

Curriculum Vitae

Lacey S. Hites

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EDUCATION

PhD, Department of Sociology, In Progress

University of New Mexico (UNM)

Albuquerque, New Mexico

M.A., Sociology, May 2022, *4.0 GPA*

University of New Mexico (UNM)

M.S., College Student Personnel Administration, May 2015, *4.0 GPA*

University of Central Missouri (UCM)

Warrensburg, Missouri

B.S., Psychology, May 2012, *cum laude*

University of Central Missouri (UCM)

ACADEMIC POSITIONS

Graduate Assistant (GA) – UNM, Sociology Department – (Aug. 2020 – Present)

Provide instructional support to sociology faculty and instructors; Provide support in the classroom; Assist in the preparation of course materials; Assist with course-related assessment and grading;

Assigned courses Fall 2020 – Spring 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

Assistant Coordinator (AC) – UNM, Center for Teaching and Learning (CTL) – (July 2022 – 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 training for the CTL Student Leaders; Use evidence-based scholarship to support CTL's effectiveness in programming and student development

Project Assistant (PA) – UNM, Center for Teaching and Learning – (March 2021 – May 2022)

Assisted in research and development of Culturally Responsive Teaching and Learning for UNM remote courses; Provided research and operational support; Recruited, scheduled, and facilitated focus groups and interviews; Developed focus group and interview protocols; wrote and submitted all IRB proposals and amendments; Reviewed and coded qualitative data, facilitated research team data analysis

Global Volunteers Faculty Advisor – Ipalamwa, Tanzania (Summer 2018)

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 international travel and 3-week service-learning project

Adjunct Instructor – Avila University, Kansas City, MO – (Summer 2016)

Courses were specifically for students participating in the TRIO Upward Bound Summer Bridge Academy; Taught 3-credit hour *Academic Reading*; 1-credit hour *Financial Literacy* and *College Success Strategies*

PROFESSIONAL HIGHER EDUCATION POSITIONS

TRIO Assistant Director – UCM, TRIO-Student Support Services (SSS) – (Jan. 2019 – Aug. 2020)

Assisted in the day-to-day leadership in the SSS program, 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 in the university community; Conducted regular data analysis of student performance and persistence variables; Conducted semi-annual program evaluation to improve program best practices

TRIO Advisor – UCM, TRIO-Student Support Services – (Aug. 2015 – Jan. 2019)

Provided comprehensive advisement for first-generation, low-income, and/or disability-challenged college students; Taught *College Success Strategies* to assist students in understanding and committing to the academic standards of the university and to function successfully in the university environment; Presented *Financial Literacy* seminars on financial aid information, FAFSA assistance, and budgeting; Demonstrated record numbers of student persistence and graduation, as evaluated by the federal Annual Performance Report

Graduate Assistant – UCM, Office of Mentoring, Advocacy, & Peer Support – (Aug. 2013 – May 2015)

Identified academic resources for struggling students; Provided support and accountability for students at high 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, ARCs); Scaled ARC program to implement in all residence halls university-wide, and supervised 32 residence hall, live-in peer mentor student employees; Supervised Title IX and victim advocate obligations of UCM; Assisted in developing a new graduate assistantship position for the LGBTQ community

Co-Instructor AE 1800 Special Topics Course – UCM, Warrensburg, MO – (Fall 2013, Fall 2014)

Course was specifically for underrepresented scholarship and mentorship students; Met weekly with students; Taught learning strategies and study skills

TRIO Assistant – State Fair Community College, Sedalia, MO – (Fall 2014)

Worked directly with students from first-generation, low-income, and disabled backgrounds Mentored students to overcome cultural, social, academic, and class barriers; Educated students through skills training, advising, consultation, and activities

Student Affairs Intern – Dublin Institute of Technology (DIT), Dublin, IE – (Summer 2014)

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 the new campus, organized and promoted Parents' Information Evening event

Administrative tasks: Edited documents (e.g., student diary, staff guides, welcome pack contents), reviewed and updated Student Charter, observed Campus Life Office and services

RESEARCH EXPERIENCE

Master's Thesis – University of New Mexico, Department of Sociology

Project: Fall 2021 – Spring 2022 – “Definitional Ambiguity and Ontological Hegemony: A Systematic Review of Sociological Discourse on First-Generation College Students, 1970-2020.”

