

Lacey Shanté Hites
Curriculum Vitae

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Education

PhD Candidate, Department of Sociology (ABD)
University of New Mexico (UNM), Albuquerque, New Mexico
M.A., Sociology, May 2022 University of New Mexico (UNM)
M.S., College Student Personnel Administration, May 2015 University
of Central Missouri (UCM), Warrensburg, Missouri
B.S., Psychology, May 2012, *cum laude*
University of Central Missouri (UCM)



Academic Positions

- Jan. 2024 – **Research Assistant (RA)** – UNM, Sociology Department
Present Team member on “Climate for Latino Students” project under Dr. Nancy López. Research funding provided by The Bill and Melinda Gates Foundation to support the collection and analysis of data on the frameworks for understanding and measuring the heterogeneity (i.e., intracategorical complexity) of Latinx student identities, experiences, and outcomes across a range of college types
- Aug. 2023 – **Research Assistant (RA)** – UNM, Division of Equity and Inclusion
Present Team member on “Ethnic Studies, Education and Health” project with Drs. Nancy López and Shiv Desai. Research funding provided by Hewlett and William T. Grant Foundation to support the collection and analysis of data on Ethnic Studies (ES) courses in k-12 school districts as a promising lever for reducing educational inequalities between students of color and their advantaged peers
- Aug. 2020 – **Graduate Assistant (GA)** – UNM, Sociology Department
Dec. 2023 Provide instructional support to sociology faculty and instructors; support in the classroom; Assist in the preparation of course materials; Assist with course related assessment and grading. Assigned courses Fall 2020 – Fall 2023: Sociological Theory; Police and Social Control; Causes of Crime and Delinquency; Couples, Family and Friendship; Sociological Data Analysis, Introduction to Sociology, Sociology of Race and Inequality, Games and Society
- May 2023 – **Research Assistant (RA)** – UNM, Sociology Department
June 2023 Assisted in research project “The Exceptional Exogamy of Same Sex Couples in the Era of Online Dating: Differences in Assortativity by Gender Combinations and Online-vs-Offline Origin, for Race, Education, Age, Religion and Politics” – UNM, Sociology Department, PI: Reuben J. Thomas
- July 2022 – **Assistant Coordinator (AC) Research and Training** – UNM, Student Learning Assistance, CTL
Present Assist in management of the CTL Student Leadership training program and participate in implementing a vision and direction for the program; Design training calendar to meet national training certification, assist with training tracking, data analysis and reporting to campus partners; Plan and facilitate developmental trainings for the CTL Student Leaders; Use evidence-based scholarship to support CTL programming and student development
- March 2021 – **Project Assistant (PA) Culturally Responsive Pedagogy**– UNM, Center for Teaching and Learning
May 2022 Assisted in research and development of Culturally Responsive Teaching and Learning for UNM remote courses; Provided research and operational support; Developed focus group and interview protocols; wrote and submitted all IRB proposals and amendments; Recruited, scheduled, and facilitated focus groups and interviews; Reviewed and coded qualitative data, facilitated research team data analysis; On-going collaboration with primary research team members to produce a manuscript
- Jan. 2019 – **TRIO Assistant Director** – UCM TRIO-Student Support Services (SSS), Warrensburg, MO
Aug. 2020 Provided day-to-day leadership of SSS, created and annually revised Policies and Procedures Manual for program operations and grant guidelines; Provided comprehensive advisement for first- generation, low-income, and/or disability-challenged college students; Selected, supervised, trained, and evaluated professional staff and student Peer Mentors; Represented the SSS program on internal and external committees at the university; Conducted regular data analysis of student performance and persistence variables; Conducted semi-annual program evaluation and analysis to improve program best practices
- Aug. 2015 – **TRIO Advisor** – UCM, TRIO-Student Support Services
Jan. 2019 Provided comprehensive advisement for first-generation, low-income, and/or disability-challenged college students; Taught “College Success Strategies”; Presented monthly “Financial Literacy” seminars on financial aid information, FAFSA assistance, and budgeting; Demonstrated record numbers of student persistence and graduation, as evaluated by federal Annual Performance Report

