

KATIE LUGAR, DHSC, LSW, MSW, CNP

EDUCATION

Indiana State University, Terre Haute, IN

Doctor of Health Science (DHSc)

Aug 2016-May 2022

- Dissertation: *Assessment of Factors Associated with University Student Tobacco Product Use Policy Beliefs*

Master of Social Work (MSW)

May 2015-May 2016

- Concentration: Mental Health and Addictions
- Advanced Standing Program

Bachelor of Social Work (BSW)

May 2012-May 2015

- Minor: Psychology
- University Honors Program: Nonprofit Leadership Concentration
- Summa Cum Laude

LICENSURE & CERTIFICATIONS

National Council for Mental Wellbeing

Mental Health First Aider

Aug 2019-Present

Indiana Coalition to End Sexual Assault

Confidential Sexual Assault Victim Advocate

Nov 2017-Present

Indiana Association of Social Work Boards

Licensed Social Worker (LSW)

Nov 2016-Present

Nonprofit Leadership Alliance

Certified Nonprofit Professional (CNP)

May 2015-Present

CURRENT ROLES

Indiana State University, Terre Haute, IN

Assistant Director of Student Programming & Leadership – Honors College **May 2018-Present**

- Develop, schedule, and manage academic, professional, and social programming for the Honors College. Increase regular program offerings from monthly to 4-10 programs per month.
- Plan, promote, and implement all program offerings including speaker series, career readiness workshops, panel discussions with community leaders, faculty series, cultural excursions, social gatherings, social justice education, alumni networking opportunities, and more.
- Highlight Honors student experiences as program participants and organization leaders by eliciting semester newsletter narratives.
- Serve as the primary advisor for four Honors College student organizations including the Honors Council, Alpha Lambda Delta, the National Society of Collegiate Scholars, and Golden Key International Honour Society.
- Assist student organizations with program development and implementation including social activities, professional development opportunities, elections, induction ceremonies, and more.
- Supervise Honors College Graduate Assistant and collaborate on initiatives as they work directly with student organization leaders. Meet with GA regularly for supervision check-ins, campus resource connections, mentoring, and solution-focused problem-solving.
- Host student affairs practicum students and work towards program implementation.
- Oversee the Honors Peer Mentor program of 13-20 student leaders and provide services to assist with 250-330 first-year Honors students' transition to university life. Facilitate training and debrief meetings with mentors. Track weekly and biweekly mentor outreach. Review mentor reflections.
- Provide support, brief solution-focused counseling, and referral to services when students experience crises.

- Recruit honors student participants for various opportunities and activities for which Honors students serve as ambassadors.
- Coordinate, plan, and implement the Summer Honors Program, a one week overnight college experience for high school students, in collaboration with the Office of Admissions. Elicit, review, select, and oversee 10-20 faculty seminars. Collaborate with faculty to promote seminars, finalize seminar plans and needs, partner with community organizations for experiential learning opportunities, and financially support instructional expenses.
- Connect students to local, national, and international volunteer opportunities.
- Lead Alternative Break community service trips for students to Colorado's Habitat for Humanity (Metro Denver & Montezuma County), Turks and Caicos Islands' IsleGO Missions, Guatemala's De La Gente coffee co-operative, and Tennessee's Once Upon a Time Earth Kin sustainability homestead.
- Co-chaperone trips with students to Mid-East Honors Association Conference (Muncie, IN – 2019) and National Collegiate Honors Council Conference (Boston, MA – 2018; New Orleans, LA – 2019; Orlando, FL – 2021).
- Serve on the Black History Month Committee to coordinate and host Black Excellence events throughout the month of February and the year.
- Serve on the Mentoring Center Advisory Board to enhance collaboration between campus mentoring programs.
- Serve on State Welcome Working Group to plan university-wide programming calendar for the first five weeks of the fall semester.

Chair – Tobacco Free Campus Implementation Committee

Jun 2020-Present

- Oversee tobacco-free policy implementation on campus, and collaborate with campus partners to create a policy implementation plan.
- Create Campus Ambassador system for providing health and policy education, connecting people to cessation services, and making reports.
- Supervise Tobacco Prevention and Cessation Student Assistants and implement outreach activities, campus cleanups, and health education initiatives.
- Develop tobacco-free campus website to house information regarding campus and community cessation services, policy language, locations of designated areas, and opportunities to provide feedback.
- Increase tobacco cessation resource access through recruitment for Tobacco Treatment Specialist Training, delivery of Quit Kits to campus entities, and promotion of campus, community, and Indiana QuitLine cessation services.
- Coordinate 2-year phased plan for designated smoking area removal in collaboration with Facilities Management and Office of the President.

Field Instructor – Department of Social Work

Jan 2020-Present

- Provide weekly 1-hour social work supervision for bachelors and masters of social work students as they complete their generalist social work internship experiences (e.g. ISU Multicultural Services and Programs, Chances and Services for Youth, Family and Civil Court, 14th and Chestnut Community Center, Boys and Girls Club, Gibault, Housing Authority, West Vigo Schools, and Juvenile Detention Center).
- Process client interactions, ethical dilemmas, and weekly experiences.
- Guide students as they develop their practice framework and implement evidence-based practices within their respective agencies.
- Provide regular feedback on process recordings and learning plan items.
- Evaluate student progress during weekly supervision, midterm report, and final learning plan evaluation.

Advisory Board Member – Mentoring Center

Aug 2019-Present

- Partner with the Mentoring Center staff and fellow advisory board members to enhance mentoring programs across campus.
- Collaborate with Mentoring Center Director to support and grow Honors Peer Mentor program.

Advisory Board Member – Department of Social Work

Aug 2018-Present

- Provide guidance for BSW and MSW programs.

- Serve on Scholarship Review Committee to review applications and select recipients.

Sustainability Fellow & Advisory Committee – Office of Sustainability Aug 2018-Present

- Advance sustainability in the region and on campus through interdisciplinary, experiential, results oriented projects.
- Develop and implement framework for a tobacco-free campus initiative.
- Serve as campus advisory board member for the Office of Sustainability as the group creates action plans to address a variety of campus-related sustainability needs.

