially minoritized student-athletes' success at predemominantly white institutions. Knight Commission on Intercollegiate Athletics: Achieving Racial Equity in Sports Initiative. Grant report.

Stokowski, S., & **Ferguson, T.** (2020). Black football student-athletes with education-impacting disabilities. *NASPA Knowledge Community Publication*, 97-99.

Ferguson, T. (2019). Sacred spaces: Black women student-athletes' participation in a sister circle program. Research from the Front Porch, Research Brief: University of Wisconsin.

RESEARCH PROJECTS AND GRANT AWARDS

Facilitating Patient Centered Compassionate Care (PC3). VCU Health Curriculum Task Force. Collaborators: VCU Graduate Medical Education, VCUHS Department of Care Coordination, VCU School of Medicine, VCU Center for Interprofessional Education. (2022 - present). \$75,000. Grant (unfunded): Macy Foundation.

Facilitating Patient Centered Compassionate Care (PC3) VCU Health Curriculum Task Force. Collaborators: Collaborators: VCU Graduate Medical Education, VCUHS Department of Care Coordination, VCU School of Medicine, VCU Center for Interprofessional Education. (2022 - present). \$25,000. Grant (unfunded): VCU Quest Fund.

Truth, Racial Healing & Transformation (TRHT) – Focused Campus Climate Assessment Toolkit. American Association of Colleges and Universities (AAC&U). (2022 – present) Collaborators: Virginia Commonwealth University Core Team.

Creating C.H.A.M.P.S. on Campus (Certificate for Helping Athletes from Minoritized Groups Prosper & Succeed): A Research Proposal for the Development of an Inclusive Leadership Program Designed for Racially Minoritized Student-Athletes' Success at Predominantly White Institutions. (2022- 2024). Knight Commission on Intercollegiate Athletics - \$27,274. Grant (funded): Co-Principal Investigators: Yannick Kluch, Raquel Wright-Mair, Tomika Ferguson.

How can student-athletes utilize their media platforms for systemic change? Developing an evidence-leadership program for strategic social justice communication. (2021-2023) Grant (submitted, funded): Atlantic Coast Conference – Center for Research in Intercollegiate Athletics Innovation Initiative - \$5,166. Grant (funded). Principal

Investigators: Evan Frederick, Yannick Kluch. Co-investigators: Letisha Engracia Cardoso Brown, Tomika Ferguson, Meg Hancock, Nina Siegfried .

Promoting Equitable Access and Support for Advanced Coursework. (2020 – present). Metropolitan Education Research Consortium. Co-principal investigator. Grant (unfunded): WT Grant Foundation – Major Research Award

The rural experiences of Black girl student-athletes. (2019 – 2020). Virginia Commonwealth University. Principal investigator. VCU School of Education Faculty Seed Funding Recipient - \$6,898. Grant (funded).

REFEREED PROFESSIONAL PAPERS

Ferguson, T., Naff, D., Jefferson, A., Moore, I, & Lenhardt, J. (Accepted). Exploring equity in advanced coursework enrollment practices through a multiple case study: A collaborative approach. Poster session. American Educational Research Association Annual Meeting. Philadelphia, PA.

Kluch, Y. & Ferguson, T., & Wright-Mair, R. (2023). Creating C.H.A.M.P.S. on campus: Insights into the experiences of Black women athletes completing inclusive leadership programming at historically white institutions. North American Society for the Sociology of Sport Annual Conference. New Orleans, LA.

Kluch, Y., Ferguson, T., Frederick, E., Hancock, M., Cardoso Brown, L. E., & Siegfried, N. (2023). How do collegiate athletes utilize their media platforms for systemic social change? International Association for Sport and Communication Annual Conference. Barcelona, Spain.

Ferguson, T. & Forbes, D. (2022). Reframing our understanding: The contributions of Black republicans and reconstruction. Poster session. National Council for Social Studies Annual Conference. Philadelphia, PA.