Fall 2014 **TRIO Assistant** – State Fair Community College, Sedalia, MO
Worked directly with students from first-generation, low-income, and disability-challenged backgrounds; Mentored students to overcome social, academic, and class barriers; Educated students through skills training, advising, consultation, and activities

Teaching Experience

Fall 2015, Spring 2016, Fall 2017, Spring 2018, Fall 2019 **TRIO Instructor** – UCM TRIO-Student Support Services (SSS), Warrensburg, MO
Taught multiple sections per semester of 1-credit hour “College Success Strategies” to assist SSS program students in understanding and committing to the academic standards of the university and to function successfully in the university environment. Developed and regularly updated curriculum and student learning objectives in alignment with university Quality Matters standards and department assessment committee guidelines

Summer 2018 **Global Volunteers Faculty Advisor** – Ipalamwa, Tanzania
Instructor for Political Science course “Tanzanian Culture & Society”; Coordinated international travel arrangements for 11 undergraduate students to engage in cultural immersion experience facilitated by Global Volunteers; Supervised travel and learning outcomes for 3-week service-learning project

Summer 2016 **Adjunct Instructor** – Avila University, Kansas City, MO
Courses specifically for TRIO Upward Bound Summer Bridge Academy; Taught 3-credit hour Academic Reading; Taught 1-credit hour Financial Literacy and College Success Strategies

Aug. 2013 – May 2015 **Graduate Assistant** – UCM, Office of Mentoring, Advocacy, & Peer Support
Identified academic resources for struggling students; Provided support and accountability for students at risk of academic suspension; Monitored tutor requests, coordinated tutor services through the Student Success Center, and compiled reports; Researched, developed, and piloted live-in peer mentor program, Academic Resource Coaches (ARC); Scaled ARC program to implement in all university residence halls; Supervised 32 live-in, peer mentor students; Supervised Title IX and victim advocate obligations of UCM; Assisted in developing a new graduate assistantship position for the LGBTQ community

Fall 2013, Fall 2014 **Co-Instructor AE 1800 Special Topics Course** – UCM, Warrensburg, MO
Course specifically for underrepresented scholarship and mentorship student recipients; Met weekly with students; Taught 1-credit hour learning strategies and study skills

Summer 2014 **Student Affairs Intern** – Dublin Institute of Technology (DIT), Dublin, IE
Policy planning: Campus Life strategic planning day; Technological University for Dublin; Grangegorman campus planning; Student Experience Committee
Conference planning and implementation: Reimagining the Curriculum for the First-Year Experience; Confederation of Student Services Ireland (CSSI)
Induction activities: Coordinated and scheduled first-year orientations; Planned and scheduled inductions for new campus; Organized and promoted Parents’ Information Evening event
Administrative tasks: Edited documents (e.g., student handbook, staff guides, welcome pack contents); Reviewed and updated Student Charter, Observed Campus Life Office and services

Research Experience

2024 – Present “Employing Intersectionality for Understanding Latino Student Success in Higher Education” – Collaborative project across University of Texas Austin (PI: Yasmiyn Irizarry), University of New Mexico (co-PI: Nancy López), and Arizona State University (co-PI: Edward D. Vargas)

2023 – Present “Can Ethnic Studies Courses Reduce Racial Inequality as They Scale? Evidence from Three Research-Practice Partnerships” – Collaborative Project across University of California, Irvine/Stanford University (PI: Emily Penner), University of New Mexico (co-PI: Nancy López), Los Angeles Education Research Institute (LAERI)/Loyola Marymount University (co-PI: Kyo Yamashiro), and the Graduate School of Education and Information Studies at UCLA (co-PI: Lucrecia Santibañez)

