Curriculum Vitae
Juana D. Hollingsworth, MSW

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EDUCATION

Morgan State University, Baltimore, MD   *Expected May 2025*
Doctor of Philosophy: Higher Education Administration
- Cumulative GPA: 4.00
- *Dissertation: Examining the Racialized Equity Labor of Black Women Students in Black Student Union Organizations at U.S. Predominantly White Institutions*

University of Northern Iowa, Cedar Falls, IA   *May 2017*
Master of Social Work (MSW)
- Specialization: Trauma-Informed Practice
- Cumulative GPA: 3.93
- *Thesis: Racial disparities among African Americans in Education and the Criminal Justice System*

University of Northern Iowa, Cedar Falls, IA   *May 2016*
Bachelor of Arts: Social Work
- Cumulative GPA: 3.50

RESEARCH AND TEACHING INTERESTS

Higher Education and Student Affairs (HESA) Administration & Practice
Trauma & Trauma Informed Practice in Higher Education
Access and Equity in Higher Education
Social Justice
Diversity & Multiculturalism

PUBLICATIONS

Hollingsworth, J. D., & Kakooza, M. (2024). Is my hair neat?! A duoethnography of Black women's cross-cultural socialization in academia. International Journal of Qualitative Studies in Education, 1–13. https://doi.org/10.1080/09518398.2024.2388681

Byrne, V. L., **Hollingsworth, J**., & Kumar, P. (2023). Navigating tensions between protecting students from online harassment and respecting their privacy. *British Journal of Educational Technology.* doi: 10.1111/BJET.13377

Hollingsworth, J. & Byrne, V. L. (2022). "Minding my business": Understanding Black HBCU undergraduate women's responses to online harassment scenarios. *Journal of Trauma Studies in Education, 1*(2),4-24.

Hollingsworth, J., Byrne, V. L., Bista, K., Gaulee, U., Rone, T., & Prime, G. (2022). Exploring residential experiences of undergraduate students during COVID-19 pandemic: A collective case study of one historically black college and university in the U.S. *The U.S. International Journal of Multidisciplinary Perspectives in Higher Education, 7*(2), 229-265.

Hollingsworth, J. (2022). Book Review: Black campus life: The worlds Black students make at a historically white institution by Tichavakunda, A.A. *Journal of College Student Retention: Research, Theory, and Practice, 1-5.*

Byrne, V. & **Hollingsworth, J.** (2021). An initial empirical study of witnessing online harassment and experiencing secondary trauma among college students. *Technology in Higher Education: Emerging Practice*, *2*(1), 22-35.

Manuscripts Under Review and In Progress

Byrne, V. L. & **Hollingsworth, J.** (Under Review). *A model for trauma-informed online teaching in higher education.*

Hollis, I., **Hollingsworth, J.,** Byrne, V. L., Bista, K., Gaulee, U., Rone, T., & Prime, G. (Under Review*). "Knowing myself for real": Exploring the self-care strategies residential undergraduate HBCU Black men.*

Hollingsworth, J. & Byrne, V. L. (Under Review). *Actionable insights regarding cyberbullying among college students: A systematic review of the literature.*

Mancheno, V., **Hollingsworth, J**., Gesing, M.E., Burbage, A. (Under Review). *Exploring faculty dispositions of diversity, equity, and inclusion in a health professions educator graduate program.*

Tichavakunda, A., **Hollingsworth, J**., Watkins, C. (In Progress). Black students navigating a predominantly white campus: A critical spatial approach.

Byrne, V. L. & **Hollingsworth, J.** (In Progress). *A 12-step approach to developing policies and practices for supporting students who have experienced online harassment.*

Hollingsworth, J. (In Progress). *Exploring the experiences of two Black women student affairs professionals at a historically and predominantly white institution.*

SELECT PRESENTATIONS

Select Conference Presentations

Gesing, M.E., Burbage, A., Mancheno, V., & **Hollingsworth, J**. (2024, April). *Reimagining Leadership for Equity across the Career Continuum: Navigating in a Time of Transformation* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Mancheno, V., **Hollingsworth, J**., Gesing, M.E., & Burbage, A., (2024, April). *Competency to transformation: Exploring faculty dispositions of diversity, equity, and inclusion in the learning environment* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Byrne, V. L. & **Hollingsworth, J.** (2024, April). *Identifying Actionable Insights from the Literature on Cyberbullying among Undergraduates: Findings from a Systematic Review* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Hollingsworth, J., Byrne, V. L., & Kumar, P. (2024, April). *Are We Violating Students' Privacy? Examining Tensions between Privacy and Protection when Responding to Cyberbullying* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Hollingsworth, J., Lu, C., Colon, J., & Matthews, S. (2024, March). *Exploring a Required Diversity Workshop at a Historically White Institution* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, Chicago, IL.

