

## **DAVID G. BUCKMAN, Ph.D.**

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University of South Carolina Aiken  
School of Education  
471 University Parkway  
Aiken, SC 29801

### **ACADEMIC BACKGROUND**

**Ph.D. – Educational Administration**, University of South Carolina, 2015

Concentration: K-12 Educational Leadership

Cognate: Quantitative Statistics

**Ed.S. – Educational Leadership**, University of South Carolina, 2013

**M.Ed. – Educational Leadership**, University of South Carolina, 2012

**B.S. – Health & Physical Education**, University of South Carolina, 2008

### **AREAS OF RESEARCH SPECIALIZATION**

My current research interests focus on school human resources issues pertaining to pay, retention, selection, and succession planning. Because each of these issues influences teacher performance, it is important to understand how administrative decision-making practices affect the quality of teaching performances and the adverse effect administrative practices have on student achievement. Items such as teacher/principal/superintendent assessment, employee selection, and employee job/pay satisfaction highly impact the quality of a school's learning environment. For this particular reason, I have chosen to research the abovementioned areas and extend our knowledge of human resource practices by investigating administrative and personnel issues.

### **ABBREVIATED TEACHING PHILOSOPHY**

My teaching philosophy follows the ideals of Bloom's (1956) taxonomy of educational objectives, as well as the revised taxonomy of Anderson and Krathwohl (2001). Using the philosophies of these researchers, I promote developing a foundation of understanding of the core concepts related to school human resources and quantitative statistics and teach to the recommended three domains: 1) cognitive, 2) psychomotor, and 3) affective. The learning gained from the initial comprehensive knowledge can lead to the student's ability to critically evaluate and develop new patterns and structures associated with the content. This method of teaching also allows students to scaffold their learning intellectually, kinesthetically, and emotionally.

## **KEY ADMINISTRATIVE AND LEADERSHIP EXPERIENCE**

### ACADEMIC ADMINISTRATIVE LEADERSHIP ROLES

Dean, School of Education, University of South Carolina Aiken, Aiken, SC, 07/2025 – Current

Assistant Vice Chancellor of Workforce Development, Office of Academic Affairs, University of South Carolina Aiken, Aiken, SC, 07/2025 – Current

Associate Dean for Education Partnerships, College of Education, University of West Georgia, Carrollton, GA, 6/23 – 6/25

Interim Department Chair, Department of Sports Management, Wellness, and Physical Education, College of Education, University of West Georgia, Carrollton, GA, 08/24 – 6/25

Associate Dean for Educator Preparation and Partnerships, College of Education and Human Development, Augusta University, Augusta, GA, 11/22 – 5/2023

Interim Department Chair, Department of Inclusive Education, Bagwell College of Education, Kennesaw State University, Kennesaw, GA, 8/21 – 11/22

### OTHER SIGNIFICANT LEADERSHIP ROLES

Director, the Fusion Center at the College of Education, University of West Georgia, Carrollton, GA, 2023 – Current

Quantitative Methodologist in Residence, Bagwell College of Education, Kennesaw State University, Kennesaw, GA, 2020 – 2021

Chair, Editorial Board, Journal of Education Human Resources, 5/22 – Current

Co-Chair, National Education Finance Conference State of the States, 1/20 – Current

Associate Editor, Journal of Education Human Resources, University of Toronto Press, 1/20 – 5/22

Associate Editor, Journal of School Public Relations, Rowan and Littlefield Group, 2/18 – 4/19

### PROFESSIONAL DEVELOPMENT IN LEADERSHIP

Provost's Faculty Leadership Fellowship, Kennesaw State University, 2021– 2022

CASE: Summer Institute in Educational Fundraising, University of Wisconsin, 2022

Excel Leadership Program, Kennesaw State University, 2017

## CHRONOLOGY OF PROFESSIONAL EMPLOYMENT

**Professor, Dean, & Assistant Vice Chancellor**      School of Education – USC Aiken  
Provide oversight of accreditation, faculty recruitment and development, curriculum planning, assessment, fundraising, and budget management. Guide strategic initiatives to expand academic offerings and workforce development programs aligned with regional needs. Collaborate across campus and with community and industry partners to grow educational pathways, dual enrollment, micro-credentials, and online learning. Support innovation in teaching and learning while enhancing access, student success, and institutional impact.; 07/25 to Current

**Associate Professor & Associate Dean**      College of Education – University of West Georgia  
Provide strategic and administrative oversight for the COE's internal and external innovations and initiatives related to strategic partnerships (e.g., school district partnerships, RESA, businesses, etc.) to support growth and innovation within the College of Education; provide primary administrative direction and support to Georgia's BEST partners, including school districts, schools, full-time faculty, and part-time faculty; innovating new methods of building and supporting institutional partnerships, serving as the institutional designee for interactions with partners, and oversight of project plans, faculty issues, staff support, timelines, processes, and budgetary items related to such initiatives; worked directly with the leadership of the College and be the designated liaison to the Graduate School, Registrar's Office, Human Resources, and other University departments related to strategic partnerships; oversee the leadership development of all assistant department chairs in the College of Education; conduct academic research; teach graduate courses in K-12 educational leadership, finance, and human resources; 06/23 to Current