Summer 2023 “The Exceptional Exogamy of Same Sex Couples in the Era of Online Dating: Differences in Assortativity by Gender Combinations and Online-vs-Offline Origin, for Race, Education, Age, Religion and Politics” – UNM, Sociology Department, PI: Reuben J. Thomas

2022 “Definitional Ambiguity and Ontological Hegemony: A Systematic Review of Sociological Discourse on First-Generation College Students, 1970-2020” – MA Thesis

2021 – 2022 “Putting Students at the Center of Culturally Responsive Practices” – UNM, CTL

2015 – 2020 Federal Program Assessment – UCM, TRIO – Student Support Services

2015 Graduate Program Assessment – UCM, School of Professional Education and Leadership

2010 – 2013 Behavior Medicine and Biofeedback Laboratory – UCM, Department of Psychological Science – Dr. Duane A. Lundervold, Director

- 2013 Behavioral Relaxation Training (BRT) Trainer – Trained and certified all undergraduate and graduate research assistants
- 2012 Development and evaluation of the States of Arousal and Relaxation (STAR) questionnaire
- 2011 Created Behavioral Relaxation Training Policies and Procedures Laboratory Manual
- 2010 Smith's Relaxation-States Inventory-Revised (SRSI-R) Reliability Validation
- Summer 2011 McNair Summer Research Internship – “Relation Between Direct Observation of Relaxed Behavior and Self-Reported Mindfulness and Relaxation”

Publications

- Hites, Lacey S., and Duane Lundervold. 2013. “Relation between direct observation of relaxation and self-reported mindfulness and relaxation states.” *The International Journal of Behavioral Consultation and Therapy* 7(4):6-7.
- Hites, Lacey S., and Duane Lundervold. 2011. “Relation between direct observation of relaxed behavior and self-reported mindfulness and relaxation.” *The McNair Journal*, University of Central Missouri, Vol. XX.

Presentations

- 2023 **“Putting Students at the Center of Culturally Responsive Practices.”**
American Sociology Association (ASA) National Conference, Philadelphia, PA
- 2022 **“Putting Students at the Center of Culturally Responsive Practices.”**
Professional and Organizational Development (POD) Network in Higher Education [virtual] Seattle, WA; co-presented with Drs. Aeron Haynie, Stephanie Spong, Stephanie Sánchez, Natalie Kubasek, and Ms. Beth Giebus-Chavez
Statewide Diversity Summit [virtual] University of New Mexico; co-presented with Drs. Aeron Haynie and Stephanie Sánchez
- 2022 **“Knowing Our Students: Using Institutional Data and Research for Student Support.”** *Invited Presentation* Advisor Institution, UNM [virtual]; co-facilitated with Dr. Stephanie Sánchez:
- 2022 **“Definitional Ambiguity and Ontological Hegemony: A Systematic Review of Sociological Discourse on First-Generation College Students.”** *Referred Roundtable*
ASA National Conference, Los Angeles, CA
- 2019 **“Stability Amid Chaos: Peer Mentoring During Institutional Restructuring”**
MO-KA-NE (MKN) TRIO Conference, Kansas City, MO (KCMO); co-presented with Sabreyna Reese*
*undergraduate student peer mentor
- 2018 **“Ascending the Hill: How students can lobby in D.C.”** – American Democracy Project, UCM
- 2018 **“How to Take Advising to the Next Level”** – MKN TRIO Conference, KCMO
- 2018 **“TRIO Works?”** – MKN TRIO Conference, KCMO
- 2017 **“Why students don’t answer emails (and how to fix it)”** – MKN TRIO Conference, KCMO

