

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-centered administrator and scholar with demonstrated leadership experiencing managing and supervising student affairs staff and leading school-wide inclusion and equity initiatives;
- Equity-centered leader motivated to increase access to post-secondary education and removing barriers to student success;
- Innovative scholar and instructor experience designing curriculum, delivering high-quality instruction, and developing trainings to build inclusive and equitable leaders;
- History of successful collaboration with campus and community constituents in support of student success;
- A strong commitment to recruiting, hiring, and developing staff while creating a collaborative working environment in which staff can excel.

WORK EXPERIENCE

Assistant Dean for Student Affairs, Virginia Commonwealth University, School of Education, 2021 – present

Responsibilities:

- Lead efforts for the School's Student Affairs unit including the strategic coordination of recruitment, admissions, advising, academic support, retention, and overall student experience: 13 full-time professional staff, 2 graduate students, and 30+ undergraduate student workers.
- Serve as the School's academic diversity leader and lead efforts for an equitable and inclusive learning and work environment for faculty, staff, and students.

Student Affairs Leadership

- Supervise the Office for Strategic Recruitment and collaborate with staff, department chairs, and faculty to increase student enrollment and diversity of the student body, and collaborate with senior leaders to enhance the use of technology and external partnerships.
- Supervise the Student Services Center and collaborate with staff to promote effective unit operations and advance initiatives that address challenges in student practicum and clinical teaching experiences.
- Supervise the Office of Student Success and collaborate with staff to ensure access to quality and effective learning support services for student success and increase retention across undergraduate, master's, and doctoral programs.
- Supervise the Building Manager/Administrative Coordinator and provide support for School building administrative processes and documentation.
- Implement and manage student retention and support programs to ensure including School of Education Scholarships, ElevatED LLC, and the Innovative Teacher Pipeline program.
- Assess, evaluate, and monitor student success (retention, persistence, state licensure exams) to make data-informed and data-driven decisions related to student persistence, retention, academic progress, and quality of student experiences.
- Advise and support students regarding their academic and professional development and social experiences.
- Collaborate with development, finance, and academic affairs to remove barriers and create pathways to increase student access and funding opportunities, including establishing the Student Emergency Fund. .
- Serve as student conduct officer and liaison to VCU Office of Student Conduct, Academic Integrity, and Division of Student Affairs.
- Represent the SOE on VCU councils and committees to enhance the quality of academic, social, and community experiences at the university.

Inclusive Excellence Leadership (Duties assigned 2021-2025)

- Designed, developed, and implemented a diversity and inclusion strategy, including a partnership with the SOE Diversity, Equity, Inclusion, and Belonging Committee (staff, faculty, and students).
- Implemented and supported school-wide initiatives to improve teaching inclusive teaching strategies, including developing a framework to decolonize curriculum and syllabi.
- Consulted and advised department chairs and center directors to establish inclusive team cultures, including developing customized workshops and training.
- Established and collaborated to implement policies, practices, assessments, and curricular opportunities to promote an equitable learning and work environment, including improvements to the student course evaluation.
- Represented the School with university-wide efforts to advance equity, diversity, and inclusion (EDI) initiatives guided by the university strategic plan, VCU Quest 2028.
- Other duties as assigned by the Dean of the School of Education.

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

- Led efforts for the School's Student Affairs unit including the strategic coordination of recruitment, admissions, advising, academic support, retention, degree/goal attainment and overall student experience
- Supervised the recruitment and admissions staff to collaborate with the faculty to increase the diversity of the student body
- Participates in university-wide diversity planning and implementation of diversity initiatives
- Supervised and collaborated with five staff in the Student Services Center to promote effective unit operations and address the pre-service teacher experience
- Advised the SOE Diversity, Equity and Inclusion Committee and participates in university program planning and initiatives
- Ensured access to quality and effective learning support services for student success and retention
- Served as student conduct officer and liaison to Office of Student Conduct and Academic Integrity and Student Affairs as needed
- Represented the SOE on VCU councils and committees to enhance the quality of academic, social, and community development of students
- Other duties as assigned by the Dean of the School of Education