Byrne, V. L. & **Hollingsworth, J.** (2023, November). *Actionable insights regarding cyberbullying among college students: A systematic review of the literature* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Remote/Online.

Byrne, V. L. & **Hollingsworth, J.** (2023, July 19). *Posing a model for trauma-informed online teaching in higher education* [Conference Session]. American Association of State Colleges and Universities (AASCU), Baltimore, MD.

Hollingsworth, J. & Kakooza, M. (2023, June 2). *Elevating your voice as a Black woman leader* [Conference Session]. National Conference for Student Women Leaders

Byrne, V. L. & **Hollingsworth, J.** (2023). *Preventing & responding to online harassment on college campuses*. Paper accepted at the World Anti-Bully Forum, Raleigh, NC. [Declined Invitation]

Hollingsworth, J., Mancheno, V., Gesing, M.E. (2023, April). *The perceptions of faculty in a health professions program incorporating diversity, equity, and inclusion* [Conference Session]. The National Association for Diversity Offices in Higher Education (NADOHE) Annual Conference, Baltimore, MD.

Lu, C., **Hollingsworth, J.,** Colon, J., Matthews, S. (2023, April). *Racial reckoning with the past and future: A case study exploring diversity education for first-year incoming and transfer students* [Conference Session]. The National Association for Diversity Offices in Higher Education (NADOHE) Annual Conference, Baltimore, MD.

Hollingsworth, J. & Byrne, V. (2023, March). *Examining Black HBCU undergraduate women's responses to online harassment scenarios* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, New Orleans, LA

Byrne, V. & **Hollingsworth, J**. (2023, March). *Preventing and responding to online harassment on college campuses* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, New Orleans, LA

Hollingsworth, J., Mancheno, V., Gesing, M.E. (2023, March). *Incorporating diversity, equity, and inclusion into a health professions curriculum* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, New Orleans, LA

Hollingsworth, J. & Byrne, V. (2022, November). *A mixed-method study exploring how HBCU undergraduate Black women respond to online harassment* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Las Vegas, Nevada.

Hollingsworth, J. & Kakooza, M. (2022, November). *The othering of Blackness in the academy: A duoethnography of Black women's cross-cultural experiences* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Las Vegas, Nevada.

Hollingsworth, J. (2022, October). *Why are states banning critical race theory (CRT)?* [Conference Session]. Johns Hopkins University Annual Diversity and Inclusion Conference Baltimore, Maryland.

Hollingsworth, J. & Kakooza, M. (2022, October). *The othering of Blackness in the academy: A duoethnography of Black women's cross-cultural experience* [Conference Session]. Johns Hopkins University Annual Diversity and Inclusion Conference Baltimore, Maryland.

Byrne, V. & **Hollingsworth, J**. (2022, March). *Yik yak is back: Developing policies & practices to support students victimized by online harassment & cyberbullying* [Conference Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Baltimore, Maryland.

Hollis, I., **Hollingsworth, J**. & Byrne, V. (2022, March). *Black boy joy: An analysis of self-care strategies undergraduate HBCU Black men implemented during the COVID-19 pandemic* [Poster Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Baltimore, Maryland.

Hollingsworth, J. & Byrne, V. (2022, March). *Exploring the forms of capital residential HBCU undergraduate students drew from when coping with pandemic-related isolation, stress, and challenges* [Scholarly Paper Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Baltimore, Maryland.

Hollingsworth, J. & Hickey, E. (2021, April*). Strategizing for solidarity* [Webinar]. Johns Hopkins University Diversity Education Training Series.

Hollingsworth, J. & Hickey, E. (2021, April*). Unpacking systemic inequities* [Webinar]. Johns Hopkins University Diversity Education Training Series.