Pride Center of Terre Haute, Terre Haute, IN

Vice President of Strategic Initiatives and Partnerships Sep 2021-Present

- Serve on Executive Committee and participate in weekly meetings to address community center needs, operations, and involvement.
- Oversee community partnerships and build organizational relationships with Wabash Valley businesses, service providers, nonprofits, entrepreneurs, artists, and more.
- Assess data and outcomes for all programs, services, communication, and initiatives and write organization's annual reports.
- Develop 2022-2025 strategic plan in partnership with board members and MSW student to identify key performance indicators, and oversee annual goal attainment.
- Respond to all community member inquiries submitted through organizational email, Facebook, Instagram, Google, Yelp, Trip Advisor, Engage, and other accounts.
- Serve on the Development Committee to establish annual development plan, coordinate fundraising efforts, partner with community businesses for dine to donate initiatives. Document donor giving through Bloomerang, track progress towards campaign goals. Write letters for fundraising partnerships and donation requests. Oversee development and implementation of Pride with Purpose fundraising event. Secure matching gifts and event sponsors.
- Submit grant proposals to support community center initiatives. Serve as PI for current grants: Larry Paul Fleschner Charitable Foundation – \$10,000 full funding for social programs; Wabash Valley Community Foundation – \$15,000 full funding for programs, services, education, and outreach; and U.S. Small Business Association – \$1 Million full funding collaborative grant with \$100,000 to Pride Center of Terre Haute for business development services.
- Serve on the Programming Committee and coordinate select programs with community partners including Moonlight at the Vigo County Public Library, business development workshops and office hours with Launch Terre Haute and the LGBTQ+ Business Advisor, LGBTQ+ business owner panel discussion, OUTdoor nature program, foster parent recruitment, partnerships with ISU's Student Government Association, statewide Pride Festival participation, etc.
- Plan for annual Pride Festival and Pride Month events as part of the Pride Planning Committee. Oversee partnerships and vendors. Identify sponsorship levels and sponsors for festival. Serve as volunteer and event coordinator for first-annual 2022 Terre Haute Pride Fest.
- Establish partnership and coordinate drag performance with Blair St. Clair – contestant on RuPaul's Drag Race Season 10 and Allstars Season 5. Serve as sponsor and vendor at Indy Drag Theater productions of Legally Blond: A Drag Parody and Into the Woods: A Drag Parody.
- Serve as key holder for the community center and work 2-3 monthly shifts ranging from 4-8 hours per shift. Oversee volunteers and interns during shifts. Complete opening and closing procedures including cleaning the center, preparing for the day's activities, handling donations, and answering phone calls.
- Provide direct services to community members including intakes, crisis calls, resource referrals, brief solution-focused counseling, etc.
- Serve on Legal Gender and Name Change (LGNC) Support Team to conduct general intakes, guide individuals through paperwork, and connect persons to support team members for court hearings and follow-up. Coordinate free legal clinics in partnership with Indiana Legal Services LGBT Project.
- Provide *Practicing Allyship and Delivering LGBTQIAP+ Affirming Care* community trainings as an Education Team facilitator for K-12 teachers and staff, healthcare providers, university student affairs professionals, and business owners.

- Develop website copy content and collaborate with website developer to publish site.
- Mentor Bachelor and Master of Social Work students and assist with student initiatives.
- Recruit board members, volunteers, and program participants.

Grant Writer & Project Lead – Larry Paul Fleschner Charitable Foundation Jun 2022-Present

- Earned full funding of \$15,000 for Pride Center of Terre Haute to support personnel and programming initiatives.
- Partner with IU School of Medicine to hire an AmeriCorps volunteer and ISU Center for Community Engagement to hire a Sycamore Community Work student to cover summer 2022 operations.
- Coordinate with Programming Committee to develop and implement social activities including creating programming schedule, identifying supply needs, and coordinating with community partners.
- Expand hygiene closet to include more storage/shelving as well as chest binders, inclusive hair care products, cosmetics, contraceptives, and menstrual products in addition to basic hygiene supplies.
- Oversee tracking of expenditures and development of annual report.

Grant Co-Writer & Project Co-Lead – Community Navigator ION Program, U.S. Small Business Association, Office of Entrepreneurial Development (OED) Oct 2021-Present

- Partnered with the Indiana State University Office of Sponsored Programs, Indiana Small Business Development Center, Terre Haute Chamber of Commerce, Thrive, West Central 2025, Launch Terre Haute, and Wabash Valley Base Community Council to submit a proposal for a \$1,000,000 grant.
- Earned full funding of \$1,000,000 for the entire collaborative project with \$100,000 for the Pride Center of Terre Haute.
- Provide ongoing support to developing, new, and established LGBTQIAP+ businesses. Facilitate mentoring connections for LGBTQIAP+ business owners to assist with community building and support. Connect business owners with growth opportunities through state and federal contracts, grants, certifications, and leadership development.
- Develop and facilitate a comprehensive training program for new and established local businesses, organizations, and service providers to integrate LGBTQIAP+ affirming practices and effective allyship into their business model.
- Facilitate the LGBTQIAP+ Owned Business Coalition by coordinating regular meetings and events for the group to build community, networks, and mentoring. Connect leaders to community resources to address individualized, group, or community concerns to ensure business sustainability.
- Promote leadership development through involvement and partnerships with the Chamber of Commerce, Leadership Connect, Launch Terre Haute, the ISBDC, SBA, and more.
- Implement collaborative programs and events such as expos, educational programs, speaking engagements, office hours, workshops, planning sessions, and more featuring LGBTQIAP+ leaders to amplify their efforts and contributions within our community.
- Curate a comprehensive list of LGBTQIAP+ affirming resources, businesses, and service providers for integration into the Pride Center of Terre Haute referral system.

Grant Writer & Project Lead – Wabash Valley Community Foundation Oct 2021-Present

- Earned full funding of \$15,000 to address five Pride Center of Terre Haute services areas: social groups, support groups, wellness initiatives, education, and outreach.
- Partner with Programming Committee to implement social groups including multigenerational social activities and monthly Adult and Young Adult Book Club discussion groups with book selections featuring LGBTQIAP+ authors and narratives along with educational programs, speaking engagements, workshops, and fine art and history exhibitions to amplify queer voices and contributions.
- Provide financial support to the Vice President of Programs and Services and BSW/MSW interns as they facilitate the following support groups: Youth Support Group (12-17), Adult LGBTQ+ Support Group (18+), Trans Support Group (18+), Family and Friends Education and Support Group (allies), and Legal Gender and Name Change (LGNC) Support Team.

- Collaborate with community partners to implement wellness initiatives including making suicide prevention and awareness kits, providing health education programs, creating post-surgery care kits to help persons recovering after gender-affirming surgery, launching a chest binder exchange program, stocking a free hygiene closet, and increasing access to gender-affirming and basic healthcare resources.
- Serve on the Education Team to offer the *Practicing Allyship and Delivering LGBTQ+ Affirming Care* 3-hour training program to community organizations and businesses with a goal to train 500 people at minimum per year.
- Coordinate outreach and marketing efforts with Director of Communication to build awareness of Pride Center programs and will help connect more individuals to necessary services.
- Collaborate with Executive Committee to allocate funding for relevant programs and services.
- Oversee tracking of expenditures and development of annual report.