Ferguson, T., Kluch, Y., & Bell, L. (2022). Losing momentum? An analysis of college athlete activism and racial justice in 2020 and 2021. Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

Ferguson, T., Kluch, Y., Bell, L., Davis, C., Satterfield, J., Callaway, A., & Perez, A.** (2022). Presidential Symposium. Athlete activism: The road to humanizing within college athletics. Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

Ofoegbu, E., Black, W., Bryson, T.**, Ferguson, T. & Savage, B.** (2022). Situating the “Place” of College Athletics in Higher Education and Student Affairs Research and Practice. Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

Ferguson, T. (2022). BIPOC scholar prism: Black women sports history. North American Society for Sport History Annual Conference. Chicago, IL.

Ferguson, T. (2022). Black girl student athletes in rural communities: An exploratory study. North American Society for the Sociology of Sport Annual Conference. Montreal, Quebec (Canada).

Naff, D., Ferguson, T., Jefferson, A., Robinson, K**. (2021). Exploring equity in advanced course availability by school district characteristics. American Educational Research Association Annual Conference.

Ferguson, T. (2018). Understanding unseen transitions of Black women student-athletes at a historically White institution. Presented at the Association of the Study of Higher Education Annual Conference. Tampa, FL.

Ferguson, T. (2016). How Black female student-athletes contend with race, gender, and stereotypes. Presented at the North American Society for the Sociology of Sport. Tampa, FL.

Ferguson, T. (2016). How Black female student-athletes contend with race, gender, and stereotypes. Presented at the National Association for Student Personnel Administrators Annual Conference. Indianapolis, IN.

Ferguson, T. (2015). "I can do more things": How Black female student-athletes contend with race, gender, and stereotypes. Presented at the Association for the Study of Higher Education. Denver, CO.

Zerquera, D., Torres, V., Ferguson, T., & McGowan, B. (2013). Exploring student experiences with debt and educational expenses. Presented at the American Educational Research Association National Conference. San Francisco, CA.

Rogers, J., Njoku, N., & Ferguson, T. (2013). Gathering yams and sweet potatoes: Collecting Black feminist voices in higher education to find shared experiences for increased political power. Presented at the National Council for Black Studies Annual Conference. Indianapolis, IN.

Ferguson, T. & Rucker, S. (2011). American higher education through the lens of diversity. Presented at the Suan Dusit Rajabhat University Education Symposium. Bangkok, Thailand.

SELECTED REFEREED PROFESSIONAL PRESENTATIONS

Brown, L., Weems, A., Ferguson, T., Chen, C., Welch, N., & Szto, C. (2023). Sociology of Sport Journal 40th anniversary special issue panel: A conversation with the special guest editors. North American Society for the Study of Sport Annual Conference. New Orleans, LA.

Ferguson, T. & Forbes, D. (2022). Reframing our understanding: The contributions of Black republicans and reconstruction. Virginia Education Association Summit on Racial and Social Justice in Education: Honesty in Education.

Ferguson T. & McNair-Faulk, J. (2020). Where do we go from here? Virginia Association of Collegiate Registrars and Admissions Officers Annual Conference. Virtual

Naff, D., Armstrong, A., Jefferson, A., Ferguson, T., & Wojcik, A. (2020). How can we promote equitable access and support for advanced coursework across K12? Presented at the Metropolitan Educational Research Consortium 2020 Conference. Virtual.

*Newman, P. & Ferguson, T. (2020). Classroom conversations: Critical engagement with Black girls in teacher practices. Virginia Association of Teacher Educators 2020 Spring Conference. Richmond, VA. *(Graduate student)

Ferguson, T., Forbes, D., & Read, D. (2020). Diverse voices of Black educators in rural and urban communities. Virginia Education Association's Teacher of Color Conference. Richmond, VA.

Ferguson, T. (2019). Where are Black girl student-athletes in rural education? Jiangang University and Virginia Commonwealth University Cross-Cultural Perspectives of Research Teaching, and Learning Conference. Wuxi, China.

Apugo, D., & Ferguson, T. (2019). Where are Black Girls Centered in Education? Virginia EdEquity Conference. Richmond, VA.

