

## JESSICA FRANCIS, EdD

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Gainesville, FL 32606

Email: [jessica.francis@ufl.edu](mailto:jessica.francis@ufl.edu)

[www.linkedin.com/in/drjessicafrancis](http://www.linkedin.com/in/drjessicafrancis)

### EDUCATION

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- 2021      **Doctor of Education**, Educational Leadership & Policy, *Florida State University*, Tallahassee, Florida  
**Program Evaluation Certification**, College of Education, *Florida State University*, Tallahassee, Florida
- 2012      **Master of Science, Sports Psychology**, Florida State University, Tallahassee, Florida
- 2010      **Bachelor of Arts, Psychology**, *University of Central Florida*, Orlando, Florida  
**Coaching Minor**, *University of Central Florida*, Orlando, Florida

### TEACHING EXPERIENCE

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- Present      **Instructor, Sport Management Department**, Sports Career Management  
*University of Florida*  
Developed and delivered course content for undergraduate students. Integrated multimedia and social learning approach to teach course concepts on academic success, financial literacy, Name Image Likeness, sports management careers, and character development.
- 2021      **Instructor, Counselor of Education Department**, Career & Personal Development  
*University of Tennessee*  
Instructed undergraduate students on approaches to facilitating career development and life planning.
- 2020      **Instructor, Educational Psychology Department**, Strategies for Academic Success  
*Florida State University*  
Administered content for undergraduate students on interventions to facilitate academic success and promote retention.
- 2019      **Instructor, Educational Psychology Department**, Student Development & Leadership Strategies  
*Florida State University*  
Facilitated course content for undergraduate students on character development, leadership, social responsibility, financial literacy, time management, and communication skills.

## **PRESENTATION EXPERIENCE**

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- 2021-present **“Intersectionality”**, *University of Florida*, Center for Inclusion & Multicultural Engagement, Presenter
- 2021-present **“Foundations of Diversity”**, *University of Florida*, Center for Inclusion & Multicultural Engagement, Presenter
- 2021-present **“Allyship”**, *University of Florida*, Center for Inclusion & Multicultural Engagement, Presenter
- 2021-present **“Inclusive Gators Use Pronouns”**, *University of Florida*, Center for Inclusion & Multicultural Engagement, Presenter
- 2021-present **“Anti-Racism”**, *University of Florida*, Center for Inclusion & Multicultural Engagement, Presenter
- 2018 **“N4A Model Practice Winner”** Workshop, *Florida State University*, LYFE Beyond the Spear, Presenter
- 2016 **“It Takes a Village: Learning Specialist and Advisor Collaboration in Football Academics”**, *Florida State University*, Student-Athlete Academic Services, Presenter

## **INDUSTRY EXPERIENCE**

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- 2021-present **University of Florida**, Center for Inclusion and Multicultural Engagement  
*Assistant Director*  
Oversee the Inclusion, Diversity, Equity, Excellence, and Access for Student Success Initiatives (IDEEAS) office. Facilitate multicultural programming. Promote awareness, understanding, and appreciation of diversity and multiculturalism through education. Oversee the University Multicultural Mentorship Program and Gatorship. Train and supervise administrative assistant and graduate assistant.
- 2020-2021 **University of Tennessee**, Thornton Athletics Student Life Center  
*Learning Specialist*  
Worked with at-risk student-athletes to enhance learning. Collaborated with academic advisors to assist student-athletes toward graduation. Worked closely with Student Disability Services. Coordinated Summer Bridge program for incoming student-athletes. Oversaw the training and development of graduate assistants. Assisted with mentor program including hiring and onboarding.
- 2013-2020 **Florida State University**, Student-Athlete Academic Services  
*Associate Director of Education Services*  
Oversaw degree completion program. Worked with at-risk student-athletes to enhance learning. Collaborated with advisors, coaches, Student Disability

Resource Center, Compliance, athletic training staff, and Student-Athlete Development to enhance the student-athlete experience. Assisted recruiting, guest coaches program, and Summer Bridge program. Raised wages of tutor staff. Managed and supervised up to 70 tutors. Maintained university and NCAA compliance for tutors.