National Association of Social Workers – Indiana Chapter, Indianapolis, IN

Board President

Jul 2022-Present

- Serve a two-year term as presiding officer of the Board of Directors and Executive Committee.
- Represent the Board of Directors and report to the Board of Directors all important interim actions.
- Appoint members to various committees, task forces, units, and other positions in consultation with the Board of Directors.
- Collaborate with the Executive Director and the National Office to achieve the goals of the Chapter.
- Serve as an ex-officio member of all committees (without a vote except as provided in the committee charge): Annual Conference Committee (ACC), Committee on Racial and Ethnic Diversity (CO-RED), Ethics, Nominations and Leadership Identification Committee (NLIC), Political Action for Candidate Election Committee (PACE), Public Policy/Legislative Advocacy and Education Development (LEAD) Committee, Sexual Orientation and Gender Identity (SOGI), and Programming.
- Represent Indiana as the Chapter’s first delegate to the national Delegate Assembly.

TEACHING EXPERIENCE

Indiana State University, Department of Social Work, Terre Haute, IN

Lecturer: SOWK 390 – Social Policy: Societal Response to Human Need **Jan 2021-May 2021**

- Examined policy formulation processes at organizational, local, state, and federal levels.
- Taught students how to critically analyze existing and proposed policies in their historical context.
- Connected the importance of research and program evaluation for policy development.
- Participated in Legislative Education and Advocacy Day facilitated by the National Association of Social Workers Indiana Chapter.

Lecturer: SOWK 384 – Social Work Research **Aug 2020-Dec 2020**

- Provided the foundation for the social work research area, placing it in the context of ethics and values.
- Taught design, measurement and data collection techniques, and research strategies.
- Developed students’ skills in the evaluation of research studies, the practice of research, data presentation, and evaluation of social worker’s own practice outcomes.
- Assessed student performance on exams, assignments, and engagement activities, and provided timely feedback to support student growth and understanding/application of concepts.

Lecturer: SOWK 130 – Introduction to the Fields of Social Welfare **Jan 2019-May 2020**

- Provided an overview of the social welfare system and its place in contemporary society.
- Presented learning opportunities about the operation of institutional structures and the professionals who respond to complex human concerns.
- Assisted students as they coordinated and completed 30 hours of volunteer work with community partners.

- Connected students with additional developmental learning opportunities to complement required coursework and exams.
- Assessed student performance on exams, assignments, and engagement activities, and provided timely feedback to support student growth and understanding/application of concepts.

WORK EXPERIENCE

Indiana State University, Office of the Dean of Students, Terre Haute, IN

Victim Advocate

Aug 2016-Feb 2022

- Provided confidential, supportive services for students who have survived sexual violence through 24/7 on-call rotation.
- Served as back-up advocate when Lead Victim Advocate was unavailable.
- Collaborated with Council on Domestic Abuse, hospital staff, police officers, Title IX investigators, and other community support networks to ensure student access to necessary resources.
- Engaged victims/survivors in crisis through assessments, active listening, support, education, resource navigation, and referrals.

Dr. Irving Haber, D.O. Therapy Alternatives and Rehab Services, Terre Haute, IN

Aug 2016-May 2016

Social Worker & Social Work Services Development Consultant

- Established and developed social work services department for clinic by creating policies, procedures, patient agreements, and screening/assessment tools.
- Provided comprehensive social work care including assessments, psychotherapy, consultations, education, and referrals to clients receiving pain management and rehabilitation care.
- Cultivated and coordinated interdisciplinary care network among community partners and referral sources such as inpatient, outpatient, addiction treatment, and community health providers.

Indiana State University, Women's Resource Center, Terre Haute, IN

Graduate Assistant

Aug 2015-May 2018

- Assisted with development, implementation, and evaluation of Women's Resource Center programs and services.
- Coordinated and evaluated lecture series including topics surrounding policy issues, intersectional feminism, depiction of women in media and film, tobacco cessation, sexual violence, healthy relationships, and more.
- Developed, implemented, and evaluated bystander intervention training with over 3,000 student participants.
- Served as One Love facilitator for healthy relationships programming.
- Provided supervision and management for freshman student volunteers and practicum students.
- Provided mentoring services to undergraduate and graduate students.
- Facilitated *Free Being Me* body positivity group with 24 middle school students.
- Conducted Designated Walker trainings and facilitated program for Homecoming Walk.
- Collaborated with local news outlets to increase outreach for advocacy work.
- Served on screening committees to hire an Assistant Dean of Students and Director of Women's Resource Center.

Visiting Nurse Association & Hospice of the Wabash Valley

MSW Clinical Intern: Social Services

Aug 2015-May 2016

- Provided comprehensive end of life care for clients including listening, counseling, and support with assessments, consultations, education, resource and referral services, advocacy, and discharge planning.
- Facilitated weekly grief and bereavement group therapy services.
- Served on Safety Committee Team to educate employees on safety policies and prevention techniques.

Chances and Services for Youth, Terre Haute, IN

Social Work Intern: Tobacco Prevention and Cessation Coalition

May 2015-Jul 2015

- Analyzed community data regarding tobacco use behaviors.
- Collaborated with local businesses and agencies to implement tobacco-free policies.
- Created and facilitated presentations to TPC Coalition regarding Tobacco Free Blue university advocacy efforts for a comprehensive tobacco-free policy and motivational interviewing skills for tobacco use cessation.

Valley Professionals Community Health Center, Clinton, IN

Social Work Intern: Behavioral Health Department

Aug 2014-May 2015

- Assessed and advocated for clients' needs to create goals and intervention plans.
- Collaborated with community health workers to engage schools in health services.
- Co-facilitated a diabetes support group.
- Organized a staff silent auction; \$1,800 to benefit the Patient Emergency Assistance fund.
- Developed and implemented *Anti-Bullying Day* to address workplace harassment which included interactive games and a documentary screening.

The Light House Mission Conners' Center, Terre Haute, IN

Social Work Intern

Jan 2014-May 2014

- Revised policy manuals, social service directories, and needs lists.
- Facilitated donation drives to meet agency and client needs.
- Led an arts and crafts interest group.

