**Andy Nixon**

**Curriculum Vitae**

**UWG Work Experience**

**August 1, 2013 to present:** Associate Professor Educational Leadership (Department of Leadership, Research, and School Improvement), University of West Georgia

**August 1, 2016 to July 2021:** Department Chair (Department of Leadership, Research, and School Improvement), University of West Georgia

**August 1, 2007 to July 30, 2013**: Assistant Professor (Educational Leadership), University of West Georgia

**November 1, 2012 to June 30, 2013**:Interim Department Chair, Department of Educational Technology and Foundations, University of West Georgia

**July 2011 to July 2013**: Director, Doctor of School Improvement Degree, College of Education, University of West Georgia

**Academic Achievement**

**2002** Doctor of Education Administration Degree, Ball State University, Muncie, IN

Cognate: Curriculum

**1996** Education Specialist Degree, School Superintendent, Ball State University

**1988** Master of Arts in Teaching Degree, Social Studies, DePauw University, Greencastle, IN

**1986** Bachelor of Arts Degree, History, DePauw University

**Professional Certification**

**Georgia Professional Certification:** Educational Leadership, Geography, History, Political Science, Economics, Behavioral Science

**Teaching**

**UWG Courses Taught**

**Fall 2023:** Principles of Instructional Leadership (EDLE 6312, two sections); School Operations for Student Learning (EDLE 6329, two sections)

**Summer 2023:** Principles of Instructional Leadership (EDLE 6312); School Operations for Student Learning (EDLE 6329, two sections)

**Spring 2023:** Principles of Instructional Leadership (EDLE 6312); School Operations for Student Learning (EDLE 6329, two sections)

**Fall 2022:** School Finance and Resource Management (EDLE 8312); School Operations for Student Learning (EDLE 6329, two sections)

**Summer 2022:** Principles of Instructional Leadership (EDLE 6312); School Operations for Student Learning (EDLE 6329, two sections)

**Spring 2022:** School Finance and Resource Management (EDLE 8312); School Operations for Student Learning (EDLE 6329, two sections)

**Fall 2021:** Principles of Instructional Leadership (EDLE 6312); School Operations for Student Learning (EDLE 6329, two sections)

**Summer 2021:** Organizational Theories and School Improvement (EDSI 9941)

**Spring 2021:** School Finance and Resource Management (EDLE 8312)

**Fall 2020:** Principles of Instructional Leadership (EDLE 6312)

**Summer 2020:** Organizational Theories and School Improvement (EDSI 9941)

**Spring 2020:** Organizational Theories and School Improvement (EDSI 941); School Finance and Resource Management (EDLE 8312)

**Summer 2019:** Organizational Theories and School Improvement (EDSI 9941)

**Spring 2019:** Educational Leadership Residency Lab III (EDLE 8303); School Finance and Resource Management (EDLE 8312)

**Fall 2018:** Educational Leadership Residency Lab II (EDLE 8302)

**Summer 2018:** School Finance and Resource Management (EDLE 8312 E); Educational Leadership Residency Lab I (EDLE 8301)

**Spring 2018:** School Finance and Resource Management (EDLE 8312 E)

**Fall 2017:** School Finance and Resource Management (EDLE 8312 E)

**Summer 2017:** School Finance and Resource Management (EDLE 8312 E)

**Spring 2017:** School and Community Engagement (EDLE 7312 E)

**Fall 2016:** School Finance and Resource Management (EDLE 8312 E).

**Summer 2016:** Educational Leadership Residency Lab I (EDLE 8301); Educational Leadership Residency Lab III (EDLE 8303); School Finance and Resource Management (EDLE 8312 E)

**Spring 2016:** Educational Leadership Residency Lab II (EDLE 8302); Educational Leadership Residency Lab III (EDLE 8303); School Finance and Resource Management (EDLE 8312 E)

**Fall 2015:** Educational Leadership Residency Lab I (EDLE 8301); Educational Leadership Residency Lab II (EDLE 8302); School Finance and Resource Management (EDLE 8312 E)

**Summer 2015:** Educational Leadership Residency Lab I (EDLE 8301); Effective Management to Promote Student Learning (EDLE 8305 E); Ethics in Educational Leadership (EDLE 8324 E)