2012-2013 **University of Central Florida**, Student Services

*Assistant Director*

Coordinated community outreach events for student-athletes. Advised Student-Athlete Advisory Committee. Liaised between student-athletes and Counseling and Psychological Services. Tracked academic progress of rowers and football players which resulted in highest single semester GPA record for football. Assisted student-athletes in the development of academic skills.

## COMMITTEE EXPERIENCE

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2021-present **I.D.E.A. Collective**, *University of Florida*

Committee Member

Analyze inequalities within Student Life systems, work with membership toward greater understanding and empowerment around diversity, equity, access, and inclusion for Student Life staff, and conduct constructive dialogue addressing controversial topics.

2020-2021 **Commission for Blacks**, *University of Tennessee*

Faculty and Staff Subcommittee Chair

Enhance the employment experience for Black faculty and staff. Created onboarding document for new Black faculty and staff. Worked with senior leadership to evaluate, develop, and implement methods to assess and enhance the campus climate. Developed communication channels to identify and discuss concerns. Voted on identified concerns and associated recommendations.

2020-present **Ethnic Concerns Committee**, *National Association of Academic and Student-Athlete Development*

Committee Member

Work with membership to discuss and enhance minority-related concerns around student-athletes and athletics academic staff. Topics addressed include but are not limited to hiring practices, personal and professional development, recruiting practices, and educating the membership on latest news affecting minorities.

2020-2021 **Learning Concerns Committee**, *National Association of Academic and Student-Athlete Development*

Committee Member

Worked with membership to enhance learning for student-athletes, implemented strategies for best practices concerning student-athletes, tutor services, and mentor services.

- 2018-2020     **Student-Athlete Development Programs & Practices Committee**, *National Association of Academic and Student-Athlete Development*  
Member and Mental Health Subcommittee Chair, 2018  
Implemented programming to enhance the student-athlete experience, well-being, and mental health.
- 2015-2020     **Leaders Yearning for Excellence; Beyond the Spear (LYFE)**, *Florida State University*  
Assessment and Research Chair  
Using Culturally Relevant Pedagogy, assisted and facilitated LYFE events, workshops, and programming covering academic, professional, and personal development. Facilitated focus groups each term, distributed and analyzed survey evaluations for participants. Created and printed yearly portfolio of the program. Collaborated with different campus and local partners.
- 2017-2020     **Mind, Body, Seminole Alliance**, *Florida State University*  
Committee Member  
Addressed mental health of student-athletes with other athletics team members including the team psychologist. Implemented programming to enhance student-athletes' overall well-being and managed the social media account.

## **ASSOCIATION EXPERIENCE**

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- 2021-present     **American College Personnel Association**, *University of Florida*  
Association Member  
Advance the ideals of student affairs and improves the college experience for students. Focuses on promoting diversity, equity, inclusion, and access for students, faculty, and staff.
- 2012-2021     **National Association of Academic and Student-Athlete Development Professionals**, *University of Tennessee, Florida State University, University of Central Florida*  
Association Member  
Advocated, educated, and advanced professional and personal development for both student-athletes and staff. Collaborated with fellow practitioners on best practices, hot topics related to athletics, and career advancement.

## **PUBLICATIONS**

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- Francis, J. (2021, July).** Leaders Yearning for Excellence Beyond the Spear: A Look into a Student-Athlete Development Program at Florida State University. *National Association of Collegiate Directors of Athletics Magazine*.
- Francis, J. (2021).** *Are We Helping Them Beyond the Spear? The Impact of a Developmental Support Program for Black Male Student-Athletes*. [Doctoral dissertation, Florida State University]. ProQuest Dissertations Publishing.

**Francis, J. (2021).** *You Are What You Do: An Investigative Look at Coach Identity*. [Master's thesis, Florida State University]. ProQuest Theses Publishing.