Indiana State University, Center for Student Success, Terre Haute, IN

Student Instructor: SOWK 480 Generalist Social Work Practice/Field

Jan 2015-May 2015

- Assessed student work and engaged in role plays of social work skills.

Student Instructor: SOWK 252 History of Social Welfare

Aug 2014-Dec 2014

- Facilitated study sessions for test review.

Student Instructor: AHS 340 Health Biostatistics

Aug 2013-May 2014

- Assisted students with data analysis and assessed student work.

Turkey Run Junior/Senior High School, Marshall, IN

Dance Team Choreographer

May 2013-Nov 2016

- Choreographed and taught dances for 9th-12th grade team.

Tween Brands (Justice Store), Terre Haute, IN

Brand Representative

Jun 2010-Jun 2012

- Served as cashier, shipment processor, and sales clerk.
- Engaged with customers to determine their needs and assist as needed.

LEADERSHIP EXPERIENCE

Pride Center of Terre Haute, Terre Haute, IN

Founding Board Member, Activities and Special Projects

Sep 2020-Aug 2021

- Participated in the development of the Pride Center's mission, vision, values, and bylaws to serve the local LGBTQIAP+ community.
- Completed and submitted necessary state and federal nonprofit and tax forms to achieve 501(c)(3) status.
- Created initial compilation of programming ideas for areas of advocacy, career and life preparation, communication, community collaboration, community resources, days of recognition, fine art and history, fundraising, health and wellness, legal and social services, mentoring, Pride Month, social activities, speaker series, training opportunities, and youth and young adult support.
- Documented programming guidelines for all events including accessibility needs, promotional content, budgets, and more.

- Collaborated with community member to develop comprehensive resource file with local, state, and national social service organizations.
- Served on the Interior Design Committee to curate the Pride Center space, supply furniture, elicit artwork from local LGBTQIAP+ artists, and paint, clean, and organize the space.
- Designed logistics for LGBTQIAP+ art show including call-out language, timeline, submissions form, and follow-up planning.
- Served on the Grand Opening Committee and collaborated with interns to identify programs and offerings for the day including recruiting vendors, identifying community partners, contacting businesses for Dine to Donates, and planning family-friendly activities. Served as a lead PCTH representative during Grand Opening to assign tasks to volunteers.
- Co-developed, edited, and distributed the LGBTQIAP+ community needs assessment gathering data on LGBTQ+ safety, health, inclusion, resource access, and more.
- Served as Interim Communication Director and created all social media posts, responded to all social media direct messages, and managed organizational email.
- Coordinated Can't Cancel Pride social media outreach which resulted in \$2,750 from iHeartRadio and Proctor & Gamble for center operations.
- Coordinated a Pop-Up Clothing Closet which resulted in distribution of 2000+ donated clothing items.
- Co-designed *Practicing Allyship and Delivering LGBTQIAP+ Affirming Care*, a 3-hour training experience tailored to the audience's profession (e.g. mental health clinicians, teachers, business leaders, city leaders, etc.).
- Represented the Pride Center on the Tobacco Free Vigo Coalition. Established the Pride Center as an Indiana QuitLine Preferred Provider. Secured Free Quit Kits for individuals interested in tobacco cessation and shared Quit Line training with board members.
- Created LGBTQ+ Substance Use Issues and Prevention presentation delivered to Tobacco Free Vigo and Drug Free Vigo.
- Presented to ISU Association of Aspiring Student Affairs Professionals about serving LGBTQ+ students in institutions of higher education.
- Helped establish the Binder Exchange Program and Trans Support Group.
- Created a COVID-19 health assessment.
- Established affiliations with Center Link, Safe Space Alliance, and InterPride.
- Served on the Development Committee to secure community sponsorships and donations. Created initial GoFundMe narrative and worked with committee to raise \$11,000 for Pride Center operations. Co-developed a sponsorship request presentation.
- Created annual agency budget of \$70,000 for 2021-2022.
- Created volunteer materials including job description, application, volunteer feedback form, and volunteer evaluation form.
- Created Board Member recruitment materials including board member responsibilities/job description, application, interview form, and reference check form.

National Association of Social Workers – Indiana Chapter, Indianapolis, IN

Board President-Elect

Jul 2021-Present

- Serve a one-year term before assuming the office of President for two years to preside over the Board of Directors and Executive Committee.
- Serve as an ex-officio member of all committees: Annual Conference, Public Policy/Legislative Advocacy and Education, Sexual Orientation and Gender Identity (SOGI), Committee on Racial and Ethnic Diversity (CO-RED), and Programming.
- Work in close collaboration with the President and perform duties as assigned by the President.
- Participate in executive committee meetings.
- Collaborate with Executive Director on NASW IN initiatives including programming, committee, and regional map reorganization.

Board Member – Region 9 Representative

Nov 2018-Jun 2021

- Oversaw 8 counties (Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan and Greene Counties) with approximately 100 NASW IN members.

- Expanded and enhanced professional development, service learning, and networking opportunities for local social workers by hosting monthly programs.
- Identified community social workers with specific areas of practice expertise to facilitate 30 continuing education events.
- Bridged relationships with community partners, advocate for community needs, and connect more social workers to the NASW.
- Elicited and submitted nominations for the NASW IN Annual Awards: Social Worker of the Year, Community Partner of the Year, BSW Student of the Year, and MSW Student of the Year.
- Led Region 9 Social Work Month events each March to recognize regional winners of Social Worker of the Year and Community Partner of the Year.
- Collaborated with Indiana State University Department of Social Work to provide information about NASW membership, opportunities for board involvement as BSW and MSW representatives, and scholarships.
- Volunteered at NASW IN Annual Conference for set-up and session moderation.

Indiana State University, Terre Haute, IN

Vice Chair – Staff Council, Executive Committee

May 2021-May 2022

- Assumed the duties of the Council Chair in their absence including facilitation of general and executive meetings, providing reports at Faculty Senate meetings, collaborating with senior administration, and more.
- Convened the first meeting of the year for Council’s Standing Committees. Served as ex-officio of all Standing Committees: Staff Benefits, Staff Relations, and Public Relations.
- Oversaw Council’s Standing Committees, ensuring that they are progressing toward the fulfillment of their charges.
- Advocated for university staff needs with senior-level administration on a monthly basis.
- Coordinated with campus affinity groups – Asian and Pacific Islander Caucus, Black Faculty and Staff Caucus, Hispanic Organization for Leadership & Advocacy, and LGBTQIAP+ Caucus – to discuss justice, diversity, equity, and inclusion issues. Met regularly each semester to discuss needs and opportunities for Staff Council to amplify equity needs with administration.