**Spring 2015:** School Finance (EDLE 8312 E); Local School Leadership (EDLE 8314 E); Residency Course: Instructional Leadership for Improving Schools (EDLE 8313 E)

**Fall 2014:** School Finance (EDLE 8312 N)

**Summer 2014:** Local School Leadership (EDLE 8314 N); Leadership for Change (EDSI 9933 N); School Leadership in a Pluralistic and Diverse Society (EDLE 8329 N)

**Spring 2014:** School Finance (EDLE 8312 N); Local School Leadership (EDLE 8314 N); Leadership for Change (EDSI 9933 N)

**Fall 2013:** School Finance (EDLE 8312 N & EDLE 8312 D)

**Summer 2013:** Leadership for Change **(**EDSI 9933 N)

**Spring 2013:** Instructional Leadership That Facilitates School Improvement (EDSI 9942 N)

**Fall** **2012:** School Finance (EDLE 8312 N)

**Spring 2012:** School Finance (EDLE 8312 N), \*Leadership for Change (EDSI 9933), \*Independent Study

**Fall 2011**: School Finance (EDLE 8312 D)

**Summer 2011**: Leadership for Improving Schools (EDLE 7385 D two sections)

**Spring 2011**: Ed. S Residency III (EDLE 8303 D, 6 credit hours); Advanced Change and Improvement (EDLE 6332 D); Managing School Operations (EDLE 6329 N); \*Advanced Culture Seminar (EDLE 6331); \*Local School Leadership (EDLE 7385) \* Independent Study

**Fall 2010**: Ed. S. Residency II (EDLE 8302 D, 6 credit hours); Educational Workshop: Advanced School Operations (EDLE 7394 D); Managing School Operations (EDLE 6329 N); Understanding Systems and Change (EDLE 6313 N)

**Summer 2010**: Special Topics (EDLE 7385 D); Ed. S. Residency I (EDLE 8301 D, 6 credit hours); Managing School Operations (EDLE 6329 N)

**Spring 2010**: Ed. S. Residency III (EDLE 8303D, 6 credit hours); Special Topics (EDLE 7385D)

**Fall 2009**: Understanding Systems and Change (EDLE 6313 D); Ed. S. Residency II (EDLE 8302 D, 6 credit hours)

**Summer 2009**: Managing School Operations (EDLE 6329 D); Ed. S. Residency I (EDLE 8301 D, 6 credit hours); Educational Facilities (EDLE 8316 D)

**Spring 2009**: School Community Relations (EDLE 7312 D); School Business Management (EDLE 6314 D, two sections)

**Fall 2008**: School Community Relations (EDLE 7312 D); School Business Management (EDLE 6314 D, two sections)

**Summer 2008**: School Business Management (EDLE 6314 D, two sections); School Finance (EDLE 8312 D); \*School Community Relations EDLE 7312 \*Independent Study

**Spring 2008**: School Community Relations (EDLE 7312); School Business Management (EDLE 6314, two sections)

**Fall 2007**: School Community Relations (EDLE 7312); School Business Management (EDLE 6314)

**Doctoral Dissertations**

* Student Gail Cribbs, Chair Susan Boes (Graduated 2009)
* Student Robert Shaw, Chair Dianne Hoff (Graduated 2011)
* Student Lynn Short, Chair Dianne Hoff (Graduated 2012)
* Student Lynn Skinner, Chair Andy Nixon (Graduated 2012)
* Theresa Hargrett, Chair Dianne Hoff (Graduated 2013)
* Student Adrienne Bushell, Chair Andy Nixon (Graduated 2013)
* Student Ted Lombard, Chair Abbot Packard (Graduated 2013)
* Student Ross Deiner, Chair Andy Nixon (Graduated 2014)
* Student Jill Olson, Chair Linda Haynes (Graduated 2014)
* Student Angela Mitchell, Chair Andy Nixon (Graduated 2014)
* Student Marian Rosenberg, Chair Yun-Jo An (Graduated 2015)
* Student Chantrise Holliman, Chair Andy Nixon (Graduated 2016)
* Student Tim Guiney, Chair Abbot Packard (Graduated 2018)
* Student Elizabeth Webb, Chair Abbot Packard (Graduated 2018)
* Student Adam Danser, Chair Andy Nixon (Graduated 2019)
* Student Pam Darden, Chair Andy Nixon (Graduated 2019)
* Student Opie Blackwell, Chair Mary Varga (Graduated 2020)
* Student Rebecca Moon, Chair Andy Nixon (Graduated 2022)
* Student Rena Graham, Chair Abbot Packard (Graduated 2023)
* Kristina Richardson, Chair Andy Nixon (Graduated 2023)
* Student Jarron Hutchins, Chair Marsha Simon (Proposal defense 2023)