**Interim Chair**      Sports Management, Wellness, & Phys. Ed. – University of West Georgia  
Perform department management duties that include budget development, management, and evaluation; faculty development and evaluation; recruiting, interviewing, and hiring for departmental positions; coordinate curriculum improvements, course schedules and teaching assignments; 8/24 to 7/25

**Associate Professor & Associate Dean**      College of Education – Augusta University  
Provide accreditation leadership for all initial and advanced program accreditation and certificate-only programs (GaPSC and CACREP); collaborate with the COE Dean, Associate Dean of Academics and Research, Department Chairs and Program Directors to oversee the policies that create, foster and sustain excellence in educator preparation programs; conduct academic research; 11/22 to 5/2023

**Associate Professor & Interim Chair**      Inclusive Education – Kennesaw State University  
Perform department management duties that include budget development, management, and evaluation; faculty development and evaluation; recruiting, interviewing, and hiring for departmental positions; coordinate curriculum improvements, course schedules and teaching assignments; serve on department, college, and university committees; and perform other

administrative duties as necessary; conduct academic research; teach graduate courses in K-12 educational leadership, finance, and human resources; 8/21 to 11/22

**Associate Professor** Educational Leadership – Kennesaw State University  
Taught M.Ed., Ed.S., and Ed.D. students in educational leadership courses while conducting academic research in school human resources, school finance, mentoring doctoral students, and serving on dissertation committees. Perform program administrative and management duties as necessary, including recruiting, coordinate curriculum improvements, course schedules; serve on department, college, and university committees; and perform other administrative duties as necessary; 08/20 to 11/22

**Assistant Professor** Educational Leadership – Kennesaw State University  
Taught M.Ed., Ed.S., and Ed.D. students in educational leadership courses while conducting academic research in school human resources, school finance, and serving on dissertation committees. Current courses taught acquaint students with knowledge of data driving decision making concepts in an educational context as well as field experience in the area of human resources management; 6/16 to 7/20—promoted to Associate Professor with Tenure 08/2020

**Assistant Professor** Educational Leadership – DePaul University  
Taught graduate students in educational leadership courses and quantitative research methodologies and applied statistics while conducting academic research. Courses acquaint students with generally accepted principles for generating, analyzing, and interpreting research and education policy issues; the language of research; different understandings of the purpose and use of research; and various ways of framing questions and designing studies; 9/15 to 7/16

**Adjunct Professor** Educational Leadership – University of South Carolina  
Developed and taught Instructional Supervision and School Personnel for the M.Ed. program in the Department of Educational Leadership and Policies, which emphasized the importance of blended modeling in online learning and school issues pertaining to school human resources practices, respectively; 6/15 to 8/15

**District School Personnel & HR Intern** South Carolina Department of Education  
Assisted local school superintendents of human resources with research, recruiting, and screening for K-12 school teachers, leaders, and staff while completing dissertation related research on their education populations; 8/13 to 5/14

**Graduate Teaching Assistant** Curriculum and Instruction – University of South Carolina  
Developed and taught action research courses for both the M.Ed. and Ed.D. programs in the Department of Curriculum and Instruction, which emphasized the use of both quantitative and qualitative data to address curriculum, program, and administrative issues for school teachers and school administrators; 1/15 to 5/15

**Graduate Teaching Assistant** Educational Leadership – University of South Carolina  
Developed and taught research methods courses to Ph.D. students which focused on reading quantitative statistics (i.e., psychometrics, descriptive statistics, inferential statistics) and interpreting quantitative research data; and taught principalship and superintendency classes that

emphasized the importance of administrative practices and decision making for M.Ed. and Ed.S. students; 8/14 to 12/14

**Graduate Research Assistant** Educational Leadership – University of South Carolina  
Investigated the relationship between school decision making models (i.e., unilateral, and bilateral) and teacher pay satisfaction using survey data from South Carolina and Ohio public school elementary teachers; 8/13 to 2/15

**Middle School Athletic Administrator** Spartanburg School District Seven  
Served as a school administrator responsible for school athletics, facilities management, and all school athletics protocols. This included hiring coaches, developing an athletic budget, facilities management, transportation, hiring athletic officials, and all other management aspects of school athletics; 8/2011 to 5/2013

**Physical Education Teacher** Spartanburg School District Seven  
Served as a middle school physical education teacher/football coach at McCracken Middle School, E.P. Todd Elementary/Middle School, and Jesse Boyd Elementary; 8/2008 to 5/2011

## PROFESSIONAL CREDENTIALS

Educational Leadership – Tier II L7 Certificate of Eligibility: Georgia PSC  
Health and Physical Education – T4 Certificate of Eligibility: Georgia PSC  
Educational Leadership – Tier I Standard License: South Carolina Department of Education  
Health and Physical Education – Standard License: South Carolina Department of Education

## PROFESSIONAL ORGANIZATIONS

Georgia Association of Educational Leaders, Member, 2018 – 2025  
Georgia Educational Leadership Faculty Association, Member, 2018 – 2025  
National Education Finance Academy, Member, 2015 – Current

## HONORS & AFFILIATIONS

**Recipient, 2023 NEFA Research and Practice Fellow**

This award, presented by the National Education Finance Academy, acknowledges scholars who have had a significant practical and scholarly impact in the area of school finance. Honored at the National Education Finance Academy Conference in Indianapolis, IN.