Search Committee Member – Residential Life Area Coordinator

Feb 2022-Apr 2022

- Assisted with candidate review, interviews, and selection of Area Coordinator for Residential Life.

Search Committee Member – Mentoring Center Program Coordinator

Sep 2021-Nov 2021

- Assisted with selection of candidate to serve as program coordinator for new mentoring center.

Committee Member – University Strategic Planning Committees

Jan 2021-May 2021

- Served on university strategic planning committee to address Strategic Goal 3 – Engage internal and external partners to deepen student learning and address community challenges.
- Served on university strategic planning committee to address Strategic Goal 5 – Enhance Institutional Reputation and Pride.
- Developed strategies/initiatives to drive progress and determined key performance indicators.

MAPS Mentor – African American Cultural Center

Sep 2020-May 2022

- Provided weekly mentorship through the Mentoring Assistance for Prospective Scholars program.
- Identified student interests, strengths, and career goals then connect student with a variety of professional development opportunities (events, conferences, and trainings), interviews with local social workers, job shadowing, and service-learning activities.
- Processed weekly experiences to discuss opportunities for further learning and areas of practice for further exploration.
- Awarded Mentor of the Year and Scholar of the Year in 2021.

Steering Committee Member – American Democracy Project

Jul 2020-May 2022

- Promoted civic engagement, voter registration, and voting across the campus community.

Elections Coordinator – Staff Council, Executive Committee

May 2020-May 2021

- Coordinated elections process for the Staff Council governing body.

- Participated in executive meetings and meetings with senior administration to advocate for and discuss staff-related needs.

Search Committee Member – Director of African American Cultural Center Feb 2020-Jul 2020

- Assisted with selection of candidate to serve as Director of the largest cultural center on campus.

Search Committee Chair – Victim Advocate

Sep 2019-Dec 2019

- Led search committee to select a lead victim advocate who would serve as a confidential resource that oversees the continuum of care for survivors of sexual and gender violence and provides information on the resources and options available for victims on campus and beyond.
- Completed all Human Resources paperwork throughout process and to confirm hiring.

Teaching Fellow – Faculty Center for Teaching Excellence

Aug 2019-Dec 2019

- Served as graduate fellow as part of the *Preparing Tomorrow's Faculty: Graduate Teaching Excellence Certificate Program*.
- Learned how to design, develop, design, and teach courses that effectively prepare students to be successful in their chosen fields of study.
- Built teaching e-portfolio incorporating course artifacts and evidence of teaching achievements.

Tobacco Free Blue Representative – Tobacco Free Task Force

Sep 2018-Apr 2019

- Collaborated with campus representative to determine action plan for development and implementation of a tobacco-free campus policy.
- Served as chair of the Research and Policy Analysis subcommittee and participated in Cessation/Enforcement and Neighborhood Outreach committee.

Research Mentor – GH 401 Honors Thesis

Aug 2018-May 2022

- Guided Honors students throughout final thesis project to complete Honors College curriculum.
- Reviewed and provided feedback on student theses:
 - *Myths, Misconceptions, and Misdiagnosis of Endometriosis* by Maggie Glowinski, Elementary Education major.
 - *Only a Sith Deals in Absolutes: Social Workers Looking for a Model System to Apply Theories* by Brooklyn Drummond, Social Work major.
 - *Trauma-Informed Prisons: Current Institutional Practices and Design* by Katherine Gerren, Social Work major.
 - *Hutchinson Creative Work: Subnivean* by Reece Hutchinson, Psychology major.

Member – Staff Benefits Committee

Jul 2018-May 2021

- Reviewed current benefits for ISU employees and proposed ways to improve benefit options and services.
- Developed ISU Dependent Childcare Grant proposal by creating employee needs assessment and analyzing 600 responses.
- Revised telecommuting guidelines to support remote work for staff during COVID-19 pandemic and beyond.
- Proposed and received administrative approval for a distance fee waiver to remove online education fees for all ISU employees.

Member & Liaison – Vigo County Tobacco Prevention & Cessation Coalition Jun 2018-May 2022

- Participated in coalition meetings to create action plans for community-wide tobacco prevention and cessation efforts.
- Conducted tobacco point-of-sale audits in local stores and businesses.
- Served as liaison to Indiana State University Tobacco Free Blue student organization and Tobacco-Free Campus Implementation Committee.

Staff Advisor – Tobacco Free Blue

May 2018-May 2021

- Applied for \$12,000 in grant support through the American Cancer Society Tobacco-Free Generation Campus Initiative to facilitate the adoption and implementation of a tobacco-free campus policy.
- Advised student organization and assist with outreach initiatives, campus clean-ups, wellness activities, and health education.

Advisory Board Member – Student Health Promotion

Sep 2017-May 2018

- Provided guidance and insight towards programming and events to facilitate health promotion and education for the ISU community.

- Assessment Committee Member– Division of Student Affairs** **Aug 2017-Dec 2017**
- Collaborated with staff to create assessment tool for student affairs programs and services.
 - Evaluated outcomes to determine opportunities for growth within the Division of Student Affairs.
- Professional Development Committee Member – Division of Student Affairs** **Jun 2017-May 2018**
- Brainstormed and implemented professional development opportunities for student affairs staff.
- Diversity and Inclusive Excellence Advisory Board Member – College of Graduate and Professional Studies** **Mar 2017-May 2017**
- Provided guidance and insight towards programming and events to facilitate CPGS efforts for diversity and inclusion.
- Faculty Assistant – RCSM 462 Nonprofit Leadership Professional Experience at Alliance Management Institute Conference** **Aug 2016-Jan 2016**
- Co-facilitated course and provided mentorship to 7 Nonprofit Leadership students to prepare for conference experience.
 - Supervised student research projects for presentation at the national conference.
 - Chaperoned student travel to Alliance Management Institute Conference in Denver, CO.
 - Attended and participated in faculty-track seminars.
- Vice President – Phi Alpha Honor Society** **Apr 2016-May 2017**
- Coordinated the induction of new members.
- Campus Member – Campus Community Alcohol Commission** **Jan 2016-May 2018**
- Assisted with planning of ISU Designated Walker program.
 - Evaluated alcohol use prevention and response efforts.
- Founding President – Tobacco-Free Blue** **Nov 2015-May 2018**
- Collaborated with university leaders, governing bodies, and community partners to develop tobacco-free campus policy.
 - Coordinated with newspaper and television media outlets to broadcast organization efforts.
 - Reached out to students, faculty, and staff to gather support for policy change.
 - Led monthly executive and general membership meetings.
 - Implemented and participated in wellness/awareness events including campus cigarette clean-ups (over 7,000 littered cigarettes collected by volunteers to date).
 - Served as campus representative for community meetings, panels, and town halls about tobacco-free policies.
 - Facilitated social media engagement with campus and community.
 - Researched and applied for grant opportunities.
- Event Coordinator – 100+ Sycamores Who Care** **Nov 2015**
- Created new campus event, *100+ Sycamores Who Care*, in collaboration with senior level social work students.
 - Raised and donated \$550 to Vigo County CASA.
- Student Member – Undoing Racism Task Force** **Oct 2015-May 2016**
- Advocated for racial equity for students, faculty, and staff.
- Interim President – Student Social Work Association** **Mar 2015-May 2015**
- Led the organization through Social Work Month.
- Student Advocate – It’s On Us Campaign** **Feb 2015-Mar 2015**
- Represented the social work department in video campaign.
- Choreographer – Fusion Dance Company** **Aug 2014-Dec 2014**
- Choreographed dances for showcase performance.
- Rockville Correctional Facility Professional Clothing Donation Drive** **Aug 2014-Oct 2014**
- Collected over 2,700 clothing items for women exiting the prison system.
- Vice President – Student Social Work Association** **May 2014-Feb 2015**
- Collaborated in the organization of events and meetings.
- Public Relations Manager – Student Social Work Association** **Jan 2014-April 2014**
- Maintained media coverage of association events.
- Senator – Student Government Association** **Oct 2013-Aug 2014**