A systematic review of international, peer-reviewed sociology publications from 1970 to 2020 on FGCSs in postsecondary institutions (N = 30 articles). Definitional ambiguity, willful color and power evasiveness, and an implicit centering of whiteness and affluence were present throughout the discourse.

Pedagogical Investigation – University of New Mexico, Center for Teaching and Learning

Project: Spring 2021-Spring 2022 – “Putting Students at the Center of Culturally Responsive Practices”

Facilitate the research process from protocol development to qualitative data analysis and executive summary; coordinated and facilitated focus groups and individual student interviews assessing student experience of Culturally Responsive Teaching online, during the remote learning semesters at UNM; oversaw research team inter-coder reliability, coding, and data analysis

Federal Program Assessment – UCM, TRIO – Student Support Services

Project: Annually – Creating and administering data projects; interpreting and implementing program evaluation and results

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

Project: Spring 2015 – Prepared, administered, and analyzed data regarding the College Student Personnel graduate program's curriculum and philosophy; wrote reports presenting the results

Behavior Medicine and Biofeedback Laboratory – UCM, Department of Psychological Science –
Dr. Duane A. Lundervold, Director (2010 – 2012)

Project: Fall 2010 – May 2012 – Behavioral Relaxation Training (BRT) Trainer

Trained and certified all undergraduate and graduate research assistants

Project: Spring 2012 – Development and evaluation of *States of Arousal and Relaxation (STAR)* questionnaire
Analyzed and interpreted data in the development of a relaxation self-report questionnaire

Project: Spring 2011 – Created *Behavioral Relaxation Training Policies and Procedures Laboratory Manual*
Included instruction on recruitment of participants; proper procedures to collect, record, store, and analyze data; weekly task analyses; and, methodological procedures for training assistants to be reliable observers of overt relaxed behavior and also to become trainers of Behavior Relaxation Training (BRT)

Project: Spring 2010 – Smith's *Relaxation-States Inventory-Revised (SRSI-R)* Reliability Validation
Coordinated research project to test the reliability of *SRSI-R* self-report using multi-modal methods;
Handled student records and confidential information; Recruited participants and analyzed data

McNair Summer Research Internship – UCM, McNair Scholars Program

Project: Spring 2011 – Relation between direct observation of relaxed behavior and self-reported mindfulness and relaxation

Wrote and submitted a proposal for review; Awarded competitive internship based on independent three-faculty review panel ranked scores Examined the magnitude and direction of relations between direct observation of relaxed behavior and self-reported awareness, and cognitive, somatic, and physiological relaxation

PUBLICATIONS

Hites, L. & Lundervold, D. (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, L. & Lundervold, D. (2011). "Relation between direct observation of relaxed behavior and self-reported mindfulness and relaxation." *The McNair Journal*, University of Central Missouri, Vol. XX.

PRESENTATIONS

"Putting Students at the Center of Culturally Responsive Practices."

Co-presented with Drs. Aeron Haynie, Stephanie Spong, Stephanie Sánchez, Natalie Kubasek, and Ms. Beth Giebus-Chavez

Professional and Organizational Development (POD) Network in Higher Education Conference, [virtual] Seattle, WA (Fall 2022)

Co-presented with Drs. Aeron Haynie, Stephanie Spong, and Stephanie Sánchez

Diversity Summit: Building Systems of Great Justice, Equity, Accessibility, Diversity, and Inclusion, [virtual] University of New Mexico, Albuquerque, NM (Fall 2022)

"Knowing Our Students: Using Institutional Data and Research for Student Support."

Invited workshop presentation, co-facilitated with Dr. Stephanie Sánchez

Advisor Institute, [virtual] University of New Mexico, Albuquerque, NM (Fall 2022)

"Definitional Ambiguity and Ontological Hegemony: A Systematic Review of Sociological Discourse on First-Generation College Students." *Referred Roundtable*

American Sociological Association National Conference, Los Angeles, CA (2022)

"Stability Amid Chaos: Peer Mentoring During Institutional Restructuring"

MO-KA-NE (MKN) TRIO Conference, Kansas City, MO (2019)

"Ascending the Hill: How students can lobby in D.C."