Ferguson, T., Hall, A., **Clark, B., & **Ofoegbu, E. (2019). Unraveling the intersectional experiences of the Black womyn student-athlete. NASPA Annual Conference. Los Angeles, CA. *(Graduate student)

Satterfield, J., Ferguson, T., Donnor, J., and Bennett III, R. (2018). Presidential Session: The woke athlete: Resisting the 'massa' narrative in intercollegiate athletics. Panel presentation at the Association for the Study of Higher Education Annual Conference. Tampa, FL.

Ferguson, T. (2018). Engaging Black women student-athletes: The Black athlete sister circle. NASPA Annual Conference. Philadelphia, PA.

Black, I., & Ferguson, T. (2017). Bridge building: A partnership between the JMU chemistry department and outreach and engagement. Capital Project Kaleidoscope Regional Network Conference: Association of American Colleges & Universities. Baltimore, MD.

Ferguson, T. (2017). Finding our place: Engaging and developing promising continuing education leaders. UPCEA Annual Conference. Chicago, IL.

Ferguson, T. (2016). Changing the story: Black female student-athletes at Division I institutions. National Collegiate Athletic Association Inclusion Forum. Indianapolis, IN.

Ferguson, T. (2016). How Black female student-athletes contend with race, gender, and stereotypes. Presented at the Black Student-Athlete Conference: Success both On and Off the Field. Austin, TX.

Ferguson, T. & Wheatle, K. (2014). Networking as a woman of color. Presented at the National Conference for Race and Ethnicity. Indianapolis, IN.

Ferguson, T. (2014). Pathways for Black female student-athletes. Presented at the American Association for Blacks in Higher Education National Conference. Atlanta, GA.

Ferguson, T. & Johnson, D. (2013). Using strategic enrollment management principles to understand the enrollment behaviors of need-based aid recipients. Presented at the American Association of College Registrars and Admission Officers (AACRAO) Strategic Enrollment Management Conference. Chicago, IL.

Turner, M. & Ferguson, T. (2013). Filling the gap: Creative pipeline initiatives for recruitment and retention. Presented at the Black, Brown, and College Bound Summit. Tampa, FL.

Ferguson, T. & Wheatle, K. (2012). Every day cultural competence. Presented at the Indiana University Men and Women of Color Leadership Conference, Bloomington, IN.

Ferguson, T. & Enstrom, C. (2012). A continuing promise: Leveraging institutional dollars and program support for student success. Presented at the College Board "A Dream Deferred" Conference: The Future of African American Education. Los Angeles, CA.

Beatty, C., Ferguson, T., Harris, C., Holmes, A., & Williams, K. (2012). Strategies for engaging students of color in study abroad. Presented at the American College Personnel Association (ACPA) National Conference. Louisville, KY.

Darnell, C., Ferguson, T., Snipes, J., & Williams, E. (2011). 'Reclaiming our purpose': The relevance of race-based student organizations on college campuses. Presented at the Men and Women of Color Leadership Conference. Bloomington, IN.

Beatty, C., Ferguson, T., & Bush, A. (2011). Best practices for advising Black student leaders. Presented at the National Association for Student Personnel Administrators National Conference. Philadelphia, PA.

Ferguson, T. & Williams, E. (2011, February). Professionals as mentors: Help needed. Indiana University First-Year Experience Conference. Bloomington, IN.

Hurd, N., Roots, K., & Ferguson, T. (2008). Delivering access together: A higher education and secondary school partnership. Presented at the Neither a Mind Nor a Moment to Waste Conference. Toronto, Ontario.

SELECTED INVITED PRESENTATIONS, KEYNOTES, AND LECTURES

Abdullah, M., Id-Din, R., Ferguson, T., Cooper, T., & Kamras, J. (2024). Education crossroads: Exploring learning environments (panel). Big Dipper Innovation Summit. Petersburg, VA.

Ferguson, T. (2023). Equitable leadership in times of uncertainty. VCU College of Humanities and Sciences. Richmond, VA.