Byrne, V. & **Hollingsworth, J**. (2021, March). *Don't keep scrolling: The secondary trauma of witnessing cyberstalking* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, Remote/Online.

Byrne, V. & **Hollingsworth, J**. (2021, March). *When comments turn cruel: Understanding cyberbullying bystanding among college students and their coping strategies* [Conference Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Remote/Online.

Hollingsworth, J. (2021, February*). Racial justice dialogue: Undoing historical injustice* [Webinar]. Johns Hopkins University School of Education.

Hollingsworth, J. (2020, October*). Navigating your career as a professional of color* [Webinar]. Morgan State University Higher Education Student Affairs Professional Development Workshop Series.

Hollingsworth, J. (2020, October*). This is America: The racial divide of America's education system* [Conference Session]. South Carolina- TRiO Fall Conference, Remote/Online.

Hollingsworth, J. (2020, October*). The impact of historical trauma on African Americans and its effect on navigating white spaces* [Conference Session]. The Texas Alliance of Black School Educators'. [Declined Invitation]

Hollingsworth, J. (2020, March). *The value and impact of peer educators on student success and retention* [Webinar]. University of Northern Iowa Jumpstart Program.

Hollingsworth, J., Lizarraga, J. (2019, May*). Moving the needle: A roundtable discussion for admissions professionals of color* [Conference Session]. Iowa Association of College Admissions (ACAC) Counselors Conference, Des Moines, Iowa.

Hollingsworth, J. (2019, April*). Ain't nothing to a boss: Post graduation & career assessment planning* [Conference Session]. University of Northern Iowa Center for Multicultural Education Undergraduate Professional Readiness Conference.

Hollingsworth, J. (2018, April*). Toolbox for success* [Conference Session]. Iowa Association of College Admissions (ACAC) Leading, Excelling, Academically, Professionally (LEAP) Conference, Cedar Rapids, Iowa.

Hollingsworth, J. (2017, March). *Crisis intervention on college campuses* [Conference Session]. University of Northern Iowa College of Social and Behavioral Sciences Department.

Hollingsworth, J., Pittmon, Z., Ritter, G., Jessip, A. (2016, April). *Leading extended orientation programs that target underrepresented populations* [Conference Session]. National Orientation Directors Association (NODA) Region V Conference.

Select Invited Presentations, Workshops, Guest Lectures, & Keynotes

Hollingsworth, J. (2024, September). *Networking, mentoring, and your digital footprint* [Workshop Facilitator]. Morgan State University, Student Organization Summit, Baltimore, MD.

Hollingsworth, J. (2024, September*). So you want to go to graduate school? A workshop exploring the graduate school process* [Workshop Facilitator]. Morgan State University, Student Organization Summit, Baltimore, MD.

Hollingsworth, J. (2023, March). *Passion, Purpose, Presence: Elevating your voice as a leader of color* [Guest Lecturer]. University of Northern Iowa Diversity Harvest Conference, Cedar Falls, IA.

Hollingsworth, J. (2023, July*). Retention and college student success: From theory to practice.* Johns Hopkins University, Division for Student Affairs. [Session Canceled]

Hollingsworth, J. (2023, June*). Multicultural student development theories: From theory to practice.* Johns Hopkins University, Division for Student Affairs. [Session Canceled]

Hollingsworth, J. (2023, May*). Student development theories: From theory to practice part 2.* Johns Hopkins University, Division for Student Affairs

Hollingsworth, J. (2023, May). *Understanding race within California's education system* [Guest Lecturer]. Santa Ana College, Introduction to Social Psychology (SOC/PSY 240) Remote/Online.

Hollingsworth, J. (2023, April*). Student development theories: From theory to practice part 1.* Johns Hopkins University, Division for Student Affairs

Hollingsworth, J. (2023, April). *Understanding race within California's education system* [Guest Lecturer]. Santa Ana College, Relationships, Marriages, and Family Dynamics (SOC 112) Remote/Online.

Hollingsworth, J. (2023, April). *Understanding race within California's education system* [Guest Lecturer]. Santa Ana College, Introduction to Sociology Course (SOC 100), Remote/Online.

Hollingsworth, J. (2023, March). *Crafting your path from teen to adulthood* [Keynote Speaker]. SHIPT Youth Conference, Waterloo, IA.