American Democracy Project, UCM, Warrensburg, MO (2018)

"How to Take Advising to the Next Level"

MKN TRIO Conference, Kansas City, MO (2018)

“TRIO Works? Informed Intervention Through Program Evaluation”

MKN TRIO Conference, Kansas City, MO (2018)

“Why students don’t answer emails (and how to fix it)”

MKN TRIO Conference, Kansas City, MO (2017)

Hites, L.S. & Lundervold, D.A. “Relation between direct observation of relaxed behavior and self-reported mindfulness and relaxation”

- Central Scholars Symposium, Warrensburg, MO (April 2012)
- MKN Heartland McNair Research Conference, Kansas City, MO (Sept. 2011)
- Scholars Research Symposium, Warrensburg, MO (Sept. 2011)
- Association for Behavior Analysis International Convention, Denver, CO (May 2011)

Lettow, L.A., Hites, L.S., Lundervold, D.A. & Ament, P.A.A. “Empirical analysis of states of arousal and relaxation: Development and evaluation of the States of Arousal and Relaxation (STAR) questionnaire”

- Association for Psychological Science, Chicago, IL (May 2012)

LEADERSHIP AND GRANT EXPERIENCE

Graduate Student Representative, Sociology Graduate Student Association (SGSA)– (2022 – 2023)

Assist the Graduate Chair with accepted students onboarding and orientation; Serve as key contact for incoming graduate students; Sit on the Sociology Graduate Committee with faculty and represent the needs and concerns of current graduate students

MO-KAN-NE (MKN) Missouri Representative – (2019, 2020)

Served on the Tri-State executive board as a voting member; Met periodically with Board to discuss important concerns of the membership; Chaired Membership Committee and Paul Spraggins State Initiative Grant Project; Represented the concerns and initiatives of the constituents of the chapter; Facilitated and organized the communication and meeting arrangements with all Missouri congressional members during the annual Policy Seminar; Facilitated and organized annual State meeting

American Democracy Project Grant Award – (2019)

Focused on public higher education’s role in preparing the next generation of informed, engaged citizens; Wrote and submitted a grant proposal in 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

MKN Member at Large – (2018, 2019)

Serve on the Tri-State executive board as a voting member; Met periodically with Board to discuss important concerns of the membership; Chaired Scholarship Committee; Represent the concerns and initiatives of the constituents of the chapter

MKN Scholarship Committee Chair – (2018, 2019)

Developed and implemented the scholarship selection process for all awards provided through MKN; Developed the scholarship amounts, eligibility criteria, and related matters in conjunction with the board; Established a timeline for scholarship nominations and selections; Coordinated scholarship review process across three states (MO, KS, NE); Ensured disbursement of all scholarships

MKN Emerging Leaders Institute (ELI) Chair – (2017, 2018) Met periodically with MKN executive board Collaborated with the regional Educational Opportunity Association (EOA) Professional Development board; Informed the Board and Chapter about the application process and selection of ELI candidate for the next cycle

MKN TRIO Day Chair – (2016, 2017)

Met periodically with MKN executive board; Coordinated TRIO Day events for UCM; Gathered and compiled an overview of various TRIO Day celebrations in MKN district for (regional) EOA TRIO Day Chair

Treasurer – College Student Personnel Administration (CSPA) program – UCM (2014)

Met weekly with CSPA executive board and general body; Responsible for managing organization monies, including the collection of dues, and payment of outstanding bills; Prepared, managed, and presented CSPA budget; Enforced all committee requests for funds to be presented and voted upon at general body meetings

CONFERENCE PLANNING

MO-KAN-NE (MKN) – Kansas City, MO (2017, 2018)

Collaborated with the committee chair to carry out tasks relating to the organization and implementation of the annual tri-state conference; Served as liaison between the various TRIO/GEAR UP members to identify facilitators for the program roundtables; Assisted throughout the conference with various needs for fundraising and logistical execution of the 3-day event

First-Year Experience (FYE) Committee – UCM (2014 – 2017, 2019)

