

Nikki R. Jackson, J.D.

Senior Vice President



Having spent 19 years in Human Resources practicing in both public and private sectors, she is also an internationally recognized leader in HR transformation. In her work, she has helped to accelerate the HR department's contributions, modernization, efficacy and overall restoration. Her speaking topics include: Higher education and the Public Sector, Women and Work, The Cost of Hate, Race and Work, Leadership Journeys, The Cost of Clarity and What Beyoncé has to do with HR Transformation.

Previously, Nikki served as Vice Chancellor for Human Resources for Maricopa Community Colleges, the largest community college system in the country, where she oversaw all human resources functions that serve more than 10,000 employees. She led a function of more than 180 HR practitioners and is credited for the fastest transformation within the HR department at Maricopa. She modernized a 40-year old HR operation and inspired a new awakening in the HR department. Immediately prior to this post, she served as Personnel Cabinet Secretary for the Commonwealth of Kentucky, appointed by Governor Steven L. Beshear to serve in that capacity in 2007. She was the youngest Cabinet Secretary and first African-American female to lead the Cabinet in Kentucky's history. As the Personnel Cabinet Secretary for the Commonwealth of KY, she was instrumental in spearheading the strategic transformation of the human resources within state government. She created the Center for Strategic Innovation, an in-house consulting "firm" focused on creating efficiencies, re-engineering antiquated work practices and promoting innovation in all cabinet services, in keeping with its strategic goals, vision and values.

Nikki began her career as a labor and employment attorney in South Florida. Certified in Collective Bargaining from Cornell University's School of Industrial Relations, she earned a Juris Doctorate degree from the University of Miami School Of Law and a Bachelors of Arts degree from Hampton University. In 2017 she was selected as *Louisville Business First's* "Woman of Influence." She has also been honored as one of "20 People to Know in Banking and Finance," "Forty Under 40" and recognized as one of the "10 Most Influential Women of Louisville." In 2015 she authored a chapter in the book *Rethinking Human Resources*.

She is well versed in a multitude of disciplines, having served as keynote speaker on transformation, strategic human resources and compliance strategy at conferences across the world. Her work in HR transformation was first featured in the April 2010 edition of *HR Magazine*, SHRM's national publication, but Nikki has also authored several articles on Transformational HR and Strategic leadership in

HR for magazines such as the *Public Manager* and *HR News*, and has been featured on several local television programs for this work. As a result of her accelerated success in rebranding KY's HR practice, Nikki was invited to Seoul Korea, as a guest of the Korean Institute For Public Finance to discuss strategic human resources in the public sector and was the only state to be invited by the White House to meet with John Berry, then Director of the Office of Personnel Management, in the Obama Administration, to discuss the same topic. Her work has been featured on the cover of The Higher Education Workplace Magazine and she has been s a regularly featured guest on WWDB-AM 860's "The Board Room", a radio show based in Philadelphia, PA.

In 2010 she was chosen as a Vision 2020 National Delegate at the American Conversation on Women and Leadership Conference held at the National Constitution Center in Philadelphia, Pa. Nikki is also a member of the Kentucky Chapter of the International Women's Forum and Delta Sigma Theta, Sorority.