Leadership and Grant Experience

- 2023, 2024 **Sociology Graduate Student Association (SGSA) Co-President** – Serve as official spokesperson for SGSA; serve as primary point of contact for Student Activities Center’s Organization Rechartering process and Student Government Accounting Office (SGAO) to secure and administer funds; preside over all SGSA meetings; ensure the performance of the duties of all SGSA Officers; act as liaison between Graduate Director and SGSA membership
- 2023 **Developing Hispanic-Serving Institutions (HSIs) Grant Competition Peer Reviewer, U.S. Department of Education** – Served on a panel of reviewers to provide detailed comments and scores for 11 higher education institutional grant applications for the award amount of \$3 million dollars each. Successful grant applications must demonstrate dedicated serves and supports to students, particularly Hispanic and low-income students, and faculty in HSIs
- 2022, 2023 **Sociology Graduate Student Association (SGSA) Graduate Representative** – Served as primary point of contact for graduate students in the Sociology department at the UNM; Assist faculty Graduate Director with onboarding and orientation for new graduate students; represent students on faculty Graduate Committee
- 2020, 2019 **MKN Missouri Representative** – Served on Tri-State executive board as voting member; Met periodically with Board to discuss membership concerns; Chair of Membership committee and Paul Spraggins State Initiative Grant Project; Facilitated and organized communication and meeting arrangements with Missouri congressional members during annual Policy Seminar; Facilitated and organized annual State meeting

- 2019 **American Democracy Project Grant Award** – Focused on public higher education’s role in preparing the next generation of informed, engaged citizens; Submitted grant proposal for support of student travel to Washington D.C. to advocate on behalf of college access programs and speak directly with congressional membership – Awarded \$700 to support student expenses
- 2019, 2018 **MKN Member at Large** – Served on Tri-State executive board as voting member; Represented concerns and initiatives of constituents
- 2019, 2018 **MKN Scholarship Committee Chair** – Developed and implemented scholarship selection process for all awards provided through MKN; Developed the scholarship amounts, eligibility criteria and related matters in conjunction with the Board; Established timeline for scholarship nominations and selections; Ensured scholarship disbursements
- 2018, 2017 **MKN Emerging Leaders Institute (ELI) Chair** –Collaborated with regional Educational Opportunity Association (EOA) Professional Development board; Informed the MKN Board and Chapter about application process and selection of ELI candidate for the next fiscal cycle
- 2017, 2016 **MKN TRIO Day Chair** – Coordinated TRIO Day events for UCM; Gathered and compiled overview of various TRIO Day celebrations in MKN district; Served as liaison between MKN and EOA TRIO Day Chair
- Conferences**
- 2024 **American Educational Research Association (AERA) – National Conference** – [Philadelphia, PA] Attended presentations on dismantling racial injustice and constructing educational possibilities.
- 2023 **American Sociological Association (ASA) National Conference** – [Philadelphia, PA] Attended presentations on Sociology of Education, Social Inequalities, Racial and Ethnic Disparities; Presented paper and presided over referred roundtable
Received funding from ASA, GPSA, and UNM Doctoral Conference Presentation Award
- 2023 **American Educational Research Association (AERA) – National Conference** – [Chicago, IL] Attended presentations on interrogating consequential education research in the pursuit of truth.
Received funding from GPSA to attend conference without presenting
- 2022 **Professional and Organizational Development (POD) Network in Higher Education Conference** – [virtual] Attended presentations on reimagining, reconnecting, and restarting teaching and learning efforts at university institutions; Presented research on Culturally Responsive Practices with fellow research team members
- 2022 **Statewide Diversity Summit: Building Systems of Greater Justice, Equity, Accessibility, Diversity, and Inclusion** – [virtual] Attended presentation on Culturally Responsive Pedagogies, engaging staff in diversity initiatives on campus, and centering First-Generation College Students; Presented research on Culturally Responsive Practices with primary research team members
- 2022 **American Sociological Association (ASA) National Conference** – [Los Angeles, CA] Attended presentations on Sociology of Education, Social Inequalities, Racial and Ethnic Disparities; Presented paper at referred roundtable
- 2016 – 2020, **MO-KAN-NE (MKN)** – [KCMO] Attended workshops on best practices, connectedness, partnerships and advocacy; Presented on best practices for student outreach, retention, and college completion
- 2020, 2018, 2016 **Council for Opportunity in Education Policy Seminar** – [Washington, D.C.] Advocated to congressional members on behalf of college access and support programs; Created policy book for each congressional district outlining respective district programs, number of students served, and annual dollars received for TRIO programs
- 2015 – 2020 **Educational Opportunity Association (EOA)** – Attended workshops on keeping the momentum, taking charge of change, best practices, growth mindset, networking and building community; Collaborated and engaged with similar program specialists on best practices regarding diversity, inclusion, and equity
- 2015 **Council for Opportunity in Education (COE)** – [Atlanta, GA] Attended workshops on Renewing the Promise of 1965, Civil Rights Act of 1964, and the Equality Act
- 2015 **National Learning Communities Conference (NLCC)** – [KCMO] Attended workshops on student success, best practices, assessment and administration for developing and sustaining learning communities on campus
- 2013 **Heartland Campus Safety Conference** – [KCMO] Conference promoting and integrating new Title IX laws on college campuses; Attended workshops on policies, procedures, best practices, peer education models, and bystander intervention

