

Lacey Shanté Hites

Curriculum Vitae

Education

PhD Candidate, Department of Sociology & Criminology (ABD)

The University of New Mexico (UNM), Albuquerque, New Mexico

How do College Advisors and Students Thinking and Talk about Advising and Student Success: Illuminating Race-Gender-First Generation College Status (In)Equities in a Southwestern Minority Serving Institution (SMSI)

M.A., Sociology, May 2022, UNM

M.S., College Student Personnel Administration, May 2015

University of Central Missouri (UCM), Warrensburg, Missouri

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

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)
- Funded by The 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
- 2023 – 2025 *Can Ethnic Studies Courses Reduce Racial Inequality as They Scale? Evidence from Three Research-Practice Partnerships – Project Manager*; 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)
- Funded 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
- 2021 – 2024 *Everybody Has a Story: Centering Students in Culturally Responsive Practices for University Teaching and Support Services – Project Manager*; UNM, Center for Teaching and Learning
- 2022 *Definitional Ambiguity and Ontological Hegemony: A Systematic Review of Sociological Discourse on First-Generation College Students, 1970-2020* – MA Thesis
- 2015 – 2020 Federal Program Assessment – University of Central Missouri (UCM), TRIO – Student Support Services (SSS)

2015	Graduate Program Assessment – UCM, School of Professional Education and Leadership
2010 – 2013	<i>Behavior Medicine and Biofeedback Laboratory</i> – 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 – <i>Relation Between Direct Observation of Relaxed Behavior and Self-Reported Mindfulness and Relaxation</i>

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.

Papers in Progress

Academic Inequality at Work: The Role of Human Resource Development. Authors: Hedayati Mehdiabadi, Amir, Eli R. Wilson, and Lacey S. Hites

Reimagining Community Cultural Wealth in Ethnic Studies: Expressions of Joy and Love as Capital. Authors: Hites, Lacey S., Magdalena V. Dathe, Florence E. Castillo, and Nancy López

The Centralization of Racial Exogamy among Same-Sex and Different-Sex Couples. Authors: Thomas, Reuben J., and Lacey Hites

Institutional Ethnography: Illuminating Intersectional (In)Equities in Advisement at a Southwestern Minority Serving Institution (SMSI). Author: Hites, Lacey

Teaching Experience

Aug. 2020 – Dec. 2023	Graduate Teaching Assistant – UNM, Department of Sociology & Criminology <ul style="list-style-type: none"> • Provide instructional support to sociology faculty and instructors • Assist in the preparation of course materials, 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
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Fall 2015, Spring 2016, Fall 2017, Spring 2018, Fall 2019	TRIO Instructor – UCM TRIO-Student Support Services (SSS), Warrensburg, MO <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • Instructor for Political Science course <i>Tanzanian Culture & Society</i> • 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 <ul style="list-style-type: none"> • 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 Co-Instructor AE 1800 Special Topics Course – UCM <ul style="list-style-type: none"> • Course specifically for underrepresented scholarship and mentorship student recipients • Met weekly with students • Taught 1-credit hour learning strategies and study skills
Fall 2013, Fall 2014	

Academic Positions

2024 Grant Competition	Federal Grant Reviewer – Basic Needs Grant Competition Peer Reviewer, Office of Post-Secondary Education, U.S. Department of Education (ED) <ul style="list-style-type: none"> • Served on a panel of reviewers to provide detailed comments and scores for 10 higher education institutional grant applications for the award amount of \$900,000 dollars • Ensured successful grant applications demonstrated dedicated serves to advance systemic solutions to student basic needs insecurity through support programs that address the basic needs of students and to report on practices that improve outcomes for students.
2023 Grant Competition	Federal Grant Reviewer – Developing Hispanic-Serving Institutions (HSIs) Grant Competition Peer Reviewer, Office of Post-Secondary Education, U.S. ED <ul style="list-style-type: none"> • 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 • Ensured successful grant applications demonstrated dedicated serves and supports to students, particularly Hispanic and low-income students, and faculty in HSIs