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

- Conduct an active program in research, securing external public or private funding and publishing in major academic journals and professional outlets.
- Teach online and face-to-face graduate courses in educational leadership with a focus on higher education and leadership education.
- Supervised doctoral students (Ph.D, EDD) capstones and dissertations.
- Advise and mentor graduate students regarding professional and research interests.
- Engage in service to the department, school, university, surrounding community, and national/international professional organizations.
- Courses Taught: Capstone (Ed.D), Higher Education Administration (M.Ed.), Developmental Theories in Higher Education (M.Ed.)

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

Responsibilities:

- Co-coordinated graduate program planning and curriculum development, program reviews, academic policies, and assessments.
- Collaborated with the enrollment management team for marketing campaigns and graduate student recruitment.
- Counseled graduate students and faculty colleagues regarding program policy, planning, and curriculum.

- Streamlined admissions and capstone assignment processes for efficiency and equity-minded practices.

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

Responsibilities:

- Taught online and face-to-face graduate courses in educational leadership with a focus on higher education, K-12, and organizational leadership education.
- Supervised with doctoral students on capstones and dissertations.
- Co-developed curriculum for a master's in higher education administration
- Advised/ mentored graduate students regarding professional and research interests.
- Engaged in service to the department, school, university, surrounding community, and national/international professional organizations.
- Courses Taught: 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.), Self as Leader: Practical Applications/Theory and Data Analysis (Ed.D.)

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

Responsibilities:

- Led youth, teacher development, and workforce development non-credit programs.
- Managed 20+ non-credit programs and budget, increasing gross revenue to \$450,000
- Supervised and trained five staff members and facilitated opportunities for professional growth.
- Managed program development, relationships with, and evaluation of third-party academic and corporate partners
- Identified external funding opportunities (i.e. grant writing, Office of Advancement relationships).
- Developed and implemented credit and non-credit courses in partnership with faculty members.
- Provided direction for evaluating non-credit programs, assessing/measuring student learning outcomes, and identifying ways to improve instruction, marketing, and facilitation of program offerings.
- Developed and strengthened partnerships with businesses, professional associations, PK-12 schools, and community organizations to increase the knowledge and influence of Outreach & Engagement non-credit programs.

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

Responsibilities:

- Presented scholarship opportunities to 1,500+ prospective students annually at college fairs, high schools, out-of-state recruitment events, and on-campus visits.
- Designed, implemented, and evaluated enrollment plans targeting 40,000 prospective low-income, high-ability high school students annually.
- Recruited and yielded 700 low-income high-ability students generating \$6.8

million dollars in state aid annually.

- Increased the size, diversity, and quality of incoming freshman cohorts to historic trends (2011-2014).
- Implemented mixed-method research studies to identify the enrollment patterns of low-income students.
- Developed state-wide recruitment events targeting underrepresented/underserved students who are Indiana residents.

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

Responsibilities:

- Supported Lumina Foundation planning grant – Leading to Completion.
- Reviewed and collated literature to develop a briefing for an advisory panel composed of college presidents of Minority Serving Institutions (MSIs) and leading higher education researchers and policymakers.
- Assisted in the management of the overall grant project, developing and maintaining a project plan.
- Prepared, managed, and summarized three convenings of potential MSI institutions project participants.

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

Responsibilities:

- Analyzed and reported data for granted-funded projects related to postsecondary education.
- Contributor to the National Student Clearinghouse Research Center's Signature Report II, III, and IV on college transfer patterns and college completion.
- Served as project manager and co-investigator for two qualitative research studies.
- Interpreted descriptive results, and generated tables and charts for publications and assessment projects.
- Conducted evaluation and assessments of state education commissions and outside constituents including the West Virginia's *DegreeNow* initiative and the Indiana University Medical School.