**Recipient, 2020 KSU Outstanding Early Career Faculty Award**

This award recognizes early career, full-time faculty members who have demonstrated exceptional contributions, as well as a strong potential for continued contributions, in the areas of teaching, research and creative activity, and professional service at the beginning of their academic careers. Selected by the university committee, which has representation from each academic college.

**Recipient, 2019 JV Educational Leadership Award**

A national award acknowledging a nominated higher education faculty member who has demonstrated educational and enthusiastic technique, contributed to student retention, and demonstrated dedication to his discipline through scholarly advancement. Honored at the 17<sup>th</sup> Annual Male of Color Empowerment and Retention Conference in Richmond, VA.

**Recipient, 2013 Southern Regional Education Board (SREB) Doctoral Scholar Fellowship**

Awarded as a doctoral scholar by the Southern Regional Education Board. The award consisted of full doctoral tuition and a \$30,000 stipend for up to three years.

**PUBLICATIONS**

(+denotes published with doctoral student)

**REFEREED JOURNAL ARTICLES**

**Buckman, D. G.** & Tran H. (2025). Do principals of color earn less: An examination of the racial pay gap among a first-time school principal cohort. *AASA Journal of Scholarship and Practice* (Forthcoming).

Jimenez, A., Clegorne, N., Croft, S., & **Buckman, D. G.** (2025). Structural accommodations in middle school mathematics: Implications for lessening the achievement gap of English learners. *International Society for Educational Planning*. (Forthcoming).

+Holloway, S., & **Buckman, D. G.** (2025). Does investing in teachers' professional development impact teacher retention? *Journal of Education Human Resources*, 43(3), 553-581.

Tran, H., **Buckman, D. G.**, Gause, S., Saul, R., & Bould, R. (2023). Systemic barriers in district principal development and hiring practices for women and people of color in the principalship. *Journal of Research on Leadership Education*, 19(4), 458-482.

+**Buckman, D. G.**, & Sloan, B. (2022). Repairing the principal pipeline: Does hiring type slow the leak? *International Journal of Educational Leadership Preparation*, 17(1), 1-22.

Johnson, A. & **Buckman, D. G.** (2022). State of states: Georgia. *Journal of Education Finance*, 47(5), 1-3.

Croft, S. J., & **Buckman, D. G.** (2021). Connecting Title 1 schools and the pre-Brown era: Do contemporary school principals espouse pre-Brown educational beliefs. *Voices of Reform*, 4(1), 25-42.

+Smalls, C. & **Buckman, D. G.** (2021). Public and private schools: A study of teacher job satisfaction. *Educational Leadership Review*, 22(1), 54-71.

**Buckman, D. G.** (2021). The influence of principal retention and principal turnover on teacher turnover. *Journal of Educational Leadership and Policy Studies*, 5, 1-26.

- Tran, H., & **Buckman D. G.** (2021). A descriptive analysis of high need districts' inequitable access to talent-centered education HR systems. *AASA Journal of Scholarship & Practice*, 18(3), 21-34.
- Buckman, D. G.**, & Jackson, T. E. (2021). Addressing the gender pay gap: The influence of female and male dominant disciplines on gender pay equity. *Journal of Education Finance*, 47(1), 71-91.
- +**Buckman, D. G.**, & Pittman, J. (2021). Student discipline and teacher job satisfaction: A dual district analysis. *Georgia Educational Research Journal*, 18(2), 1-28.
- Buckman, D. G.** (2021). State of states: Georgia. *Journal of Education Finance*, 46(3), 266-268.
- +**Buckman, D. G.**, Hand, N. W. J., & Johnson, A. D. (2021). Improving high school graduation rates through school climate. *NASSP Bulletin*, 105(1), 5-24.
- Buckman, D. G.** (2020). State of states: Georgia. *Journal of Education Finance*, 45(3), 282-284.
- Tran, H., & **Buckman, D. G.** (2020). The relationship between districts' teacher salary schedule structures and the qualifications of their teacher staffing profile. *The Journal of School Administration Research and Development*, 5(1), 24-34.
- Tran, H., & **Buckman, D. G.**, & Johnson, A. D. (2020). Using the hiring process to improve the cultural responsiveness of schools. *Journal of Cases in Educational Leadership*, 23(2), 70-84.
- Buckman, D. G.** (2019). State of states: Georgia. *Journal of Education Finance*, 44(3), 255-257.
- Buckman, D. G.**, & Tran, H. (2018). Internal and external elementary principal hiring and minimal student achievement: A 5-year cohort model. *International Journal of Educational Leadership Preparation*, 13(1), 1-18.
- Jarrett, P., Tran, H., & **Buckman, D. G.** (2018). Do candidates' gender and professional experience influence superintendent selection decisions? *AASA Journal of Scholarship and Practice*, 15(1), 7-21.
- Buckman, D. G.**, & Jackson, T. (2018). State of states: Georgia. *Journal of Education Finance*, 43(3), 246-248.
- Johnson, A. D., Adams, V. M., & **Buckman, D. G.** (2018). State of states: Louisiana. *Journal of Education Finance*, 43(3), 260-262.
- Buckman, D. G.**, Johnson, A. D., & Alexander, D. (2018). Internal versus external promotion: Advancement of teachers to administrators. *Journal of Educational Administration*, 56(1), 33-49.