Ferguson, T. (2023). Intentional allyship. Dr. Harry Edwards BIPOC Scholars Symposium. North American Society for Sport History Annual Conference. African American Museum of History and Culture. Washington, D.C.

Ferguson, T. (2022-2023). Transformation: A process for decolonizing praxis. Virginia Commonwealth University School of Education DEI Committee.

Ferguson, T. (2022). Black women athletes and the scholars' prism. Dr. Harry Edwards BIPOC Scholars Symposium. North American Society for Sport History Annual Conference. Chicago, IL.

Ferguson, T. (2022). "This feels different": Confronting challenges through collaborative support. Indiana University - Bloomington Academic Advising Council (BAAC) - Spring Annual Conference. Virtual Keynote Speaker.

Ferguson, T. (2022). Unlearning: Inclusion is necessary to win. Public Relations Society of America - Richmond Chapter. Keynote. October Luncheon: Diversity, Equity, and Inclusion. Richmond, VA.

Ferguson, T. (2022). Black girls and women in sports. Jumpstart Conference. Vanderbilt University - Institute for Race Research and Justice. Virtual.

Ferguson, T. & McGowan, B. (2022). Decolonizing learning environments. Marymont University. Virtual three-day workshop.

Ferguson, T. (2022). Inclusive school culture and climate. Calhoun Intermediate School District. Marshall, Michigan. Virtual training/keynote.

Ferguson, T. (2022). Equity, service, and leadership: Campus recreation as a gateway for inclusion. Keynote. Virginia Recreational Sports Association State Conference. Richmond, VA.

Ferguson, T. & Bukoski, B. (2022). Dismantling systemic racism. Virginia Commonwealth University Office for Strategic Engagement: Antiracist Educator Series.

Ferguson, T. (2022). "There is power in a liberated classroom". Conference Keynote. Virginia Education Association Summit on Racial and Social Justice in Education: Honesty in Education.

Daire, A., **Ferguson, T.**, & Davis, S. (2022). Advancing inclusive andragogy in the health professions: Dismantling the barriers. VCU College of Health Professions.

Ferguson, T. (2022). Deepening our understanding of systemic change. Virginia Commonwealth University Office for Strategic Engagement: Antiracist Educator Series.

Ferguson, T. (2022). The importance of development: Learning to Leading. Greater Richmond YMCA. Richmond, VA.

Ferguson, T. (2021). Deepening our understanding of systemic change. Virginia Commonwealth University Office for Strategic Engagement: Antiracist Educator Series.

Ferguson, T. (2021). Becoming a co-conspirator: The fight against oppression and racism within our departments. Virginia Commonwealth University College of Humanities and Sciences.

Ferguson, T. (2021). Strategies for change. Virginia High School League: Membership Meeting.

Ferguson, T. (2021). From intention to commitment: What is inclusive teaching without student-centered teachers? Keynote, Diversity, Equity, & Inclusion Committee. Marymount University. Virtual.

Ferguson, T. & Haun, B. (2021). What's culture got to do with it? Cultural competence in athletics. Virginia Department of Education and the Virginia High School League. Virtual.

Ferguson, T., Tomaneng, R., Lewis, D., Gonzales, L., & Williams, W. (2021). *Diverse Issues in Higher Education* Panel: Best practices in minority faculty recruitment and retention. Association of American Colleges & Universities Virtual Annual Meeting.

Ferguson, T., Moore III, J. L., Hunte, S., & Winkfield, E. (2021). The rise of chief diversity officers. Equity Summit Featured Session. Virtual.

Ferguson, T. (2020). I.D.E.A. Based Leadership. Intercollegiate Women's Lacrosse Coaching Association Annual Conference. Virtual.

Hoffman, A. & Ferguson, T. (2020). Assessment for equity and inclusion. American Association of Colleges of Pharmacy, Virtual Teacher's Seminar.

Ferguson, T. & Hoffman, A. (2020). Teaching for equity and inclusion. American Association of Colleges of Pharmacy, Virtual Teacher's Seminar.

Ferguson, T. (2020). Race, allyship, and accountability. Intercollegiate Women's Lacrosse Coaching Association. Virtual training.