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

Responsibilities:

- Supervised 8 first-year students, Community Mentors, who planned, implemented, and evaluated center-wide programming.
- Performed crisis management duties for 1200 student residence hall.
- Advised residential student government of 30+ members with a budget of over \$14,000.
- Managed day-to-day functions, and trained 8 desk staff members and 24 Resident Assistants for center desk operations.
- Advised 24 Resident Assistants with floor/center-wide programming.

- Adjudicated and sanctioned student judicial cases as a designee of the Dean of Students Office.

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

- Advised and counseled 1,200 high school students and families through the admissions and financial-aid process.
- Organized college preparatory workshops to motivate students to consider college.
- Coordinated college visits and presentations for first-generation, low-income students.
- Operated as a near-peer motivator and strategist to promote a college-going culture.

RELATED EDUCATIONAL EXPERIENCES

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

Responsibilities:

- Implement, evaluate, and facilitate a leadership program to empower Black women student-athletes.
- Design and lead monthly leadership development meetings with Black women athletes.
- Train campus facilitators and conduct ongoing check-ins for continued support.
- Expand national presence of the program to higher education institutions.

Instructor (part-time), 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.)

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.)

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.)

BIBLIOGRAPHY

Refereed Articles:

(*designates undergraduate student; **designates graduate student)

Kluch, Y., Ferguson, T., Siskind, S., & Wright-Mair, R. (In progress). Creating C.H.A.M.P.S. on campus: The development of an inclusive leadership program designed for racially minoritized student-athletes' success at predominantly white institutions. Target journal: *Sport Sociology Journal*.

Ferguson, T., Schweinbenz, A., & Fine, C. (Under review, R&R). What brings you here?: The connection between emotions and intentions in writing sport history. *Journal of Sport History*.

Ferguson, T. (Under Review, R&R). Black girl athletes in rural communities: Sport participation as a factor of college-going cultures. *Research Journal: The Rural Educator*.

Ferguson, T., Kluch, Y., Bell, L., & Gurganus, K., (Accepted, In press). Losing momentum? An analysis of college athlete activism and racial justice in 2020 and 2021. *Journal of Higher Education, Athletics, Labor & Innovation*.

Ferguson, T. & Fine, C. (Accepted, In press). Navigating intersections: How stereotypes and oppression shape Black women student-athletes' college journeys. *Journal of Athlete Development and Experience*.

Ferguson, T., Frederick, E., Brown, L., Kluch, Y., Hancock, M., & Siegfried, N. (2024). "Activism and social justice has been watered down": Student-Athletes' use of social media for racial and social justice. *Communication and Sport*.

Furr, K. & **Ferguson, T. (2024). Integrating cognitive behavioral therapy and relational-cultural theory in the treatment of female college athletes. *Case Studies in Sport and Exercise Psychology*.

Kluch, Y., Hancock, M., Frederick, E., **Ferguson, T.**, Brown, L., & Siegfried, N. (2024). 'You Always Had to be Very Careful of Exactly What You Were Putting Out:' Mapping civil leisure constraints for collegiate athletes engaging in social media activism. *Leisure Sciences*.

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, pp. 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*, 9, 1.

Strehlow, S. M., **Ferguson, T. L.**, & Stokowski, S. (2021). Gender differences in self-perception of NCAA division I student-athletes. *Journal of NCAA Compliance*, 18.

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)

*Schweinbenz, A. & **Ferguson, T.** (Accepted, In press). With great risk comes great reward: The role of white women co-conspirators in academia. In Lauricella, S., Sandill, S., & Moeke-Pickering, T. *Women Transforming the Future of Higher Education*.

*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.**, HvozdoVIC, 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. Ruihley, & 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*, pp. 77-92.

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.