**Service**

**Select Service**

* Chair, SWP Department: Third Year Review Committee 2023
* Chair Department of Leadership and Instruction: Tenure and Promotion Review Committee 2022
* Department of Leadership and Instruction: Tenure and Promotion Review Committee 2021
* College of Education: Associate Dean Search (Spring, 2015)
* President’s Committee on Emergency Preparedness (Fall, 2014)
* College of Education, Faculty Development and Mentoring Committee (2014-2015 academic year)
* Department of Leadership and Instruction: Tenure and Promotion Review Committee (Fall, 2014)
* Department of Leadership and Instruction: Faculty Search Chair, Educational Leadership (Summer, 2014)
* Department of Leadership and Instruction: Pre-Tenure Review Committee (Spring, 2014)
* Department of Leadership and Instruction: Post-Tenure Review Committee (Fall, 2013)
* Chair, Faculty Search Committee ETF, Ed Psych Faculty Member (Winter, 2013)
* Chair, Faculty Search Committee ETF, IT Faculty Member (Spring, 2013)
* Member, COE Workload Committee (Fall, 2012)
* Co-Chair, Faculty Search Committee, Research Faculty Member (February-July 2012)
* Search Committee Member, LAI Secondary Education Faculty Member (February-April 2012)
* Chaired Faculty Search Committee LAI, Math Educator (2010-2011)
* Departmental Participant (LAI) Committee to Develop MAT Degree (2010-2011)
* Faculty Senate Advisory Budget Committee (2009-2010; 2010-2011)
* Teacher Education Advisory Committee (2009-2010)
* Department of Educational Leadership Department Chair Search Committee Member (2009-2010)
* School Counseling Advisory Committee (2009-2010)
* COE Faculty Development, Mentoring and Retention Committee (2007-2008; 2008-2009; 2009-2010; 2010-2011)
* COE Search Committee Member Associate Dean (Spring, 2009)
* Department of Counseling and Educational Psychology, Faculty Member Search Committee Member (Spring, 2009)
* Faculty and Administrative Staff Personnel Committee (2008-2009; 2009-2010)

**Student Advising**

* EDLE Program Adviser (2016 to July 31, 2021)
* EDLE Program Coordinator (2015-16)
* EDLE Ed. S. 2014-2015 (Advised one-third of EDLE students)
* Sole Student Advisor Doctor of School Improvement Degree (2011-2013)
* Ed. S. Advisor Cohort (2010-2011)
* Ed. S. Advisor for West GA RESA Cohort (2009-2010)
* Student Advisor for Educational Leadership L-5 Program (2007-2008; 2008-2009; 2009-2010)