Cole, J., Stanley, C., Daire, A., & **Ferguson, T.** (2020). Virginia Department of Education Leadership Team Equity Training Series: Equity and Racial Injustice. Virtual webinar.

Patton Davis, L., Dorsey, D., **Ferguson, T.**, Lewis, T., Stovall, D., & Baszille, D. T. (2020). Dismantling institutionalized racism in higher education. Southern Illinois University – Edwardsville School of Education, Health and Human Behavior. Virtual discussion.

Ferguson, T. (2020). Let's start here: It's more than color. Virginia Commonwealth University Women's Basketball Team. Virtual training.

Congressional Collegiate Sports Caucus. (2020). Briefing on student-athlete issues. Hosts: Congressman Steve Cohen, Congressman Rodney Davis, Congressman Al Lawson, & Congressman Mark Walker. Panelists: Dr. Tomika Ferguson, Dr. Robert Turner, & Maurice. Clarett. Washington, D.C. House of Representatives.

Ferguson, T. (2020). Shifting mindsets: Locating ourselves within our community. Guest Lecture: Mass Communications, 201. Robertson School of Media. Richmond, VA.

Ferguson, T. (2019). Coaching multiracial teams. Invited talk. Intercollegiate Women's Lacrosse Coaching Association. West Palm Beach, FL.

Ferguson, T. (2019). Centering Black women student-athletes in programming. Campus lecture. University of Arkansas. Fayetteville, AR.

Ferguson, T. (2019). Safe space and visibility in the classroom. Campus lecture. University of Arkansas. Fayetteville, AR.

Ferguson, T., Boivin, P., Duggan, M., Zinn, K. (2019). "Play like a girl": Women in sport and media. Panelist. West Virginia University, Morgantown, WV.

Ferguson, T. & Berry, R. (2018). Managing the transition: Practitioners to faculty members. Presented at the Black Women in Academia Conference. Harrisonburg, VA.

Ferguson, T. (2018). The politics of disruption: Consideration of gender, race, space, and place in athletics. Campus lecture. Dickinson College, Carlisle, PA.

Ferguson, T. (2018). Social distance on college campuses. University of Virginia's Department of Psychology, Community Lunch. Charlottesville, VA.

Ferguson, T. (2018). "Sacred space": Counterspaces and Black women student-athletes at predominantly White institutions. Guest lecture, University of Virginia Motivate Lab. Charlottesville, VA.

Ferguson, T. (2018). Appomattox County High School Commencement Speaker. Appomattox, VA.

Ferguson, T. (2017). Social justice and relationships: Identifying and dismantling bias in early childhood education. Three-session training course for the Mixed Delivery Grant for early childhood educators. Harrisonburg, VA.

Ferguson, T. (2017). Culturally relevant classrooms. Staff training session for the Harrisonburg-Rockingham Day Care Center. Harrisonburg, VA.

Ferguson, T. (2016). Ruby Bridges: An everyday hero. Black History Month Keynote, Smithland Elementary School. Harrisonburg, VA.

MEDIA/PUBLIC COMMENTARY

Elfman, L. (2024, March 24). [For Black female athletes, it's about more than competition.](#) *Amsterdam News*.

Willis, C. (2023, July 24). [Scholars meet to discuss impact of affirmative action decision on Black athletes.](#) *The Daily Tar Heel*.

Elfman, L. (2022, June). [NCAA Issues Report to Mark 50th Anniversary of Title IX.](#) *Diverse Issues in Higher Education*.

Brogan, M. K. (2022, June). [50 years of Title IX:](#) A look at ‘a notable first step’ toward a more equitable playing field for women and girls. VCU News.

Virginia Public Media. (2021, October). [Racism:](#) Challenging Perceptions Series: Creating Equitable Education Systems. Panelist.

With Good Reason – Virginia Humanities. (2021, September). [The Suffragist Playbook.](#) Podcast.

Elfman, L. (2021, June). [College world series spotlights three African American athletics directors.](#) *Diverse Issues in Higher Education*.