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:

*Ferguson, T., *Naff, D., Lenhardt, J., Jefferson, A., Moore, I., Herndon, A., Ashburn, R., Harris, J., & Conlee, J., & Forstmann, C. (2024). Exploring Perceptions of Advanced Coursework Enrollment Practices: A Multiple Case Study. Richmond, VA: Metropolitan Educational Research Consortium. *denotes co-authorship

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. (2024). Sports women administrators. In P. M. Pedersen (Ed.). *Encyclopedia of Sport Management, Second Edition*. Cheltenham, UK: Edward Elgar.

Ferguson, T. & Andrews, K. (2024). Gendered racism. In P. M. Pedersen (Ed.). *Encyclopedia of Sport Management, Second Edition*. Cheltenham, UK: Edward Elgar.

Ferguson, T. (2024). Bias. In P. M. Pedersen (Ed.). *Encyclopedia of Sport Management, Second Edition*. Cheltenham, UK: Edward Elgar.

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

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 predominantly 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.

Ferguson, T. (2016, May 11). Ways to positively contribute to Black female student-athletes' college experiences. *National Association of Student Personnel Administrators, Student Athlete Knowledge Community Newsletter*.

Ferguson, T. & MacDonald, S. (2016). Seven steps to evaluating third-party partnerships. *The Evollution*.

Ferguson, T. (2010). Ask people for help. In *College Access & Opportunity Guide*. Center for Student Opportunity, 12.

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 - 2024). \$75,000. Grant (unfunded): Macy Foundation.

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.

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). \$25,000. Grant (unfunded): VCU Quest Fund.

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 – 2024). 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., Schweinbenz, A., & Fine, C. (2025). What brings you here? The connection between emotions and intentions in writing sport history. North American Society for Sport History Annual Conference. Ottawa, Quebec.

Ferguson, T., Naff, D., Lenhardt, J., Jefferson, A., Moore, I., Herndon, A., Ashburn, R., Harris, J., & Conlee, J., & Forstmann, C. (2025). Exploring perceptions of advanced coursework enrollment practices: A multiple case study. Richmond, VA: Metropolitan Educational Research Consortium. Annual Meeting of the American Educational Research Association. Denver, CO.

Nicolai, K. D., Zumbrunn, S., Koenka, A. C., Morton, T. R., Ferguson, T. L. (2025). Black and Latine students' experiences of instructional belonging opportunity structures in STEM: Critical qualitative analysis. Annual Meeting of the American Educational Research Association. Denver, CO.

Ferguson, T. (2024). Black girls in rural communities: Sport participation as a factor of college going cultures. Association for the Study of Higher Education Annual Conference. Minneapolis, MN.

Ferguson, T. & Fine, C. (2024). Who is accountable and ethically responsible for Black women student-athletes? North American Society for the Sociology Annual Conference. Chicago, IL.

Ferguson, T., Naff, D., Jefferson, A., Moore, I., & Lenhardt, J. (2024). 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.

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). Finding our voice: Engaging promising education leaders. UPCEA South Regional Conference. Dallas, TX.

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. (2015). Networking as a woman of color. Presented at the James Madison University 9th Annual Diversity Conference. Harrisonburg, VA.

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.

Ferguson, T. & Wheatle, K. (2013). Networking as a woman of color. Presented at the Indiana University Diversity Leadership Conference. Bloomington, IN.

Ferguson, T. & Booher, S. (2013). A continuing promise: Leveraging institutional dollars and program support for student success. Presented at the ACT Enrollment Planners Conference. Chicago, IL.

Tourner, 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.

Ferguson, T. (2010). Success for millennials: How to be a mentee. Hudson-Holland Scholars Program LEAD Conference. Bloomington, IN.

Ferguson, T. (2009). ‘Generation Me’: How your generation can impact your success. Presented at the Hudson-Holland Scholars Program LEAD Conference. Bloomington, IN.