Met periodically with committee to establish roles and carry out tasks relating to the development of a first-year experience for incoming freshmen; Served as liaison between community members and committee regarding necessary collaboration for the implementation of the first-year experience; Assisted in organization and implementation of a 3-day event

Confederation of Student Services Ireland (CSSI) – Limerick, Ireland (2014)

Assisted in the planning, organizing, and implementation of a nationwide conference for the Republic of Ireland: Organized registration; Scheduled concurrent presentations; Collaborated with multiple universities and campus constituents to obtain necessary resources; Served as a liaison between the CSSI executive board and attending members

Re-Imagining the Curriculum: First-Year Experience – Dublin, Ireland (2014)

Assisted in the organization and implementation of a 2-day workshop featuring Design Thinking; Coordinated collaboration between academic and support staff to facilitate prototype classroom structures to develop a better first-year experience; Collected and analyzed conference feedback; Produced comprehensive document describing feedback and suggesting follow-up actions for the committee

CONFERENCES

Professional and Organizational Development (POD) Network in Higher Education National Conference (2022)

Attended presentations on re-imagining, re-connecting, and re-starting campus engagement after covid; Presented research findings from a pedagogical investigation on Culturally Responsive practices

American Sociological Association (ASA) National Conference (2022)

Attended presentations on the Sociology of Education, Social Inequalities, and Racial and Ethnic Disparities; Presented thesis paper at a referred roundtable

MO-KAN-NE (MKN) (2016, 2017, 2018, 2019, 2020)

Attended workshops on best practices, connectedness, partnerships, and advocacy; Presented on best practices for student outreach, retention, and college completion

Council for Opportunity in Education Policy Seminar (2016, 2018, 2020)

Advocated to congressional members on behalf of college access and support programs; Created a policy book for each congressional district outlining each program in the respective district, the number of students served, and annual dollars received for TRIO programs

Educational Opportunity Association (EOA) (2015, 2016, 2018, 2019, 2020)

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

Council for Opportunity in Education (COE) (2015)

Attended workshops on renewing the promise of 1965, the Civil Rights Act of 1964, and the Equality Act

National Learning Communities Conference (NLCC) (2015)

Attended workshops on student success, best practices, assessment, and administration for developing and sustaining learning communities on campus

Heartland Campus Safety Conference (2013)

Conference promoting and integrating new Title IX laws on college campuses

Attended workshops on policies, procedures, best practices, peer education models, and bystander intervention

Missouri College Personnel Association (MoCPA) (2013)

Student Affairs conference for best practices, education, and networking opportunities within the state of Missouri
Competed in Case Study Competition

Show Me Pride College Summit (2013)

Attended 1st conference summit for inclusivity regarding sexual orientation and students of gender non-conforming populations in higher education

CERTIFICATIONS AND TRAINING

Priority #4 Student Financial Aid, Admissions Policies and Procedures, and Financial/Economic Literacy TRIO Training (2020)

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 (2019)

Green Dot Training (2017)

Priority #3 Assessment of Student Needs, Retention and Graduation Strategies, and Use of Technology TRIO Training (2016)

Dale Carnegie Training – Effective Communication and Human Relations (2011)

AWARDS

Center for Teaching and Learning (CTL) Award, 2023 – Professional engagement award (\$250)

Graduate Scholarship Fund (GSF), 2022 – Graduate Professional Student Association (\$1000)

Graduate Faculty Mentorship Program, 2022 – Competitive pod-style mentorship program (\$300)

HONORS

Professional Staff of the Year, 2016, College of Education – University of Central Missouri

McNair Scholar, Class of 2011, Ronald E. McNair Postbaccalaureate Achievement Program

Dean's List recipient – Spring 2009, Spring 2011, Summer 2011, Fall 2011, Spring 2012

PROFESSIONAL MEMBERSHIPS

American Sociological Association (ASA), 2020 – 2023 – National Professional Membership Association for Sociologists who are Interested in Sociology

Educational Opportunity Association (EOA), 2015 – 2020 – Midwest Associations of TRIO and College Access and Success Professionals

Psi Chi, 2010 – Present – International Honors Society in Psychology