Advancement of Blacks in Sports. (2021, April). The impact of racial violence on the Black athlete and Black community. Squire, T., Northcutt, J., Kidd, V., & Ferguson, T. Public panel discussion.

Uebelacker, E. (2021, January). [Dr. Tomika Ferguson empowers Black female athletes with creation of Black Athlete Sister Circle.](#) Good Sport.

Metropolitan Educational Research Consortium. (2021, January). [How can we promote equitable access and support for advanced coursework across K12 education.](#) Podcast.

Elfman, L. (2020, December 1). [Ferguson cultivates Black athlete sister circle.](#) Women in Higher Education.

Blacktivism in the Academy. (2020, November). [Circle up](#): Black student-athletes. Podcast.

Sets for Life. (2020, September). [Lack of wins in life](#) with Dr. Tomika Ferguson. Podcast.

Walk with TFB (Timothy F. Bryson). (2020, August). [Do good work](#). Make good trouble. Podcast.

Metropolitan Educational Research Consortium. (2020, June). Podcast: College access in the time of Covid-19.

Elfman, L. (2020, March). NCAA name, image, likeness debate heats up. *Diverse Issues in Higher Education*.

Nance, R. (2019, October). Fair pay to play hailed as a game changer. *Diverse Issues in Higher Education*.

Elfman, L. (2019, June). TIDES report shows NBA outpaces all other pro leagues in diversity. *Diverse Issues in Higher Education*.

Elfman, L. (2019, May). Ferguson promotes sisterhood for female student-athletes. *Amsterdam News*.

Elfman, L. (2019, May). NCAA forms working group to examine name, image, and likeness. *Diverse Issues in Higher Education*.

Allen, S. (2019, April). NCAA governors accept basketball panel's proposed reforms. *Diverse Issues in Higher Education*.

Stewart, P. (2018, April). Professor's research rejects stereotypes of Black women athletes. *Diverse Issues in Higher Education*.

CAPSTONE AND DISSERTATION COMMITTEES

Abelson, M., Bryant, A., & Hvozdovic, M. Promoting equity and access for underrepresented students at the University of Mary Washington. Doctor of Education (Ed.D.). Department of Educational Leadership. Role: Chair. Anticipated graduation date: May 2022.

Caffrey, K., Clauden-Cross, R., Simms-Jones, T., & Tugas, F. A sophomore success model for Old Dominion University. Doctor of Education (Ed.D.). Department of Educational Leadership. Role: Chair. Anticipated graduation date: May 2022.

Clark, S., Harrington, J., Mahone, R., & Smith, K. The effectiveness of the Virginia Network for Women: A mixed method study. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Graduation date: May 2021.

Hillyard, W., Newcomb, C., Pantele, R., Perseghin, A., & Winston, L. Review of student engagement, assessment, and high-impact practice implementation by common book programs in U.S. institutions of higher education. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Anticipated graduation date: May 2021.

Lee, M. "It's supposed to be super easy and it's not": Black and Latinx student experiences in the Doctor of Physical Therapy admissions process. Doctor of Philosophy (Ph.D.). Department of Educational Leadership. Role: Chair. Graduation date: December 2020.

Bearden, M. & Keel, V. Increasing doctoral student retention rates in the College of Humanities and Sciences. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Graduation date: May 2020.

Barr, S., Thompson, L., Williams, L., & Winn Bryan, L. Narrative for expanding visibility to non-Black students through enrollment management practices for historically Black colleges and universities. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Graduation date: May 2020.

Colbert, M., Flenard, C., & Siekirski, D. VCU ASPIRE: Living learning communities in larger institutions of higher education and student success of underrepresented students. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Graduation date: May 2019.

Cousins, K., Garland, K., & Gafford, R. VCU Honors College: The recruitment and retention of underrepresented minority students. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Graduation date: May 2019.

Bethea Odejimi, K., Clarkson, R., Rawlinson, Z., & Robinson, D. An exploration of the leadership development needs of aspiring and practicing women leaders in the Virginia Community College System. Doctor of Education (Ed.D.). Department of Educational Leadership. Virginia Commonwealth University. Capstone study. Role: Chair. Graduation date: May 2018.