**Service Related to Discipline and Scholarship**

* National Council of Professors of Educational Administration Board of Reviewers (2010 to present)
  + *Education Leadership Review*
  + *Education Leadership Review of Doctoral Research*
  + *International Journal of Educational Leadership Preparation*
* State Reviewer Georgia PSC (Tier One Educational Leadership Reviews; 2016)
* Program Coordinator Educational Leadership (2015-16 Academic Year)
* EDSI Dissertation Panelist: January 2015
* COE: Facilitator for Faculty Leadership Development Series (2014-2015 academic year). Includes two faculty groups and program coordinators.
* COE: Facilitator for Faculty Leadership Development Series (2013-2014 academic year)
* COE Mentoring Panel: October 30, 2013
* Led Doctor of School Improvement Advisory Committee and Work Groups (2011 to July 2013)
* Developed Dissertation Boot-Camp for School Improvement Students in Year Two of Program (June 2012; June 2013)
* Developed Orientation Program for School Improvement Cohort 13 (May-June 2012; May-June 2013)
* Member, UWG Delegation to Receive, Host International Delegation from Chile (May 2012)
* Developed, Maintained, and Revised Dissertation Resource Site for Doctor of School Improvement Degree (February 2012 to July 2013)
* Developed and Consistently Revised Program Handbook Doctor of School Improvement Degree (2012 to 2013)
* Led Doctor of School Improvement Advisory Committee to Develop a Comprehensive Program Assessment Plan (fall and winter 2011-12 and ongoing through July 2013)
* Member of UWG International Delegation, Concepcion Chile (December 2011)
* Represent COE at Georgia Association of Educational Leaders Conference (July 2011)
* Developed Program Handbook Educational Leadership Degree (Ed. S.) (May 2011)
* Developed Simulated Job Interview Project for Graduate and Undergraduate Students (March 2011)
* Wrote Departmental PSC Program Report Educational Leadership Department (2010)
* NCATE Standard Five Writer and Liaison for Sections 5b3, 5b4, 5b5, 5e2, 5e3, 5f1, 5f2, 5f3 (2009-2010)
* COE Technology Faculty Mentor (2009)

**Professional Growth and Development**

**Peer Reviewed Publications**

Davis, C., **& Nixon, A.** (2024). The Changing Role of Principals: Are District Leaders and University Preparation Programs Providing the Needed Supports? *AASA Journal of Scholarship and Practice*, Spring 2024.

**Nixon, A.,** Packard, A., Kimbrel, L. (2020). Principals tackle teacher performance. *AASA Journal of Scholarship and Practice, 7*(3), 6-18.

**Nixon, A**., Packard, A., & Dam, M. (2016). Teacher contract non-renewal: How do principals know? *International Journal of Educational Leadership Preparation*, 11(1).

**Nixon, A.,** Packard, A., & Dam, M. (2014). Teacher contract non-renewal in the Rocky Mountains. *School Leadership Review, 9(*2).

**Nixon, A.,** Packard, A., & Dam, M. (2013). Principals judge teachers by their teaching*. Teacher Educator, 48(1*), 58-72.

**Nixon, A.,** Packard, A., & Dam, M. (2012). Teacher contract non-renewal: Midwest, Rocky Mountains, and Southeast. *International Journal of Educational Leadership Preparation*, 7 (2).

**Nixon, A.,** Packard, A., & Dam, M. (2012). Teacher contract non-renewal: Midwest principals. *International Journal of Educational Leadership Preparation, 7(1).*

**Nixon, A.,** Packard, A., & Dam, M. (2011). Teacher contract non-renewal: Southeast and Midwest Principals. *International Journal of Educational Leadership Preparation, 6(4).*

**Nixon, A.,** Packard, A., & Dam, M. (2011). School principals and teacher contract non- renewal. *International Journal of Educational Leadership Preparation, 6(*3).

**Nixon, A.,** Dam, M., Cooper, E., & Henderson, J. (2011). Are performance-based leadership preparation programs effective? The student perspective*. International Journal of Educational Leadership Preparation, 6 (*1).

**Nixon, A.,** Launay-Fallasse, C., & Watts, N. (2010). There will never be a housing crisis at Our Lady of Mercy High School. *Momentum*, September October, 24-27.

**Nixon, A.,** Dam, M., & Packard, A. (2010). Teacher dispositions and contract non-renewal. *Planning and Changing, 41*(3/4), 210-219.

**Nixon, A.,** Packard, A., & Douvanis, C. (2010). Non-renewal of probationary teachers: Negative retention. *Education*, 131 (1), 43-52.

**Nixon, A**. (2010). Theoretical research in educational administration. In, T. C. Chan, B. Jiang, & R. Ouyang (eds.). *Educational administration in US schools*. People’s University Press, Beijing, China.

Morris, R. C., & **Nixon, A.** (2008). Toward equity and diversity within the standards movement, *Sophist’s Bane, (4*) 1-2.