- Reviewed and amended proposed bills.

Faith-Based Organizations Liaison – Nonprofit Leadership Alliance

Aug 2013-May 2015

- Created community resource reference booklet.
- Conducted evaluation for Salvation Army’s Pathway of Hope program.

President – Sycamore Leadership Coalition

Sep 2012-May 2013

- Coordinated special events and fundraisers for student participation.

Indiana Rural Health Association, Indianapolis, IN

Nov 2018-Dec 2019

Rural Health Fellow

- Collaborated with healthcare professionals and assisted them with projects created to improve the health of the rural community.
- Participated in the policy committee to create evidence-based health policy briefs.
- Presented research on *E-cigarettes in Rural Indiana* to IRHA Board of Directors.

Girl Scouts of Central Indiana, Terre Haute, IN

Troop Leader

Jan 2018-Apr 2018

- Coordinated weekly *Free Being Me* group with 24 sixth and seventh grade students at Otter Creek Middle School.
- Led discussions about body positivity, media literacy, positive self-esteem, and deconstruction of the “image myth” with participants.

Bystander Intervention Training Facilitator

Apr 2016

- Presented bystander intervention training for *Before It Begins: Sexual Assault Prevention* for 50 high school students.

PROFESSIONAL DOMESTIC & INTERNATIONAL EXPERIENCE

Indiana State University, Terre Haute, IN

Alternative Break Staff Leader in Cortez, Colorado

May 2022

- Chaperoned trip with 9 student volunteers, a co-chaperone, and videographer to serve alongside leaders with Habitat for Humanity in Montezuma County, Colorado.
- Laid rebar and cement to build foundation of the new Habitat home.
- Assisted with cleaning and organizing projects with the Habitat Restore.
- Participated in education programming and historical site visits surrounding Ute and Pueblo history and culture.
- Responded to crisis medical situation which required EMT, emergency search and rescue, and early return logistics planning.

Alternative Break Staff Leader in Walland, Tennessee

Mar 2022

- Chaperoned trip with 5 student volunteers to serve alongside leaders with Once Upon A Time: Earth Kin, a sustainability homestead.
- Removed invasive species and litter at the Earth Kin homestead, Great Smoky Mountain Heritage Center, Sequoyah Birthplace Museum, and Great Smoky Mountain National Park.
- Participated in education programming surrounding sustainability issues and Eastern-Band Cherokee culture.

Alternative Break Staff Leader in San Miguel Escobar, Guatemala

Jan 2020

- Chaperoned trip to San Miguel Escobar, Guatemala with 10 Honors student volunteers to serve alongside De La Gente’s co-op farmers.
- Harvested coffee fruit and packaged roasted coffee beans.
- Participated in education series about the coffee production process, influence of coffee on Guatemala’s history, impact of climate change on the coffee industry, and social, political, economic, and environmental issues in Guatemala.
- Constructed a cement water retention tank so farmers could irrigate their 20,000+ coffee plants
- Built 20 dry beds for farmers to dry their fermented coffee beans.

Alternative Break Staff Leader in Grace Bay, Turks and Caicos Islands

Jan 2019

- Chaperoned trip to Grace Bay, Turks & Caicos with 9 Honors student volunteers.

- Provided volunteer services at local church and youth center by cleaning and reorganizing the Provo Children's Home and retiling two classrooms at a local school.

Alternative Break Staff Leader in Denver, Colorado **Dec 2018**

- Chaperoned trip to Denver, CO with 17 student volunteers.
- Provided volunteer services at Habitat for Humanity Re-Store.
- Assisted with construction of new Habitat house.

Teaching Assistant in Jeon-Ju and Seoul, South Korea **Mar 2016**

- Trained ISU and Hanil University social work students in STEP UP! Active Bystander Intervention and sexism prevention in higher education.

Student Delegate in Siagon, Hue, Hoi An, Hanoi, and Da Nang Vietnam **Mar 2015**

- Conducted Photo Voice Research with Vietnamese social work students.
- Participated in cross-cultural lecture series.

Student Delegate in Jeon-Ju and Seoul, South Korea **Mar 2014**

- Observed practices at various social service agencies.
- Collaborated with South Korean social work students at Hanil University.

Student Delegate in El Triunfo, Guatemala **Mar 2013**

- Assisted in local community, health clinic, elementary school, and day care.
- Participated in Guatemala Project services.

Living Waters International (LWI), La Ceiba, Honduras

Health Education Team Member **May 2014**

- Facilitated health and hygiene lessons for over 200 children ages 5-18.
- Drilled a well to provide a sustainable/clean water source for 500 people.

FUNDED GRANTS

CenterLink & Logo TV

Grant Writer & Project Coordinator – Trans Day of Visibility **Mar 2022**

- Drafted and submitted grant proposal to host a Trans Youth Town Hall to celebrate Trans Day of Visibility.
- Earned full funding of \$1500 in unrestricted funds to support Pride Center of Terre Haute operations.
- Oversaw required marketing plan to promote Trans Youth Town Hall event to align with CenterLink and Logo TV requirements.
- Prepped board members with education and discussion toolkit to facilitate discussions about transgender issues related to sports and school, health and safety, and representation and identity.
- Documented and submitted marketing and event outcomes for final grant report.