- July 2022 –
Aug. 2023 **Assistant Coordinator for Research and Training** – UNM, Student Learning Assistance, Center for Teaching & Learning
- Assisted in management of the CTL Student Leadership training program
 - Designed training calendar to meet national training certification, assisted with training tracking, data analysis and reporting to campus partners
 - Planned and facilitated developmental trainings for the CTL Student Leaders
 - Use evidence-based scholarship to support CTL programming and student development
- Jan. 2019 –
Aug. 2020 **TRIO Assistant Director** – UCM TRIO-Student Support Services (SSS), Warrensburg, MO
- Provided day-to-day leadership of SSS, created and annually revised Policies and Procedures Manual for program operations and grant guidelines
 - 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 –
Jan. 2019 **TRIO Advisor** – UCM, TRIO-Student Support Services
- 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 Graduate Intern** – State Fair Community College, Sedalia, MO
- Work with students from first-generation, low-income, and disability-challenged backgrounds
 - Educated students through skills training, advising, consultation, and activities

- 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
- Aug. 2013 – May 2015 **Graduate Assistant** – UCM, Office of Mentoring, Advocacy, & Peer Support
- Identified academic resources for students at risk of academic suspension and provided support and accountability
 - Monitored tutor requests, coordinated tutor services through the Student Success Center, and compiled reports
 - Researched, developed, and piloted live-in peer mentorship program: Academic Resource Coaches (ARC)
 - Scaled ARC program to implement in all university residence halls
 - Supervised 32 live-in, undergraduate and graduate student peer mentors
 - Supervised university Title IX and victim advocate obligations

Leadership and Grant Experience

- 2023 – 2025
- **Sociology Graduate Student Association (SGSA) Committee Member**
 - **Equity and Inclusion Committee Representative**: Attend regularly scheduled meetings to identify and discuss ways to meaningfully support diversity, equity, and inclusion within the Department of Sociology & Criminology and how to address any structural inequalities that impede it
- 2024 – 2025
- **Sociology Graduate Student Association (SGSA) Committee Member**
 - **Undergraduate Committee Representative**: Attend regularly scheduled meetings with faculty and undergraduate academic advisors to discuss undergraduate curriculum and changes or concerns for undergraduate sociology and/or criminology degrees
- 2023 – 2024
- **Sociology Graduate Student Association (SGSA) President**
 - Served as official spokesperson for SGSA
 - Served as primary point of contact for Student Activities Center's

Organization Rechartering process and Student Government Accounting Office (SGAO) to secure and administer funds

- Presided over all SGSA meetings
- Ensured the performance of the duties of all SGSA Officers
- Acted as liaison between Graduate Director and SGSA membership

2022 – 2023

Sociology Graduate Student Association (SGSA) Graduate Representative

- Served as primary point of contact for graduate students in UNM Sociology department
- Assisted faculty Graduate Director with onboarding and orientation for new graduate students
- Represented 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

Conference Presentations

- 2025 **“Institutional Ethnography: Illuminating Intersectional (In)Equities in Advisement at a Southwestern Minority Serving Institution (SMSI)”**
- *In-Session Presentation: Unpacking Intersectionality: The Tangle of Disadvantage* American Sociology Association (ASA) National Conference, Chicago, IL
- 2025 **“The Centralization of Racial Exogamy among Same Sex and Different Sex Couples”**
- *In-Session Presentation: Race and Intimate Relationships* American Sociology Association (ASA) National Conference, Chicago, IL
 - co-presenting with Dr. Reuben (Jack) Thomas
- 2025 **“Pedagogies of Well-Being, Love, and Joy in the Ethnic Studies Classroom”**
- *Center for Teaching & Learning Spring Teaching Conference*, University of New Mexico
 - co-presented with Drs. F. Emily Castillo and Magdalena Vásquez Dathe
- 2024 **“Reimagining Community Cultural Wealth in Ethnic Studies: Expressions of Joy and Love as Capital.”**
- *Referred Roundtable* American Sociology Association (ASA) National Conference, Montréal, Québec, Canada
 - Hites, Lacey S., Magdalena V. Dathe, Florence E. Castillo, and Nancy López
- 2023 **“Putting Students at the Center of Culturally Responsive Practices”**
- *Referred Roundtable* 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)

Trainings and Professional Memberships

- 2025 *National Center for Faculty Development and Diversity (NCFDD)* – A professional development organization for higher education with access to mentoring, tools, and support to improve the academic experience for faculty, postdocs, and graduate students
- 2024 *Intersectional Qualitative Research Methods Institute for Advanced Doctoral Students (IQRMI-ADS)*
- 2023 – 2025 *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 – 2025 *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

Grant and Scholarship Awards

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| 2025 – 2026 | \$6,000.00 | Center for Regional Studies Graduate Student Fellowship |
| 2024 | \$2,270.00 | New Mexico Research Grant |
| 2024 | \$250.00 | Division for Equity and Inclusion Scholarship |
| 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