- Buckman, D. G.** (2017). Job satisfaction: A study of the relationship between Right-To-Work policy and public school teachers' perceptions. *Educational Leadership Review*, 18(1), 52-63.
- Adams, V. M., & **Buckman, D. G.** (2017). State of states: Louisiana. *Journal of Education Finance*, 42(3), 278-280.
- Tran, H., & **Buckman, D. G.** (2017). The impact of principal movement and school achievement on principal pay. *Leadership & Policy in Schools*, 16(1), 106-129.
- Tran, H., & **Buckman, D. G.** (2016). Pay for progress: The relationship between Florida districts' teacher salary offerings and their high school dropout rates. *Journal of School Public Relations*, 37(3), 320-346.
- Buckman, D. G.**, Tran, H., & Young, I. P. (2016). Does collective bargaining influence the pay satisfaction of elementary school teachers? *AASA Journal of Scholarship and Practice*, 13(1), 37-51.
- Geisel, R. T., Bon, S., & **Buckman, D. G.** (2015). Employee settlement agreements: Effective employment practice or public relations nightmare. *Journal of School Public Relations*, 36(2), 194-217.
- Cox, E. P., Hopkins, M., & **Buckman, D. G.** (2015). The impact of poverty, school enrollment, and ninth-grade transition programs on promotion. *Journal of School Public Relations*, 36(1), 111-125.
- Buckman, D. G.** (2015). State of states: Louisiana. *Journal of Education Finance*, 41(2), 232-234.
- Buckman, D. G.**, & Tran, H. (2015). The relationship between school size and high school completion: A Wisconsin study. *Journal of Education Policy, Planning and Administration*, 5(7), 1-16.
- Young, I. P., Cox, E. P., & **Buckman, D. G.** (2014). A better leveled playing field for assessing satisfactory job performance of superintendent on the basis of high stakes testing outcomes. *AASA Journal of Scholarship and Practice*, 11(3), 4-15.

#### NON-REFEREED PUBLICATIONS

- Buckman, D. G.**, Tran, H., Frazier, L. E., Smith, S. J., & Skousen, J. D. (2025). Navigating financial realities during fiscal year 2024: State of the states overview. *Journal of Education Human Resources*, 43(S1), 1-8.
- Bynoe, T., Tran, H., **Buckman, D. G.**, Vesely, R. (2024). State of states overview for fiscal year 2023. *Journal of Education Human Resources*, 42(S1), 1-8.



Bynoe, T., Vesely, R., Tran, H., & **Buckman, D. G.** (2023). State of states overview for fiscal year 2022. *Journal of Education Human Resources*, 41(S1), 1-6.

Tran, H., **Buckman, D. G.**, Bynoe, T., & Vesley, R. S. (2022). School finance during the pandemic: How are states responding in FY21? *Journal of Education Finance*, 47(5), 1-3.

**Buckman, D. G.**, & Martínez, D. G. (2021). Examining the intersectionality of education finance and human resources in the P-20 continuum. *Journal of School Human Resources*, 39(4), 369-372.

Tran, H., **Buckman, D. G.**, Bynoe, T., & Vesley, R. S. (2021). School finance during the pandemic: How are states responding? *Journal of Education Finance*, 46(3), 239-240.

**Buckman, D. G.**, & Martínez, D. G. (2021). Considerations on the connection between human resources and finance in the educational organization. *Journal of School Human Resources*, 39(2), 97-102.

## BOOKS

Tran, H., Smith, D., & **Buckman, D. G.**, (Eds.) (2020). *Stakeholder engagement: Improving education through multilevel community relations*. Lanham, MD: Rowan & Littlefield Publishing Group.

## BOOK CHAPTERS

Tran, H., & **Buckman, D. G.** (2024). Chapter 5: Selection. In H. Tran & C. Kelley (Eds.). *Strategic human resources management in schools: Talent-Centered Education Leadership* (pp. [111-140]). UCEA/Routledge.

Gause, S., Tran, H., & **Buckman, D. G.** (2023). Chapter 5: We're hiring but will they come? The challenges of recruiting racially diverse principal candidates in rural districts. In M. Reichel & C. Rabinowitz (Eds.). *Best practices in principal recruitment and retention* (pp. 57-68). Rowan & Littlefield Publishers, Inc.

**Buckman, D. G.**, & Tran, H. (2022). Chapter 4 - Scholarship vs. practice: Best succession planning practices from scholarship as compared with practices employed by a large outer-ring suburban school district in the field. In L. Sabina (Eds.). *School administrator succession planning: Identifying high-impact practices, programs, and frameworks in P-12 schools* (pp. 65-88). IAP-Information Age Publishing.

**Buckman, D. G.** (2022). The role of principals in South Carolina's teacher shortage. In H. Tran & D. Smith (Eds.). *How did we get here? The decay of the teaching profession* (pp. 227-255). IAP-Information Age Publishing.

### PUBLICATIONS IN REVIEW / IN PROGRESS

Tran, H., **Buckman, D. G.**, & Martinez, D. G. (Eds.) (2026). *Funding Public Higher Education in the United States*. Charlotte, NC: IAP-Information Age Publishing.