Hollingsworth, J. (2023, March). *Career and entrepreneurial advice* [Conference Panel]. SHIPT Youth Conference, Waterloo, IA.

Hollingsworth, J. (2022, November 9). *Anti-Racism in higher education* [Conference Panel] National Orientation Directors Association (NODA), Baltimore, MD.

Hollingsworth, J. (2022, May*). Understanding bias in institutional research***.** Johns Hopkins University Carey Business School, Baltimore, Maryland.

Hollingsworth, J. (2021, November 18). *Understanding critical race theory* [Webinar]*.* Chobani LLC.

Byrne, V. & **Hollingsworth, J**. (2021, August). *Mitigating online harassment in curricular and co-curricular spaces* [Live Briefing]. National Association of Student Personnel Association (NASPA) Live Briefing Series, Remote/Online.

Byrne, V. & **Hollingsworth, J**. (2021, February*). Remote learning for all: Mitigating online harassment in curricular & co-curricular spaces* [Webinar]. University of Maryland Baltimore County Women's Center, Remote/Online.

Hollingsworth, J. (2021, January*). The impact of identity and intersectionality on student leadership* [Webinar]. Johns Hopkins University SEED Spring Retreat.

Hollingsworth, J. (2020). *Your digital footprint: Tips to maintain social media etiquette* [Webinar]. Morgan State University Master of Student Affairs Graduate Student Professional Development Series.

Hollingsworth, J. (2020). *Navigating your career as a professional of color (POC)* [Webinar]. Morgan State University Master of Student Affairs Graduate Student Professional Development Series.

Hollingsworth, J. (2020). *Networking and mentorship* [Webinar]. Morgan State University Master of Student Affairs Graduate Student Professional Development Series.

Hollingsworth, J. (2020, October*). Racial justice dialogue: Allyship + advocacy* [Webinar]. Johns Hopkins University Diversity Leadership Council Conference.

Hollingsworth, J. (2020, January). *Best practices for recruiting domestic multicultural students* [Training]. University of Northern Iowa Admissions Office Spring Retreat, Cedar Falls, Iowa.

Hollingsworth, J., Levy, K., Caston, S. (2019, September*). The impact of historical trauma on African Americans* [Conference Session]. Hawkeye Community College Mental Health Summit, Waterloo, Iowa.

MEDIA MENTIONS

Kyaw, A. (2024, June 20). Finding a place at an hbcu. *Diverse Education*. [Link]

Pluviose, D. (2023, April 14). NADOHE annual conference attracts record number of attendees. *Diverse Education*. [Link]

Roundtree, D. (2022, September 19). Black student union celebrates 50 years. *Northern Iowa Newspaper*. [Link].

Vessel, T. (2020, February 12). Teacher like me- Local schools discuss lack of teacher diversity. *KWWL News*. [Link].

Chavez, E. (2019, November 4). UNI prepares for first LGBTQ+ visit day. *CBS2 Iowa News*. [Link].

Kinney, P. (2018, February 25). UNI's renewed 'Waterloo connection' may pay diversity dividends. *Waterloo Courier*. [Link]

SCHOLARSHIP, HONORS, SOCIETIES, & AWARDS

Diverse Education 2024 Rising Graduate Scholar   *June 2024*
Award Description: The award recognizes outstanding minority graduate students across the nation who are selected based on their continued exceptional scholarship and their trajectory toward a promising future in academia and beyond.

Johns Hopkins University 2023 Diversity Recognition Award Recipient   *May 2023*
Award Description: The award recognizes individuals or groups in the Johns Hopkins community for their efforts to make their workplace more inclusive, contributions to scholarship that investigates diversity in their area of study and creating partnerships with the community.

Pipeline 2 Possibilities (P2P) Program Fellow   *December 2022*
Institute Description: Pipelines2Possibilities (P2P) is an HBCU graduate student internship program, designed to develop an intentional California Community College faculty pipeline. Through proactive recruitment, hiring, and retention of diverse tenured faculty, P2P aims to diminish equity gaps, meet the needs of diverse student populations, and improve student success in the California Community College system.