Booher, S., McFall, R., & Ferguson, T. (2009). More than money: The role of scholarships in strategic enrollment management. Presented at the National Scholarship Providers Association Annual Conference. New Orleans, LA.

Ferguson, T. (2009). Leadership: The team player. Hudson-Holland Scholars Program Sophomore Leadership Conference. Bloomington, IN.

Ferguson, T. (2008). Leadership and life skills. Hudson-Holland Scholars Program Junior Annual 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.

INVITED PRESENTATIONS, KEYNOTES, AND GUEST LECTURES

Ferguson, T., Adams, C., Miller, S., & Kiwott, I-Kamilah. (2025). Virginia Commonwealth University's Martin Luther King, Jr. Keynote Celebration Fireside Chat. Moderator. Richmond, VA.

Ferguson, T. (2024). How do we persevere? Joy as resistance and access. Breakfast keynote. Virginia College Access Network Annual Conference. Williamsburg, VA.

Ferguson, T. (2024). College athletes' use of social media for racial and social justice. Guest Lecture. Bennett College Sport Management Department.

Ferguson, T. (2024). Policy violence is anti-Blackness. Guest lecture - TEDU 411. VCU School of Education Department for Educational Leadership.

Ferguson, T. (2024). Black women and the Civil Rights Movement. Guest lecture. University of Texas - Austin Sport Management Department.

Ferguson, T. (2024). Intersectionality: Not a game, but praxis. Dr. Harry Edwards BIPOC Scholars Symposium. North American Society for Sport History Annual Conference. African American Museum of History and Culture. Denver, CO.

Ferguson, T. (2024). Generational leadership unleashed: Igniting innovation across teams. Women's History Keynote Speaker. Federal Bureau of Investigation Richmond. Richmond, VA.

Ferguson, T. (2024). Promoting Black student-Athletes' holistic wellbeing. Black Youth Mental Health Initiative: Black Joy in Community Series. Virtual Training. Funded by a U.S. Department of Health and Human Minority Health (OMH) Services (HHS) Office grant. Affiliated institutions: University of Arizona, New York University.

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). 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). 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. Marymount University. Virtual three-day workshop.

Ferguson, T. (2022). First-year achievement ceremony. Virginia Commonwealth University First Year Programs. Virtual.

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.

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

- Ferguson, T. (2021, October). Strategies for change. Virginia High School League: Membership Meeting.
- Ferguson, T. (2021, August). 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, June). 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. (2021, March). Deepening our understanding of systemic change. Virginia Commonwealth University Office for Strategic Engagement: Antiracist Educator Series. Virtual.
- Ferguson, T., Tomaneng, R., Lewis, D., Gonzales, L., & Williams, W. (2021, February). *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, February). The rise of chief diversity officers. Equity Summit Featured Session. Virtual.
- Ferguson, T. (2020, December). I.D.E.A. Based Leadership. Intercollegiate Women's Lacrosse Coaching Association Annual Conference. Virtual.
- Ferguson, T. (2020, September). Diversity and inclusion at work. Eastern Mennonite University: Seminar in Human Resource Management. Virtual lecture.
- Ferguson, T., McNair-Faulk, Robinson, P., Gibson, G. (2020, July). Access and equity town hall. Virginia Association for College Registrars and Admissions Officers. Virtual.
- Hoffman, A. & Ferguson, T. (2020, July). Assessment for equity and inclusion. American Association of Colleges of Pharmacy, Virtual Teacher's Seminar.
- Ferguson, T. & Hoffman, A. (2020, July). Teaching for equity and inclusion. American Association of Colleges of Pharmacy, Virtual Teacher's Seminar.
- Ferguson, T. (2020, June). Black women student-athletes: A history of disruption. University of North Carolina – Charlotte. SOC 3091/WGST 3051. Virtual lecture.
- Ferguson, T. (2020, June). Race, allyship, and accountability. Intercollegiate Women's Lacrosse Coaching Association. Virtual training.
- Patton Davis, L., Dorsey, D., Ferguson, T., Lewis, T., Stovall, D., & Baszille, D. T. (2020, June). Dismantling institutionalized racism in higher education. Southern Illinois University – Edwardsville School of Education, Health and Human Behavior. Virtual discussion.