- 2013 **Missouri College Personnel Association (MoCPA)** – Attended workshops on best practices, education, and networking opportunities within the state of Missouri
- 2013 **Show Me Pride College Summit** – [Columbia, MO] Attended 1st conference summit for inclusivity of sexual orientation and students of gender non-conforming populations in higher education

Certifications and Trainings

- 2024 Intersectional Qualitative Research Methods Institute for Advanced Doctoral Students (IQRMI-ADS)
- 2020 Priority #4 Student Financial Aid, Admissions Policies and Procedures, and Financial/Economic Literacy TRIO Training
- 2019 Mental Health Intervention for co-occurring disorders and de-escalation
- 2019 Priority #6 New Directors General Project Management TRIO Training
- 2019 Mental Health First Aid
- 2017 Green Dot Training
- 2016 Priority #3 Assessment of Student Needs, Retention and Graduation Strategies, and Use of Technology TRIO Training

Honors, Awards, and Professional Memberships

- 2023 – 2024 American Educational Research Association (AERA) – A national research society to advance knowledge about education, encourage scholarly inquiry related to education, and promote the use of research to improve education and serve the public good
- 2023 – 2024 Society for the Study of Social Problems (SSSP) – Promotes and protects sociological research and teaching on significant problems of social life in the pursuit of social justice
- 2020 – 2024 American Sociological Association (ASA) – National Professional Membership Association for Sociologists who are Interested in Sociology
- 2015 – 2020 Educational Opportunity Association (EOA) – Midwest Associations of TRIO and College Access and Success Professionals
- 2016 Professional Staff of the Year, College of Education – University of Central Missouri
- Class of 2011 McNair Scholar – Ronald E. McNair Postbaccalaureate Achievement Program
- 2011 Dale Carnegie Training – Effective Communication and Human Relations
- 2010 – Present Psi Chi – International Honors Society in Psychology

Grant and Scholarship Awards

- 2023 – 2024 \$2,000.00 Glenda Lewis Critical Race Scholar Award
- 2023 – 2024 \$2,000.00 American Association of University Women (AAUW)-Santa Fe Graduate Scholarship
- 2023 – 2024 \$600.00 Graduate Faculty Mentorship Program Scholarship
- 2023 \$1,000.00 GPSA Fall Graduate Scholarship Fund
- 2023 \$1,200.00 Doctoral Conference Presentation Award from Graduate Studies (UNM)
- 2023 \$250.00 American Sociological Association (ASA) Student Forum Travel Grant
- 2023 \$500.00 GPSA Summer Student Research Grant
- 2023 \$500.00 GPSA Spring Professional Development Grant
- 2023 \$250.00 Center for Teaching and Learning (CTL) Award
- 2022 – 2023 \$600.00 Graduate Faculty Mentorship Program Scholarship
- 2022 \$1,000.00 Graduate and Professional Student Association (GPSA) Fall Graduate Scholarship Fund