National Association of Student Personnel Association (NASPA) Ujima Institute   *November 2022*
    Institute Description: The NASPA Ujima Institute is designed for Black higher education professionals who aspire to senior student affairs officer roles and faculty positions. The cohort-based institute offers an intensive, challenging, and collegial learning environment for student affairs professionals as they develop culturally relevant leadership skills that leverage their unique ethnic heritages and histories and prepare to lead increasingly diverse institutions.

AAC&U Future Leaders Society   *December 2021*
    Society Description: Inductees are selected based upon their demonstrated commitments to equity, innovations in teaching and learning, and community engagement as integrated components of their graduate work.

NASPA Faculty Council Graduate Student Spotlight of the Month   *August 2021*
    Award Description: Spotlights faculty and graduate students in the field of higher education producing remarking scholarship and research.

NASPA 2021 Jim Rhatigan Fellowship Scholarship Awardee   *March 2021*
    Award Description: A prestigious scholarship, funded by the NASPA Foundation to help defray the cost of conference attendance for graduate and doctoral students.

University of Northern Iowa Panther First Awardee   *July 2020*
    Award Description: Recognizes employees who have provided excellent customer service to co-workers, students, or other members of the UNI community.

Eunice A Dell Memorial Awardee   *October 2019*
    Award Description: The award recognizes young professional women under the age of 30 that are trailblazers in the field of higher education in the state of Iowa.

University of Northern Iowa Partners for Student Success Awardee   *January 2019*
    Award Description: Acknowledges key partners across campus who contribute to the success of students through collaboration with the division of student affairs.

University of Northern Iowa Diversity Matters Awardee   *May 2017*
    Award Description: Recognizes the dedication and service of students to the University of Northern Iowa in advancement of its diversity-related goals.

University of Northern Iowa Outstanding Student Leader of the Year Awardee   *May 2016*
    Award Description: Recognize students who have demonstrated dedication and leadership through their involvement in one or more campus activities.

GRANTS

    Name of Funding Organization: National Association of Campus Activities Board (NACA)
    Title of Award: Dr. Adam Peck Research Grants
    Award Date: November 2023
    Title of Project: Examining the Racialized Equity Labor of Black Women Students in Black Student Union Organizations at U.S. Predominantly White Institutions
    Principal Investigator: Juana Hollingsworth

Name of Funding Organization: National Association of Student Personnel Administrators (NASPA)
Title of Award: Technology Knowledge Community (TKC) Award
Award Date: April 2020
Title of Project: Exploring HBCU students desired response of student affairs professionals to online harassment
Principal Investigator: Dr. Virginia Byrne
Graduate Research Assistant: Juana Hollingsworth

Name of Funding Organization: American College Personnel Association (ACPA)
Title of Award: ACPA Foundation Grants Program
Award Date: September 2021
Title of Project: Partnering with Student Life to Design an Online Harassment Intervention Program at an HBCU
Principal Investigator: Dr. Virginia Byrne
Graduate Research Assistant: Juana Hollingsworth

TEACHING EXPERIENCE
Johns Hopkins University
Introduction to Hopkins: Arrive and Thrive   *Fall 2024*
- Role: Instructor
- Number of Students: 16
- Modality: In Person

Johns Hopkins University
Identity and Inclusion   *Fall 2022*
- Role: Instructor
- Number of Students: 1,370
- Modality: Asynchronous

Johns Hopkins University
Identity and Inclusion   *Spring 2022*
- Role: Instructor
- Number of Students: 1,370
- Modality: Asynchronous

University of Northern Iowa
Strategies for Academic Success   *Fall 2016*
- Role: Teaching Assistant (TA)
- Number of Students: 25
- Modality: In-Person

PROFESSIONAL EXPERIENCE
Senior Academic Advisor   *May 2023-Present*
Johns Hopkins University ● Krieger School of Arts and Sciences (KSAS)
- Meet one-on-one quarterly and assist 120 undergraduate students with course registration, academic strategies, selecting majors and minors, finding internship and research experience, and developing post-graduation plans
- Provide early interventions for at-risk students
- Plan academic related events such as major fairs, managing stress, and career exploration workshops
- Work with key campus partners (Student Outreach Services, Life Design, Financial Aid, Student Life, Residential Life) to connect advisees to campus resources

Graduate Research Assistant for Diversity Across the Curriculum (DAC) Project   *May 2022 – May 2023*