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

Congressional Collegiate Sports Caucus. (2020, March). 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, February). Shifting mindsets: Locating ourselves within our community. Guest Lecture: Mass Communications, 201. Robertson School of Media. Richmond, VA.

Ferguson, T. (2020, February). Identity. Invited talk. Longwood University Women's Basketball Team. Farmville, VA.

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

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

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

Ferguson, T. (2019, October). Stereotypes and bias in sports marketing. Guest lecture. University of Arkansas. Fayetteville, AR.

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

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

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

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

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

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

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

Ferguson, T. (2014, April). "Using your past to move forward". Keynote presented at the Indiana University Office for Mentoring Services and Leadership Development Graduation Ceremony. Bloomington, IN.

Ferguson, T. (2012, December). "This too shall pass". Keynote presented at the Crisis Pregnancy Center, Hannah House Gala Fundraiser. Bloomington, IN.

NON-REFEREED PROFESSIONAL PRESENTATIONS

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

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

Ferguson, T. & Bukoski, B. (2023). Understanding systemic racism, level two. VCU School of Education: Antiracist Educator Series. Richmond, VA.

Ferguson, T. (2023). Understanding systemic racism, level one. VCU School of Education: Antiracist Educator Series. Richmond, VA.

Ferguson, T. (2022). Understanding systemic racism, level one.. VCU School of Education: Antiracist Educator Series. Richmond, VA.

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

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

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

Ferguson, T. (2018, July). When to respond: The art of CLAPback. Presented at the James Madison University Female Institute for Learning and Development. Harrisonburg, VA.

Ferguson, T. (2017, March). Emotional intelligence: I second that emotion, but what emotion is it? Presented at the "Girls on Fire" Symposium. Rock Hill, SC.

Ferguson, T. (2016, July). It's time to stand out: What to do before moving forward. Speaking engagement for the James Madison University Female Institute for Learning and Development. Harrisonburg, VA.

Ferguson, T. (2016, June). What's your position? James Madison University Middle School Leadership Academy. Harrisonburg, VA.

Higher education and workforce development. (2015, October). Session presented at the James Madison University and Shenandoah Valley Partnership Biotech Showcase. Moderator: **Ferguson, T.** Presenters: Downey, J. and Brown, K. Harrisonburg, VA.

Ferguson, T. (2015, July). D.R.E.A.M.O.U.T.: Designing relationships that empower your ability to make others understand your talents. James Madison University Female Institute for Learning and Development. Harrisonburg, VA.

The Real Story about Going to College. (2008, January). Panelist: Ferguson, T. America's Student Loan Providers, College Parents of America, ECMC Foundation, and the Educational Policy Institute. Richmond, VA.

MEDIA/PUBLIC COMMENTARY

Ferguson, T. & Nielsen, J. C. (2024 - 2025). *After Further Consideration* [Audio podcast]. Co-host. Hosted by Enrollify and Element451.
<https://www.enrollify.org/podcasts/after-further-consideration>

Conlee, J., Ferguson, T., Herndon, A., Jefferson, A., & Naff, D. Exploring perceptions of advanced coursework practices: A multiple case study. *Abstract* [Audio podcast]. Metropolitan Education Research Consortium.

Elfman, L. (2024, March 24). For Black female athletes, it's about more than competition. *Amsterdam News*.
<https://amsterdamnews.com/news/2024/03/21/for-black-female-athletes-its-more-than-competition/>.

