

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 2025: School Operations for Student Learning (EDLE 7300, three sections)

Summer 2025: School Operations for Student Learning (EDLE 7300, one section)

Spring 2025: School Operations for Student Learning (EDLE 7300, two sections)

Fall 2024: School Operations for Student Learning (EDLE 7300, one section)

Summer 2024: School Operations for Student Learning (EDLE 7300, one section)

Spring 2024: School Operations for Student Learning (EDLE 7300, two sections)

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 (Graduated 2024)
- Student Marla Turpin, Chair Andy Nxon (2025)

Service

Select Service

- Course Contact, EDLE 7300 (2023 to present)
- Chair, LRS Tenure Promotion Committee 2024
- Member, SWP Department: Third Year Review Committee 2024
- 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 Academic 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., Packard, A., **Nixon, A.** (In progress)

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 the EERA 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 the EERA 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 the EERA 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.