EXTERNAL RELATED PANELS, TRAINING, CONSULTATIONS

Adidas

Association of Blacks in Sports (ABIS)

Brown Edwards (Virginia)

Cardinal Group Companies (Colorado)

Colby College (Maine)

Congressional Collegiate Sports Caucus (U.S. House of Representatives)

Dickinson College (Pennsylvania)

Donate Life Virginia
Earlham College (Indiana)
Federal Bureau of Investigation - Richmond (VA)
Indiana University
Intercollegiate Women's Lacrosse Coaching Association (IWLCA)
Life Net Health (Virginia)
Lincoln University (Pennsylvania)
Longwood University (Virginia)
National Basketball Association
National Collegiate Athletic Association (Indiana)
Occidental College (California)
Ohio Wesleyan University
Old Dominion University (Virginia)
Princeton University (New Jersey)
Southern Illinois University - Edwardsville
University of Arkansas
University of Pennsylvania
Vanderbilt University (Tennessee)
Virginia Commonwealth University School of Medicine
Virginia High School League
Washington & Lee University (Virginia)
West Virginia University
Winthrop University (South Carolina)

PROFESSIONAL SERVICE

State/National:

- Inaugural Chair and Board Member, Inclusion, Equity, and Organizational Diversity Committee, Association for the Study of Higher Education. 2023 - present.
- American Education Research Association, Division J Planning Committee, Student Success Section Co-Chair, 2021.
- Virginia Department of Education, Superintendent Performance Evaluation Workgroup, Member, 2021.
- Shenandoah Valley Workforce Development Board, State of Virginia, 2016 – 2017.
- Secretary/Treasurer, UPCEA South Regional Council, 2017.

University:

- Institutional Excellence Council, Virginia Commonwealth University, Chair, 2023 - present; Vice Chair, 2021 – 2023.
- Provost Academic Repositioning Committee, Member, 2023.
- Strategic Enrollment Management and Student Success Connection, Member, Virginia Commonwealth University, 2021 – present.
- Academic Regulations Appeals Committee, Member, Virginia Commonwealth University, 2020 - present

- Vice President for Strategic Enrollment Management and Student Success Search Committee. Member. Virginia Commonwealth University. 2023.
- Vice President for Student Affairs Search Committee. Member. Virginia Commonwealth University. 2022.
- Provost Search Committee, Virginia Commonwealth University, 2020-2021.
- Black History Month Committee, Subcommittee Co-Chair, Virginia Commonwealth University, 2020-2021.
- Search Committee, Dean of the Graduate School, Virginia Commonwealth University, 2020.
- Co-Chair, Graduate Retention Council, Strategic Enrollment Management, Virginia Commonwealth University, 2018 – 2019.
- Search Committee, Assistant Director for Fraternity and Sorority Life, Division of Student Affairs, 2019.
- Title IX Committee, James Madison University, 2016 – 2017.
- Black Women in the Academy Conference Planning Team, James Madison University, 2015-2016.
- Facilitator, Madison Collaborative and JMU Freshmen Orientation, James Madison University, 2015 – 2016.
- Host, JMU Homecoming Greek Step Show, Center for Multicultural Student Services, James Madison University, 2014.
- University Multicultural Outreach Workgroup, Office of Enrollment Management, Indiana University, 2010-2014.
- Net Price Calculator Committee, Indiana University, 2011-2012.
- National Association for the Advancement of Colored People (NAACP), Campus Adviser, Indiana University, 2011-2013.
- Underrepresented Minority Recruitment Committee, Office of Enrollment Management, Indiana University, 2014.