Larry Paul Fleschner Charitable Foundation

Grant Writer & Project Lead – Unrestricted Social Group Programs **Aug 2021-May 2022**

- Earned full funding of \$10,000 for Pride Center of Terre Haute social group programs including the following activities: multigenerational activities, game and craft nights, holiday celebrations, workshops, Pride Month celebrations, and more.
- Coordinated with Programming Committee to develop and implement social group programs including creating programming schedule, identifying supply needs, and coordinating with community partners.
- Collaborated with Vice President of Programs and Services to allocate funding for weekly center programming.
- Oversaw tracking of expenditures and development of annual report.

American Cancer Society & CVS Health Foundation

Grant Writer & Project Lead – Tobacco-Free Generation Campus Initiative **Nov 2018-May 2021**

- Earned full funding of \$12,000 to assist with adoption and implementation of tobacco-free campus policy at Indiana State University.

- Served as project lead for grant cycle and hired two Tobacco Prevention and Cessation Student Assistants.
- Achieved passage of a tobacco-free campus policy by the ISU Board of Trustees in May 2020.
- Oversaw distribution of 2 campus-wide surveys to assess student tobacco health behaviors and policy beliefs. Conducted 2 observational campus assessments and various key informant interviews throughout grant period.
- Served on Tobacco Free Task Force to represent Tobacco Free Blue and TFGCI efforts.
- Chaired the Tobacco-Free Campus Implementation Committee following policy change to oversee tobacco-free website development, university-wide communication of policy change, additions of 300+ new tobacco-free signage across campus properties, and phased removal of all 8 designated smoking areas.
- Coordinated assembly and distribution of 1,000 Quit Kits for persons interested in quitting their tobacco use.
- Established 9 Quit Kit provider entities with African American Cultural Center, Multicultural Services and Programs, the Center for Global Engagement, Student Health Promotion, the Student Counseling Center, Employee Wellness, Sodexo Dining Services, Facilities Management, and Residential Life.
- Facilitated campus-wide cigarette litter clean-ups in which over 4,000 littered cigarettes were collected.
- Implemented Sleep Yoga events to assist with positive coping skill development among participants.

SELECTED PRESENTATIONS

Francis, W., Lugar, K., Reese, A., Westgate, L. (2022, September). Exploring the dissonance between social work values and ethics, societal changes, and personal beliefs. National Association of Social Workers Indiana Chapter Annual Conference, Virtual.

Lugar, K., (2022, June). *Tobacco free blue: Students leading policy change for a tobacco-free campus environment* [Conference session]. National Association of Social Workers National Conference, Washington D.C., United States.

Lugar, K. (2022, May). *Journey at Indiana State University* [Keynote speaker]. Indiana State University Multicultural Services and Programs Lavender Graduation, Terre Haute, IN, United States.

Lugar, K., Campbell-Miller, J., & Campbell-Miller, N. (2022, August). *Practicing allyship and delivering LGBTQIAP+ affirming care* [Conference session]. Illinois Teaching Institute, Zoom.

Lugar, K. (2020, July). *Tobacco free blue: Students leading policy change for a tobacco-free campus environment* [Conference session]. National Association of Social Workers National Conference, Washington D.C., United States. [Cancelled due to COVID-19 pandemic].

Atem, D., Kish, L., Lugar, K., Western, M., & Whitener, M. (2020, March). *E-cigarette use in rural Indiana* [Webinar presentation]. Indiana Rural Health Association Webinar Series, Zoom.

Atem, D., Kish, L., Lugar, K., Western, M., & Whitener, M. (2019, June). *E-cigarette use in rural Indiana* [Conference session]. Indiana Rural Health Association Annual Conference, French Lick, IN, United States.

Viehweg, S., Cooper, C., Connor, C., Lugar, K., Walters, R., & Yoder, B. (2019, September). *Social work through the ages* [Conference plenary session]. National Association of Social Workers Indiana Chapter Annual Conference, Indianapolis, IN, United States.

Lugar, K. (2018, September). *Make it your business: Our future workforce – tobacco free campus policies* [Webinar presentation]. Alliance for a Healthier Indiana, Zoom.

- Lugar, K. (2018, April). *The movement toward tobacco-free universities* [Poster presentation]. Indiana State University Lambda Sigma Research Day, Terre Haute, IN, United States.
- Lugar, K. (2017, November). *Impacts of leadership opportunities for university students* [Conference session]. Tambov State University International Social Work Conference: An Inter-Agency Model for the Rehabilitation of People in Difficult Situations, Tambov, Russia.
- Lugar, K. (2017, November). *English master class* [Conference session]. Tambov State University International Social Work Conference: An Inter-Agency Model for the Rehabilitation of People in Difficult Situations, Tambov, Russia.
- Lugar, K. (2017, November). *Social work master class* [Conference session]. Tambov State University International Social Work Conference: An Inter-Agency Model for the Rehabilitation of People in Difficult Situations, Tambov, Russia.
- Lugar, K. (2017, November). *University tobacco prevention and cessation efforts* [Conference session]. Tambov State University International Social Work Conference: An Inter-Agency Model for the Rehabilitation of People in Difficult Situations, Tambov, Russia.
- Alyami, M., Lugar, K., Ray, L., Rigsby-Stuthers, S. (2017, June). *Tobacco is a global issue* [Panel presentation]. Indiana State University Saudi Arabian Student Association, Terre Haute, IN, United States.
- Hess, A., Johnson, M., Jones, K., Lugar, K., LaDow, L., Lawson, W., McGee, K., & Schaumleffel, N. (2017, January). *Recruitment experiences and future directions of Indiana State University's nonprofit leadership student association* [Poster presentation]. Nonprofit Leadership Alliance Management Institute, Denver, CO, United States.
- Lugar, K. (2016, June). *Sexism on college campuses* [Poster presentation]. National Association of Social Workers National Conference, Washington D.C., United States.
- Lugar, K. (2016, February). *Sexism on college campuses* [Conference session]. Indiana State University Social Justice Summit, Terre Haute, IN, United States.
- Lugar, K. (2015, November). *Sexism on college campuses* [Conference session]. Tambov State University International Social Work Conference: Civil, Spiritual, and Moral Education of Students: Modern Approaches, Tambov, Russia.
- Lugar, K. (2014, March). *Social work and poverty* [Conference session]. Indiana State University Human Rights Day, Terre Haute, IN, United States.