Tran, H., **Buckman D. G.**, Hardie, S., Gause, D., & Martinez, D. G. (2025). Can more formal and standardized human resources management processes improve leadership diversity in schools? A case study of a district's leadership development and hiring redesign. *Leadership and Policy in Schools* (In Review)

### **REFEREED PRESENTATIONS**

(+denotes presented with doctoral student)

Tran, H. & **Buckman, D. G.** (April, 2025). *Funding public higher education in the United States*. Presented at the National Education Finance Academy Conference, Charlotte, NC.

**Buckman, D. G.** & Tran, H. (April, 2025). *Trends of education staffing investments for fiscal year 2024*. Presented at the National Education Finance Academy Conference, Charlotte, NC.

+Holloway, S. & **Buckman, D. G.** (April, 2024). *Does investing in teachers' professional development impact teacher retention in the state of Georgia?* Presented at the National Education Finance Academy Conference, Charlotte, NC.

Tran, H., **Buckman, D. G.**, Gause, S., & Hardie, S. (November, 2023). *Does a rational and standardized HR redesign improve school leadership diversity?* Presented at the University Council of Educational Administration Conference, Minneapolis, MN.

**Buckman, D. G.** & Tran H. (April, 2023). *Principal pay equity: A study of factors contributing to the differences in principal pay among new principals*. Presented at the National Education Finance Academy Conference, Indianapolis, IN.

**Buckman, D. G.** (April, 2023). *Examining the current state of the teaching profession: A case study of South Carolina*. Presented at American Educational Research Association Annual Meeting, Chicago, Illinois.

**Buckman, D. G.**, Tran, H., & Gause, S. (April, 2023). *The role of principal succession planning in identifying, preparing, and developing districts future school leaders*. Presented at American Educational Research Association Annual Meeting, Chicago, Illinois.

Tran, H., Gause, S., & **Buckman, D.G.** (November, 2022). *How HR practices and programs perpetuate workplace exclusion for gender and race in the principalship*. Presented at University Council of Educational Administration Conference, Seattle, WA.

- Johnson, A. & **Buckman, D. G.** (April, 2022). *State of states: Georgia educational budget trends roundtable discussion*. Presented at the National Education Finance Virtual Conference.
- Buckman, D. G.**, Tran, H. (November, 2021). *A case study analysis of principal succession and leadership preparation in a large urban school district*. Presented at University Council of Educational Administration Conference, Columbus, OH.
- Buckman, D. G.** (April, 2021). *State of states: Georgia educational budget trends roundtable discussion*. Presented at the National Education Finance Virtual Conference.
- Tran, H., & **Buckman, D. G.** (April, 2021). *A Descriptive Analysis of High-Need Districts' Inequitable Access to Quality HR Systems*. Presented at American Educational Research Association Annual Meeting, Virtual.
- Tran, H., **Buckman, D. G.**, Sauls, R., & Jenkins, Z. (April, 2021). Workplace inclusion discussion panel. In H. Tran (Chair). *Spotlight on talent-centered educational leadership: Creating more inclusive education work spaces*. [Presidential Session]. American Educational Research Association Annual Meeting, Virtual.
- Buckman, D. G.** (April, 2020). *State of states: Georgia educational budget trends roundtable discussion*. Presented at the National Education Finance Virtual Conference.
- +**Buckman, D. G.**, Hand, N. W. J. & Jimenez, A. (November, 2019). *The relationship between school climate and high school graduation rates*. Presented at University Council of Educational Administration Conference, New Orleans, LA.
- Buckman, D. G.** (April, 2019). *State of states: Georgia educational budget trends roundtable discussion*. Presented at the National Education Finance Conference, Renton, WA.
- Buckman, D. G.**, & Tran H. (August, 2018). *The relationship between internal and external promotion on school minimal achievement*. Presented at the International Council of Professors of Educational Leadership Conference, Charlotte, NC.
- Buckman, D. G.**, & Jackson, T. (April, 2018). *Faculty pay equity at Georgia Colleges and Universities*. Presented at the National Education Finance Conference, Tulsa, OK.
- Buckman, D. G.** (April, 2018). *State of states: Georgia educational budget trends roundtable discussion*. Presented at the National Education Finance Conference, Tulsa, OK.
- Buckman, D. G.** (July, 2017). *Does unionization influence the job satisfaction of public P-12 teachers?* Presented at the International Council of Professors of Educational Leadership Conference, San Juan, Puerto Rico.
- Buckman, D. G.**, & Johnson A. (July, 2017). *Pathway to the assistant principalship: A study of the influence of state educational leadership licensure policy and promotion type on the*

*employability of new assistant principal candidates.* Presented at the International Council of Professors of Educational Leadership Conference, San Juan, Puerto Rico.

**Buckman, D. G.** (February, 2017). *State of states: Louisiana educational budget trends roundtable discussion.* Presented at the National Education Finance Conference, Cincinnati, OH.

Tran H., & **Buckman, D. G.** (February, 2017). *The relationship between teachers' pay and student drop out in Florida.* Presented at the National Education Finance Conference, Cincinnati, OH.