Willis, C. (2023, July 24). Scholars meet to discuss impact of affirmative action decision on Black athletes. *The Daily Tar Heel*.
<https://www.dailytarheel.com/article/2023/07/sports-affirmative-action-in-college-sports>

Elfman, L. (2022, June). NCAA Issues Report to Mark 50th Anniversary of Title IX. *Diverse Issues in Higher Education*.
diverseeducation.com/sports/article/15293598/ncaa-issues-report-to-mark-50th-anniversary-of-title-ix

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.

<https://news.vcu.edu/article/2022/06/50-years-of-title-ix-a-look-at-a-notable-first-step-toward-equitable-playing-field-for-women>

Roccp, J. (2022, February). Racial equity in college sports research awards announced.

Knight Commission on Intercollegiate Athletics.

<https://www.knightcommission.org/2022/02/racial-equity-in-college-sports-research-awards-announced/>

Nguyen, L. (2022, February). VCU to help develop a racial healing toolkit for colleges and universities. VCU News.

<https://news.vcu.edu/article/2022/02/vcu-to-help-develop-a-racial-healing-toolkit-for-colleges-and-universities>

VCU School of Education. (2022, January). Drs. Ferguson, Gomez to examine campus climate at VCU.

<https://soe.vcu.edu/news/drs-ferguson-gomez-to-examine-campus-climate-at-vcu.html>

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

<https://vpm.org/articles/15334/challenging-perceptions-discussion-series-on-systemic-racism>.

With Good Reason – Virginia Humanities. (2021, September). The Suffragist Playbook.

Podcast. <https://www.withgoodreasonradio.org/episode/the-suffragist-playbook/>

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

<https://www.diverseeducation.com/sports/article/15109568/college-world-series-spotlights-three-african-american-athletic-directors>

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.

<https://goodsport.me/weadmire/dr-tomika-ferguson-empowers-black-female-athletes-with-creation-of-black-athlete-sister-circle>

Metropolitan Educational Research Consortium. (2021, January). How can we promote equitable

access and support for advanced coursework across K12 education. Ferguson, T., Koenka, A.,

Naff, D., Hewan, G., Jefferson, A., Marshall, J., Saxby, M. Podcast.

<https://merc.soe.vcu.edu/podcast/all-episodes/>

IWLCA Admin. (2020, November 2). IWLCA adopts equity and inclusion statement. https://www.iwlca.org/news_article/show/1130825.

Elfman, L. (2020, December 1). Ferguson cultivates Black athlete sister circle. *Women in Higher Education*.
<https://www.wihe.com/article-details/168/ferguson-cultivates-black-athlete-sister-circle/>

Blacktivism in the Academy. (2020, November). Circle up: Black student-athletes. Podcast. <https://blacktivismintheacademy.libsyn.com/2020/11>

Sets for Life. (2020, September). Lack of wins in life with Dr. Tomika Ferguson. Podcast. <https://podcasts.apple.com/dk/podcast/125-lack-of-wins-in-life-with-dr-tomika-ferguson/id1384766710?i=1000486233294>

Walk with TFB (Timothy F. Bryson). (2020, August). Do good work. Make good trouble. Podcast. <https://open.spotify.com/episode/2P7rLNHGoiTFBwbErr7ilb>

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*.

Lavery, N., & McNeilly, J. (2018, February). JMU track star De'Ana Forbes defies odds on and off the track. *The Breeze*.

CAPSTONE AND DISSERTATION COMMITTEES

Holt, A., Matthews, E., Meadows, M., Powell, L., & Simmons, A. *Campus culture of hazing at James Madison University: A mixed methods exploration of perceptions, behaviors, and policy implications*. Doctor of Education (Ed.D.). Department of Educational Leadership. Role: Chair. Graduation date: May 2025.

Bradley, K., Gwyn, L., Hart, S., Liebelt, J., & Miller, D. *Agility in professional associations: Using improvement science to align NIRSA's communication strategy with member needs*. Doctor of Education (Ed.D.) Department of Educational Leadership. Role: Committee member. Graduation date: May 2024.