Eastern Virginia Medical School ● The Medical and Health Professions Education (MHPE) Programs

- Collected literature on best practices related to diversity, inclusion, cultural competence, and health professions education
- Develop data collection instruments, transcribed transcripts, and analyzed qualitative (individual interviews and focus groups) and quantitative (surveys) data and provide executive summary reports
- Provided ongoing recommendations for MPHE faculty and students to integrate diversity, equity, and inclusion within their teaching, research, clinical practice, and service
- Prepared conference proposals and related materials to present at The National Association for Diversity Offices in Higher Education (NADOHE) and The American Educational Research Association (AERA) Annual Conferences

Graduate Research Assistant   *Sept. 2020 – May 2023*

Morgan State University ● School of Graduate Studies

- Assisted with the data collection, editing, and submission of peer-reviewed journal articles and grant applications
- Prepared conference proposals and related materials to present at the American Association of State Colleges and Universities (AASCU), American College Personnel Association (ACPA), Association for the Study of Higher Education (ASHE), and National Association of Student Personnel Association (NASPA) Annual Conferences
- Develop data collection instruments, transcribed transcripts, and analyzed data related to specific research topics such as online harassment in higher education, bystander intervention, and trauma-informed practice in higher education

Graduate Assistant for Diversity and Inclusion Co-Curricular Education   *Sept. 2020 – May 2023*

Johns Hopkins University ● Center for Diversity and Inclusion (CDI)

- Advised 12 undergraduate peer-to-peer diversity education program facilitators
- Oversaw the mandatory asynchronous Identity and Inclusion workshops for 2,800 first-year students.
- Developed and facilitated diversity education training workshops and processing circles for students, staff, and faculty centered around current events. Approximate attendees: 600

Community of Practice Network Facilitator   *January 2021- June 2021*

University of Maryland College Park ● Remote Teaching Excellence (RTE) Project

- Facilitated five Community of Practice (CoP) sessions with eight Pk-12 teachers
- Led discussions that focused on innovative online learning strategies during the COVID-19 pandemic

Assistant Director of Diversity Recruitment   *Feb. 2018 – Aug. 2020*

University of Northern Iowa ● Office of Admissions

- Created and oversaw the strategic planning of multicultural recruitment including target schools, territory mapping, events, fairs, scholarships, etc.
- Planned on and off campus multicultural recruitment programs for over 500 diverse students with an annual fiscal budget of approximately $80,000 for diversity recruitment initiatives
- Served as advisor to Ethnic Student Promoters student organization with oversight of 50 diverse student ambassadors
- Supervised one full-time professional, two part-time work-study students, one graduate assistant, and one intern

Academic Advisor
Apr. 2017 – Jan 2018

University of Northern Iowa ● McNair Scholars Program
- Advised 25 undergraduate students with underrepresented identities and assisted them with skills to enter graduate-level education such as GRE test prep, writing personal statements, drafting writing samples, and completing admissions applications
- Facilitated various workshops, seminars, and social and culturally enriching activities for scholars to aid in their academic plan, financial literacy, and career guidance

Graduate Assistant for Campus Events
Aug. 2016 – Mar. 2017

University of Northern Iowa ● Office of Admissions
- Co-planned over 12 campus-wide admissions visit days with over 200 attendees per visit
- Recruited students to college by visiting high schools, attending college nights, and visiting community colleges and technological institutions

Orientation Leader & Program Assistant
Aug. 2015 – Aug. 2016

University of Northern Iowa ● Office of Student Affairs
- Prepared a four-day extended orientation schedule of events for 100 first-year underrepresented-minority students
- Created training materials for 12 student orientation leaders

Peer Manager
Oct. 2012-June 2016

University of Northern Iowa • Office of Financial Aid & Scholarships
- Served as a lead counselor for 12 student employees
- Facilitated over 100 private loan counseling sessions
- Advised over 3,000 students and families through one-on-one appointments
- Hosted over 60 FAFSA application college nights and summer orientation sessions
- Taught over 30 "Live Like a Student" courses which is a free, 3-week, financial literacy course

Program Assistant
Oct. 2015 – May 2016

Wize Girls ● YWCA
- Facilitated programming for personal, social, and educational growth with middle school aged females
- Coordinated volunteer experience within the community and supervised community service projects