**Buckman, D. G.** (February, 2016). *State of states: Louisiana educational budget trends roundtable discussion.* Presented at the National Education Finance Conference, Jacksonville, FL.

**Buckman, D. G.,** & Tran, H. (August, 2015). *The impact of collective bargaining on elementary school pay satisfaction.* Presented at the National Council of Professors of Educational Administration Conference, Washington, DC.

Tran, H., **Buckman, D. G.** (February, 2015). *Does principal movement and school achievement predict principal salaries?* Presented at the National Education Finance Conference, St. Louis, MO.

### INVITED PRESENTATIONS

**Buckman, D. G.,** Tran, H., & Johnson, A. (June, 2020). *Recruitment and hiring of people of color.* Panel discussion at Our Village in Action, Web Series.

**Buckman, D. G.,** Glenn, T., & Johnson, A. (December, 2020). *Two percent is not enough: Why America needs more black male teachers.* Panel discussion at Georgia Educators of Tomorrow, Kennesaw, GA.

### MEDIA APPEARANCES & INTERVIEWS

Smith, B. (2023, January 27). "Governor Brian Kemp wants to raise teacher salaries by \$2,000 or more." *WJBF News 6*. <https://www.wjbf.com/news/education/governor-kemp-to-raise-teacher-salary-2000-more/>

"Research that enhances the student experience." Kennesaw State University: The Graduate College Magazine, Summer 2018.

### EXTRAMURAL FUNDING

Contract. Cobb County Schools. Contracted Cobb County Schools to fund one hundred seventy-five (175) teachers to complete graduate degree in the college of education over two years. \$788,025 annually. Received May 2025.

Contract. Gwinnett County Public Schools. Contracted Gwinnett County Public Schools to fund one hundred and fifty (150) teachers to complete graduate degree in the college of education over two years. \$859,500 annually. Received March 2025.

Contract. Gwinnett County Public Schools. Contracted Gwinnett County Public Schools to fund one hundred (100) teachers to complete graduate degree in the college of education over two years. \$573,000 annually. Received August 2024.

Contract. Cobb County Schools. Contracted Cobb County Schools to fund one hundred seventy-five (175) teachers to complete graduate degree in the college of education over two years. \$788,025 annually. Received May 2024.

Contract. Freeman, Mathis, and Gary, LLC. Contracted Freeman, Mathis, and Gary to fund research in the area of Name, Image, and Likeness (NIL) to support state policy development. \$58,491.43. Received November 2023.

Contract. *Cartersville City School District*. Cultivated a partnership with the school district whereby the respective district contracted the department to provide them a professional development liaison to develop professional development materials, organize PL sessions, observe teachers, and provide opportunities for continuous growth for one academic year. \$21,754. Received August 2022.

## **JOURNAL GUEST EDITING**

Guest Editor, Journal of Education Human Resources (Special Issue)

Oversee journal operations and contribute to advertising, prescreening manuscripts, assigning reviewers, and organizing the journal content for publication for the 2021 Special issue—Money and People; 1/21 to 4/2022.

Guest Associate Editor, Journal of Education Finance (Annual Special Issue)

Served as the Southern Region Coordinator and oversaw prescreening of manuscripts, reviewed manuscripts, and organized the publication content in the JEF Annual Special Issue—State of the States; 1/20 to Current.

Guest Editor, Journal of Education Human Resources (Special Issue)

Oversee journal operations and contribute to advertising, prescreening manuscripts, assigning reviewers, and organizing the journal content for publication for the 2021 Special issue—Money and People; 1/20 to 4/2021.

## **SERVICE ACTIVITIES**

### UNIVERSITY SERVICE

UWG AVP of Innovation and Research Job Search, Committee Member, 2024  
 AU Carnegie Community Engagement Project Administrative Team, Member, 2023  
 AU Orientation Steering Committee, Member, 2022 – 2023  
 KSU Chairs' and Directors' Assembly, Member, 2021 – 2022  
 KSU Director of Research for A.L. Burris Institute Job Search, Committee member, 2021  
 KSU Director of Research for CARES Program Job Search, Committee member, 2021  
 KSU Faculty Senate, EDL Department Senator, 2020 – 2021  
 KSU President's Athletics Oversight Council, Executive Committee Member, 2016 – 2019

### COLLEGE SERVICE

UWG (CHS) Higher Ed. Clinical Assistant Professor Faculty Search, Committee Member, 2024  
 UWG (CHS) Higher Ed. Assistant Professor Faculty Search, Committee Member, 2024  
 UWG COE Diversity and Inclusion Advisory Committee (COEDIAC), Ex-officio, 2023 – Current  
 AU CSRA RESA Board of Control, Non-voting Board Member, 2022 – 2023  
 AU Field Experience Coordinator Search, Committee Chair, 2023  
 AU Leadership Team, Member, 2022 – 2023  
 KSU Leadership Team, Member, 2021– 2022  
 KSU Academic Chairs and Deans Committee, Committee Member, 2021 – 2022  
 KSU Quantitative Methodologist in Residence, 2020 – 2022  
 KSU BCOE Tenure and Promotion Committee, 2020 – 2021  
 KSU Research Consortium Committee, Committee Member, 2019 – 2021  
 KSU Research Task Force, Committee Member, 2017 – 2021  
 KSU Scholarship Committee, Committee Member, 2019  
 KSU R2 Research & Scholarly Activity Task Force, Committee Member, 2019  
 KSU Student Development & Awards Committee, Chair, 2018 – 2019  
 KSU Outstanding Dissertation Award Selection Committee, Co-Chair, 2019 – 2020  
 KSU College Faculty Council, Committee Member, 2016 – 2019  
 KSU Student Development & Awards Committee, Chair-elect, 2017 – 2018  
 KSU Outstanding Dissertation Award Development Taskforce, Taskforce Chair, 2017  
 KSU Student Development & Awards Committee, Committee Member, 2016 – 2017  
 DePaul College of Education “Public Safety” Task Force, Committee Member, 2015 – 2016