Blackwell, M., Hill, K., Howley, E., & Schutt, M. *UNcovering graduate student Achievement at Virginia Commonwealth University: An exploration of academic advising & administrative processes*. Doctor of Education (Ed.D.) Department of Educational Leadership. Role: Committee member. Graduation date: May 2024.

Hathaway, T. *From surviving to thriving: Black women college athletes excelling beyond academic benchmarks at historically white institutions*. Doctor of Philosophy (Ph.D.). Department of Counseling, School Psychology, and Sport in the University of Massachusetts - Boston College of Education and Human Development. Role: Committee member. Graduation Date: May 2025.

Small, T. *Brought what I need to succeed: Community cultural wealth in the persistence experiences of Division II Black women basketball players who graduated from predominantly white institutions*. Department of Educational and Organizational Leadership Development, Clemson University School of Education. Role: Committee member. Graduation date: August 2024.

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. Graduation date: May 2022.

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

Clark, B. *Revival reimagining our reach: Exploring stakeholder perceptions concerning The future of HBCU athletics in a time of multiple crises*. Doctor of Philosophy (Ph.D.) Howard University School of Education. Role: External reviewer. Graduation date: November 2021.

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)

Association of Legal Administrators, Richmond Chapter (Virginia)

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 (Virginia)
 Federal Highway Administration - (Washington)
 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 Graduate Medical Education
 Virginia Commonwealth University College of Health Professions
 Virginia High School League
 Washington & Lee University (Virginia)
 West Virginia University
 Winthrop University (South Carolina)

PROFESSIONAL SERVICE

State/National:

- Inaugural Chair, Inclusion, Equity, and Organizational Diversity Committee, Association for the Study of Higher Education. 2023 - 2024.
- Board Member, Association for the Study of Higher Education. 2023 - 2024.
- Grants Committee member, Association for the Study of Higher Education, 2024.
- 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:

- Inclusive Excellence Council, Virginia Commonwealth University, Chair, 2023 - 2025; Vice Chair, 2021 – 2023.

- Associate Vice President for Vice President for Strategic Initiatives, Inclusion, and Belonging Search Committee, Member, 2024.
- 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.
- Facilitator – Greek Issues, Dean of Students Office, Indiana University, 2009-2010.

Department:

- Assistant Professor- Higher Education (term) Search Committee, 2025
- Assistant Professor - Organizational Leadership/Higher Education (term) Search Committee, 2025
- PhD Program Student Selection, Department of Educational Leadership, School of Education, Virginia Commonwealth University, 2018 – present.
- EdD Program Student Selection, Department of Educational Leadership, School of Education, Virginia Commonwealth University, 2018 – present.

- Student Recruitment, Department of Educational Leadership, School of Education, Virginia Commonwealth University, 2017 – present.
- Adjunct Faculty Hiring Committee, Department of Educational Leadership, School of Education, Virginia Commonwealth University, 2018 - 2021.

School:

- Director for Licensure, Accreditation, & Clinical Experience Search Committee, 2024
- 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.
- Chair, Diversity Day Committee, Office of Enrollment Management, Indiana University, 2011.

Community Boards and Service:

- Board member, Patrick Henry School of Science and Arts (PHSSA) School Board, Richmond, VA, 2024 - present.
- 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, 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, 2024)
- 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

- Educators Challenging Antisemitism Workshop, Virginia Holocaust Museum and the Anti-Defamation League (ADL), 2025.
- Leading as an Assistant/Associate Dean: Online Bootcamp, Academic Impressions, 2024.
- How We Argue: Strategies for Disagreeing with Empathy and Evidence, Harvard Graduate School Professional Education, 2024.
- 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.

ORGANIZATION MEMBERSHIPS (current)

Professional Organizations:

American Educational Research Association (AERA)

Association for the Study of Higher Education (ASHE)

North American Society for the Sociology of Sport (NASSS)

North American Society for Sport History (NASSH)