**Peer Reviewed Presentations**

**Summer 2021**

Davis, C., Morse, M., & **Nixon, A**. (2021, August). Principals and Pandemics: Are Universities up to the Challenge? In *ICPEL International Conference*. International Council of Professors of Educational Leadership.

**Nixon, A.,** Packard, A., Kimbrel, L, & Nhekairo, N.(2018, August 6). School Principals and a quality teacher in every classroom. Presented at the International Council of Professors of Educational Leadership (ICPEL) Annual Conference, Charlotte, NC.

**Nixon, A.** (2015, August 6). *Teacher Contract Non-Renewals: How do Principals Know?* Presented at the National Council of Professors of Educational Leadership (NCPEA) Annual Conference, Washington, DC

**Nixon, A.** (2012, August 10). *Educational Leadership Programs as PLC’s*. Presented at the National Council of Professors of Educational Administration (NCPEA) Annual Conference, Kansas City.

Foust, L., Flounnory, B., Dam, M., & **Nixon, A.** (2012, February 17) *How to Prepare Educational Leaders: One Unique Program.* Presented at theEERA Annual Conference, Hilton Head, SC.

**Nixon, A.,** Packard, A., & Dam, M. (2012, February 17). *Teacher Contract Non-Renewal in the Midwest and Southeast.* Presented at the EERA Annual Conference, Hilton Head, SC.

**Nixon, A.,** Packard, A., & Dam, M. (2012, February 16). *Teacher Contract Non-Renewal in the Midwest, Southeast, and Northwest: What Principals Say.* Presented at the EERA Annual Conference, Hilton Head, SC.

**Nixon, A.,** Packard, A., & Dam, M. (2012, February 17). *Teacher Subject Content Knowledge, Pedagogical Knowledge, and Dispositions: Which Leads to Contract Non-renewal?* Presented at the EERA Annual Conference, Hilton Head, SC.

**Nixon, A.,** Packard, A., & Dam, M. (2011, October 21). *Dispositions, Inadequate Subject Content Knowledge, or Insufficient Instructional Skills: Which Leads to Contract Non- Renewal?* Presented at the GERA Annual Conference, Savannah, GA.

**Nixon, A.,** Packard, A., & Dam, M. (2011, October 21). *Teacher Contract Non-Renewal: Southeast and Midwest Perspectives.* Presented at the GERA Annual Conference, Savannah, GA.

**Nixon, A.,** & Dam, M. (2011, February). *Performance-Based Leadership Preparation: The Student’s Perspective.* Presented at the EERA Annual Conference, Sarasota, FL.

**Nixon, A.,** Dam, M., & Packard, A. (2011, February). *School* *Principals and Teacher Termination: Five Years Later*. Presented at the EERA Annual Conference, Sarasota, FL.

**Nixon, A.,** Dam, M., & Packard, A. (2011, February). *Teacher Termination and Dispositions: What is the Linkage?* Presented at theEERA Annual Conference, Sarasota, FL.

Dam, M., **Nixon, A.,** Cooper, E., & Henderson, J. (2010, October). *Preparing Leaders: Theory or Job- Embedded?* Presented at the GERA Annual Conference, Savannah, GA.

**Dam, M.,** Gantner, & Nixon, A. (2010, February). *Preparing Leaders by Doing: Does This Work?* Presented at theEERA Annual Conference, Savannah, GA.

**Nixon, A.,** Dam, M., & Packard, A. (2010, February). *Teacher Dispositions and Contract Non-Renewal*. Presented at the EERA Annual Conference, Savannah, GA.

**Nixon, A.,** Launay-Fallasse, C., & Watts, N. (2010, February). *The One Place There Will Never Be a Housing Crisis.* EERA Annual Conference, Savannah, GA.

**Nixon, A.,** & Packard, A. (2009, October). *Negative Retention: Reasons for the Nonrenewal of Probationary Teachers.* Presented at the Phi Delta Kappa International Summit, Indianapolis, IN.

**Nixon, A.,** Packard, A., & Douvanis, G. (2009, February). *Principal Reasons for Non-Renewal of Probationary Teachers.* Presented at the EERA Annual Conference, Sarasota, FL.