### DEPARTMENT SERVICE

KSU (EDL) Ed.S. Program Coordinator, 2017 – 2021  
 KSU (EDL) Department Faculty Council, Committee Member, 2019 – 2021  
 KSU (EDL) Partnerships & Public Relations, Committee Co-Chair, 2018 – 2021  
 KSU (EDL) Curriculum & Assessment Committee, Committee Member, 2016 – 2021  
 KSU (EDL) Ed. Leadership Assistant Professor Faculty Search, Committee Chair, 2020  
 KSU (EDL) Ed. Leadership Assistant Professor Faculty Search, Committee Member, 2018  
 KSU (EDL) Quality Measures Assessment, Co-Lead, 2017 – 2019

KSU (EDL) Higher Education Administration Taskforce, 2017 – 2018

### PROFESSIONAL SERVICE

President-elect, National Education Finance Academy

Served as the President-elect of the National Education Finance Academy. In this role I provided advice on the organization's budget, journals, conferences, operations, membership, planning, and all other logistics to the organization's President; 4/25 to Current

Vice President, National Education Finance Academy

Served as the Vice President of the National Education Finance Academy. In this role I provided advice on the organization's budget, journals, conferences, operations, membership, planning, and all other logistics to the organization's President-elect and President; 3/25 to 4/25

East P-20 Collaborative, Lead, Georgia Department of Education

Oversees the development of the agenda and facilitates the Fall and Spring East P-20 Collaborative Convention; 11/22 to 06/23

Editorial Board, Chairman, Journal of Education Human Resources

Advisee for journal operations and contribute to advertising, manuscript scope and direction, manage board meetings; 5/22 to Current

Board of Trustees, Member, National Education Finance Academy

Served as a member of the National Education Finance Academy's Board of Trustees. Served as the officer over organizational membership (AY 2024). This group makes decisions regarding the organization's budget, journals, conferences, operations, membership, planning, and all other logistics; 4/21 to 4/24

Board of Advisors, National Education Finance Conference

Served as a member of the National Education Finance Academy's Board of Advisors. This group makes recommendations on the organization's budget, journals, conferences, operations, membership, planning, and all other logistics; 4/21

Co-Chair, National Education Finance Conference State of the States

Served as the Co-chair of the National Education Finance Conference State of the States round table and oversaw screening of proposals and organized the logistics of the discussion; 1/20 to Current

National Education Finance Conference Planning Committee

Served as a member of the National Education Finance Academy's Annual Conference planning committee charged with developing the conference's theme, timeline, budget, and logistics. I also oversaw the proposal selection process and managed the conference's information system; 6/20 to 4/21

Nation Educational Finance Academy (NEFA) Annual conference planning committee

Served as a member of the planning committee charged with developing the conference's theme, timeline, budget, and logistical planning; 8/20 to 4/21

Core Faculty Fellow, The Talent Centered Education Leadership Initiative (TCELI)

Served as a scholar who advances talent centered education human resources management scholarship in my work. As a representative fellow, the organization identified me as a significant ally for evolving education talent management; 6/20 to current

Committee Member, Outstanding Dissertation Award Selection Committee (AERA)

Reviewed, evaluated, and selected Outstanding Dissertation award recipients for the 2019 American Education Research Association annual conference in Toronto, Canada; 2/19 to 3/19

Associate Editor, Journal of Education Human Resources

Oversee journal operations and contribute to advertising, prescreening manuscripts, assigning reviewers, and organizing the journal content for publication; 1/20 to 5/22

Associate Editor, Journal of School Public Relations

Oversee journal operations and contribute to advertising, prescreening of manuscripts, assigning reviewers, and organizing the journal content for publication; 2/18 to 4/19

Reviewer, Policy Futures in Education

Reviewed manuscripts yearly for the quarterly publication, specifically in the area of education policy in regards to teachers and leaders; 5/22 to Current

Reviewer, American Education Research Journal

Reviewed manuscripts yearly for the quarterly publication, specifically in the area of school human resources and administrative practices; 11/21 to Current

Reviewer, NASSP Bulletin

Reviewed manuscripts yearly for the quarterly publication, specifically in the area of school human resources and administrative practices; 3/21 to Current

Reviewer, American Journal of Education

Reviewed manuscripts yearly for the quarterly publication, specifically in the area of school human resources and administrative practices; 10/18 to Current

Editorial Review Board Member, Journal of School Public Relations

Reviewed manuscripts yearly for the quarterly publication, specifically in the area of school human resources and administrative practices; 8/15 to 1/18