VOLUNTEER LEADERSHIP EXPERIENCE
Doctoral Student Representative
March 2024-Present

NASPA Faculty Council ● National Association of Student Personnel Administrators
- Plan, implement, and provide strategic direction to the NASPA Doctoral Seminar at the annual NASPA conference
- Represent the interests of graduate students at large

Board of Directors
March 2018-August 2020

Big Brothers Big Sisters ● Northeast Iowa
- Provided strategic direction to the organization by developing the vision, mission, and goals
- Established a human resources governance policy
- Oversaw fiduciary needs such as fundraising and investing

Organizational Advisor

Black Student Union (BSU) ● University of Northern Iowa
May 2017- May 2018
- Ensured that the organization was following guidelines set forth by the university, the organization's constitution, and the state and federal law
- Assist in the development of educational and social programming

Site Coordinator *Jan. 2017 – May 2017*
Central Middle School ● Communities in Schools
- Designed a resource toolkit to prevent at risk students from dropping out of high school
- Provided case management services to students/families with multiple identified risk factors
- Met 1:1 or in groups on a weekly basis with at-risk students and facilitated skill building workshops

Community Engagement and Youth Ambassador Coordinator *Aug. 2016 – May 2017*
City of Waterloo ● Waterloo Commission on Human Rights
- Promoted cooperation between the City of Waterloo and state and federal agencies to continuously enforce the Civil Rights Act of 1965 and local ordinances/laws
- Investigated city-wide existence, character, causes, and extent of discrimination including but not limited to public accommodations, employment, financial transactions, and housing

ASSOCIATIONS
- NACADA: National Academic Advising Association, 2024, 2023
- NASPA: National Association of Student Personnel Administrators, 2024, 2023, 2022, 2021
- ACPA: American College Personnel Association, 2024, 2023, 2022, 2021
- AAC&U: Association of American Colleges and Universities, 2022
- ASHE: Association for the Study of Higher Education, 2024, 2023, 2022
- AERA: American Educational Research Association, 2024, 2023, 2022
- NACAC: National Association for College Admission Counseling, 2020, 2019, 2018

SERVICE & OUTREACH
Journal Reviewing and Service
- Journal of Trauma Studies in Education (JTSE), Editorial Board, 2024, 2023
- Journal of Underrepresented & Minority Progress (JUMP) Reviewer, 2024, 2023, 2022

Professional Association Service
- National Association of Student Personnel Administrators (NASPA), Reviewer, 2021, 2020
- American College Personnel Association (ACPA), Reviewer, 2023, 2022, 2020

CERTIFICATIONS AND TRAININGS
- Johns Hopkins University Giving and Receiving Feedback Training, 2024
- Morgan State University Instructional Technology Course, 2023
- Johns Hopkins University Safe Zone Training I & II, 2021
- Collaborative Institutional Training Initiative (CITI), Research Ethics and Compliance, 2022
- Right To Be: Bystander Intervention: How to be an Ally When You Witness Online Abuse, 2022
- Trauma Fundamental for Higher Educators, 2021
- Applying and Leading Assessment in Student Affairs, 2021
- LinkedIn Learning: Creating an Amazing Syllabus, 2021
- LinkedIn Learning: Overcoming Imposter Syndrome, 2021
- LinkedIn Learning: Overcoming Cognitive Bias, 2021
- Preventing Sexual Misconduct (Title IX), 2020
- Safe Zone & LGBTQ Ally Training Phase I & II, 2019
- Suicide Prevention Training: Question, Persuade, Refer, 2018
- University of Northern Iowa Green Zone (Military) Training, 2018
- City of Waterloo Diversity & Inclusion Training, 2017
- Simmons College Intimate Partner Violence Training, 2017
- Trauma-Focused Child Traumatic Grief Training, 2017
- Trauma-Focused Cognitive Behavioral Therapy Training, 2017
- National Coalition Building Institute (NCBI) Leadership for Diversity and Inclusion Training, 2017

TECHNICAL SKILLS

- Customer Relationship Management (CRM) Software: Salesforce, Constant Contact, OnBase, Bluemen
- Online Learning Platforms: Blackboard, Playposit, and Canvas
- Application Software: Microsoft Office Suite, Google, Zoom
- Research Software: SPPS, Dedoose