School:

- Diversity, Equity, & Inclusion Committee, School of Education, Virginia Commonwealth University, 2017 – present. Chair, 2020-2021.
- SOE Office for Strategic Engagement Advisory Committee, Member. Virginia Commonwealth University, 2021 – 2022.
- Strategic Planning Committee, School of Education, Virginia Commonwealth University, 2018 – 2021.
- iCubed Scholar Review Committee, School of Education, Virginia Commonwealth University, 2020.
- Curriculum and Resources Committee, School of Education, Virginia Commonwealth University, 2019 – 2020.
- Search Committee, Undergraduate Recruitment Coordinator, School of Education, Virginia Commonwealth University, 2019.
- Co-Chair, Student Success Subcommittee, School of Education, Virginia Commonwealth University, 2018 – 2019.
- Chair, Coordinator, Office of Strategic Engagement Search Committee, School of Education, Virginia Commonwealth University, 2018.

- Search Committee, Associate Dean for Research, School of Education, Indiana University, 2014.

Community Boards and Service:

- Board President/member, Harrisonburg-Rockingham Big Brothers Big Sisters, Harrisonburg, VA, 2015 – 2017.
- Team Leader, Out of School Learning Coalition, Harrisonburg, VA, 2014 – 2017.
- Young Alumni Council, University of Virginia, 2015 – 2017.
- Board member, Office for Children and Youth, Outreach & Engagement, James Madison University, 2015 – 2016.
- Grant Certification Team, United Way of Harrisonburg and Rockingham, Harrisonburg, VA, 2015.

Journal Reviewer:

- *Journal for College Student Development*, (2021 – present)
- *Journal for College Student Retention: Research, Theory, and Practice* (2019 – 2021)
- *Professional School Counseling Journal* (2019)
- *Journal for College Student Development – Research in Brief* (2011 – 2013)

Proposal or Grant Reviewer:

- American Association of Medical Colleges (2023)
- Howard Hughes Medical Institute Freeman Hrabowski Scholars Program (2022- present)
- American Education Research Association (2021 – present)
- Association for the Study of Higher Education (2018-present)
- National Association for Student Personnel Administrators (2013-2020)
- Engagement Scholarship Consortium (2015)

AWARDS AND OTHER HONORS

- American College Personnel Association (ACPA) – International Pan-African Network 2024 Annual 30 under 40 Sawubona Class - Civic and Community Engagement (2024)
- VCU School of Education Exceptional Team Award - Office for Student Affairs (2022)
- Intercollegiate Women's Lacrosse Coaching Association – President's Cup Award (2020)
- VCU School of Education Outstanding Mentor Award – (2020)
- Faculty Nominee, Black Girls Rock, James Madison University (2017)
- American Educational Research Association, Division J Travel Grant (2013)
- Indiana University Graduate School, Educational Opportunity Fellowship (2011- 2012)
- Indiana University Higher Education and Student Affairs Travel Grant (2011)
- Indiana University Commission on Multicultural Understanding Graduate Student Award (2011)
- Appomattox County Public Schools Interscholastic Hall of Fame (2010)
- Olympic Trials Finalist – Triple Jump, Track and Field (2008)
- UVA's Office of African American Affairs Award for Excellence in Leadership (2007)
- UVA's Office of African American Affairs Award for Excellence in Athletics (2007)

- NCAA Division I All-American, Track and Field (2006, 2007)

CERTIFICATE AND TRAINING PROGRAMS

- Six Sigma Racial Equity Institute, Yellow Belt Certificate Program (August 2023)
- Federal Bureau of Investigation - Richmond Citizens' Academy (May 2023)
- Chesterfield County Public Schools Learning with You Academy. Chesterfield County School Board (April 2022)
- National Association for Diversity Officers in Higher Education, Standards of Professional Practice Institute (2021-2022)
- Intergroup Dialogue Facilitator Training, Virginia Commonwealth University. Dr. Ratnesh Nagda. Richmond, VA (August 2021)
- University of South Carolina, Critical Race Theory Institute. University of South Carolina School of Education. Columbia, SC (May 2019)
- Early Career Faculty Workshop, Association for the Study of Higher Education, Denver, CO (November 2015)
- Professional Grant Development Workshop, Grant Training Center – James Madison University (November 2015)
- Fundraising School for Student Affairs Professionals, The Center for Philanthropy at Indiana University, Indianapolis, IN (September 2010)