Reviewer, Educational Leadership Review

Reviewed manuscripts yearly for the yearly publication, specifically in the area of policy, law, and school finance; 11/17 to Current

Reviewer, International Journal of Educational Leadership Preparation



Reviewed manuscripts yearly for the yearly publication, specifically in the area of policy, law, and school finance; 11/17 to Current

Reviewer, Mentoring and Tutoring Journal

Reviewed manuscripts yearly for the quarterly publication, specifically in the area of school administrative practices; 11/17 to Current

Graduate Assistant to the Editor, Journal of School Public Relations

Reviewed manuscripts and assisted in managing the journal in an administrative assistant capacity for the editor; 8/13 to 5/14

## **CONSULTING**

Career Academy Development Consultant. College and Career Advisory Committee, Cobb County School District, 2023

Human Resources Consultant. New School Venture Fund Grant, “Strengthen the pipeline of Black and Latino males into leadership positions,” Atlanta Public Schools, 2021

Research Consultant. Young Peoples Project Grant, 2015 – 2016

Editorial Consultant for Textbook. Law & Education Inequality: Removing Barriers to Educational Opportunities, 2015

## **PROFESSIONAL DEVELOPMENT**

CASE: Summer Institute in Educational Fundraising, University of Wisconsin, 2022

Provost’s Faculty Leadership Fellowship, 2022

Introduction to Qualitative Meta-synthesis Methods, AERA-ICPSR PEERS Data Hub, 2021

Annual Summer GAEL Conference, Jekyll Island, GA, 2019

Annual Summer GAEL Conference, Jekyll Island, GA, 2018

Program Coordinators Workshop, KSU, 2018

Designing Interactive Lectures and Improving Class Discussions, KSU, 2018

Excel Leadership Program, KSU, 2017

Leaders Keys Effectiveness System (LKES) Training, Georgia Department of Education, 2017

Create an Online Course Workshop, KSU, 2017

Multilevel and Mixed Models Seminar, North Carolina State University, 2016

DePaul Online Teaching Series (D.O.T.S.), DePaul University, 2015

## **TEACHING & MENTORING at UNIVERSITY OF WEST GEORGIA**

Instructor: Introduction to Research in Human Sciences (Graduate Level)

Instructor: Organization Theories and School Improvement (Graduate Level)

## **TEACHING & MENTORING at KENNESAW STATE UNIVERSITY**

Instructor: Human Resources, Law, and Ethics for School Leaders (Graduate Level)

Instructor: Applied Leadership Evaluation (Graduate Level)

Instructor: Managing the Fiscal and Physical Environment (Graduate Level)

Instructor: Curriculum and Instruction (Graduate Level)

Instructor: Advanced Quantitative Research Methods (Graduate level)

Instructor: Data Analysis and School Improvement (Graduate Level)

Instructor: Managing Human Resources (Graduate Level)

### DISSERTATIONS CHAIRED

Student: Sunita Holloway (Completed: Fall, 2022; Kennesaw State University)

Title: The Relationship between Instructional Staff Training Expenditures and Teacher

Retention: Comparing Georgia Public Schools

Student: Eleajah McElroy (Completed: Spring, 2022; Kennesaw State University)

Title: The Relationship Between Leadership Implementation of Multi-Tiered Systems of Supports (MTSS) and Student Achievement in Reading and Mathematics in Middle Schools in Georgia

Student: Belinda Sloan (Completed: Spring, 2021; Kennesaw State University)

Title: The Relationship between Hiring Type and Principal Retention: Comparing Georgia Public School Principals

Student: Joshua Pittman (Completed: Fall, 2020; Kennesaw State University)

Title: The Influence of Student Discipline on Teacher Job Satisfaction when Controlling for Workplace Characteristics, Personal Attributes, Human Capital Elements, and Principal Leadership

Student: Christopher Small (Completed: Spring, 2020; Kennesaw State University)

Title: A Comparison of Public and Private School Teachers' Job Satisfaction when Controlling for Policy Perspectives, Individual, and Workplace Characteristics

Student: Nathan Hand (Completed: Spring, 2019; Kennesaw State University)

Title: The Relationship between School Climate and Graduation Rates from a Control Perspective: Comparing Georgia Public High Schools

## **TEACHING at DePAUL UNIVERSITY**

Instructor: Data-Driven Decision Making (Graduate Level)

Instructor: Politics of Education (Graduate Level)

Instructor: Quantitative Statistics I (Graduate Level)

Instructor: Quantitative Statistics II (Graduate Level)  
Instructor: University Supervisor for Principal Internship (Graduate Level)  
Instructor: Human Resources Management (Graduate Level)

**TEACHING at THE UNIVERSITY of SOUTH CAROLINA (COLUMBIA)**

Instructor: Reading Quantitative Statistics (Graduate Level)  
Instructor: The Superintendency (Graduate Level)  
Instructor: The Superintendent Practicum (Graduate Level)  
Instructor: Doctoral Action Research Capstone (Graduate Level)  
Instructor: Elementary Principal Practicum (Graduate Level)  
Instructor: Action Research (Graduate Level)  
Instructor: Instructional Supervision (Graduate Level)  
Instructor: School Personnel (Graduate Level)