SERVICE EXPERIENCE

Sarah Scott Middle School Fish Fry Fundraiser	Mar 2022
Indiana Winterfest	Feb 2022
Indiana Beach Hops and Coasters Volunteer Coordinator	Sep 2021
Tobacco-Free Blue Campus Cleanups	Oct 2020
Department of Social Work Addressing Racial Injustice Town Hall Facilitator	Jun 2020
Vigo County Mutual Aid	Jun 2020
Scholarship Interview Days	Jan 2020
Take Back the Night Victim Advocate	Nov 2019
Vigo County Public Library Family Learning Day	Sep 2019
Sarah Scott Middle School Food Pantry	Jul 2019
Special Olympics Volunteer Services	Jun 2019
TREES Inc. Spring Tree Planting	Apr 2019
Tobacco Audit	Feb 2019
Tobacco Cessation "Quit Kit" Assembly	Nov 2018

Indiana Youth Tobacco Survey	Oct 2018
Vigo County Public Library Family Learning Day	Sep 2018
Sarah Scott Middle School Track & Field Volunteer	Apr 2018
ISU Homecoming Designated Walker	Oct 2017
Tobacco Free Blue Cigarette Clean Up	Oct 2017
ISU Social Work Department – NASW IN Conference Exhibitor	Sep 2017
ISU Life at State Representative	Feb 2017
Women’s Appreciation Recognition Event	Nov 2016
ISU Homecoming Designated Walker	Oct 2016
ISU Volunteer Fair	Sep 2016
Kick Butts Day – Cigarette Clean-Up	Apr 2016
ISU Homecoming Designated Walker	Sep 2015
ISU It’s On Blue Campaign	Aug 2015
Wabash Valley Fair – Minority Health Booth	Jul 2015
Bemis Health Fair – Tobacco Prevention and Cessation Booth	Jul 2015
Mental Health Begins with Me Symposium	Mar 2015
Lighthouse Mission Conner’s Center Day of Service	Mar 2015
ISU Social Work Department Poverty Simulation	Nov 2014
ISU Social Work Department Phone Solicitation Fundraiser	Nov 2014
Terre Haute Walk Now for Autism Speaks	Sep 2014
National Association of Social Workers National Conference Moderator	Jul 2014
ISU Honors Program Scholarship Interview Day	Jan/Feb 2014
CANDLES Holocaust Museum Annual Fundraiser	Jan 2014
Nonprofit Ducks on the Wabash Event	Oct 2013
Bridges of Indiana Car and Truck Show	Sep 2013
Terre Haute Walk Now for Autism Speaks	Sep 2013
ISU Sycamore Leadership Coalition Counseling Canines	Apr 2013
Martin Luther King Junior Day of Service	Jan 2013
Lighthouse Mission Shelter Meal Service	Oct 2012
Ryves Youth Center Preschool Volunteer	Aug 2012-Nov 2012

AWARDS & HONORS

Pride Center of Terre Haute Outstanding Board Member 2021-2022	2022
ISU First Destination Staff Recognition – Significant Role in Career Development	2022
Arts Illiana 2022 TableScapes Judge’s Choice Runner Up – Rooted in Pride	2022
United State of Indiana LGBTQ+ Pride Leader	2022
ISU Lavender Graduation Keynote Speaker	2022
ISU Outstanding DHSc Graduate 2022	2022
ISU Student Organization of the Year – Honors Council (Advisor)	2022
ISU Collaborative Program of the Year – Honors Council (Advisor)	2022
Tobacco Free Vigo Outstanding Efforts for Creating Cleaner Air for All	2022
ISU Student Philanthropy Award – Honors Council, Advisor	2021
ISU Alumni Association Sycamore Spotlight	2021
ISU Professing Excellence and Inspiring Instruction Recognition	2021
ISU Debbie Nelson Staff Council Spirit Award	2021
ISU Charles E. Brown African-American Cultural Center MAPS Mentor of the Year	2021
NASW Indiana 2020 Emerging Social Work Leader	2020
ISU Sycamore Staff Award Nominee 2020	2020
ISU Professing Excellence and Inspiring Instruction Recognition	2020
ISU 2020 Career Readiness Advocate Nominee	2020
ISU College of Health and Human Services 2020 Lecturer Achievement Award	2020
ISU Professing Excellence & Inspiring Instruction Most Impactful Person	2020
ISU Foundational Studies Teaching Award Nominee	2019
ISU Sycamore Staff Award Nominee	2019
ISU Alternative Breaks Chaperone of the Year Nominee	2019

ISU Division of Student Affairs Employee of the Month Nominee	2017
ISU Outstanding Student Assistant Award	2017
Vigo County Tobacco Prevention & Cessation Community Member Spotlight	2016
Vigo County Tobacco Prevention & Cessation Coalition MVP Award	2016
ISU Graduate Student Leadership and Excellence Award	2016
ISU Graduate Student Research Fund Award	2015
NASW Indiana 2015 Outstanding BSW Student of the Year	2015
ISU Master of Social Work Recognition Award and Scholarship	2015
ISU STATE Magazine Senior Highlight	2015
ISU Senior Excellence Award	2015
ISU Richard G. Landini Outstanding Junior Award	2014
ISU Difference Maker of the Month	2014
ISU Dean's List	2012-2016
ISU Outstanding Sycamore Leadership Coalition Member	2012
ISU University Honors Scholarship	2012-2015
Rockville Student Council President Award	2012
Rockville National Honor Society President Award	2012
Rockville DAR Good Citizenship Award	2012
Rockville Teenager of the Month	2012
Rockville Recognition of Character Award – Charity	2012
Rockville Recognition of Character Award – Respect	2011
Rockville Random Act of Kindness Award	2011
Rockville Top Ten Academic Achievement Award	2009-2012
Rockville Distinguished Honor Roll	2008-2012

MEMBERSHIPS

Association of Certified Nonprofit Professionals
 Nonprofit Leadership Alliance
 National Association of Social Workers
 Phi Alpha Honor Society

PROFESSIONAL DEVELOPMENT

National Association of Social Workers National Conference	Jun 2022
Online Teaching Certificate	May 2022
Diversity and Resiliency Institute of El Paso – Black and Amplified	May 2022
National Collegiate Honors Council Annual Conference	Oct 2021
NASW IN Annual Conference	Sep 2021
NASW Annual Leadership Meeting	Jul 2021
Deaf Sensitivity and Cultural Competency for Providers	Apr 2021
Diversity and Resiliency Institute of El Paso LGBTQ+ Training	Mar 2021
National Mentoring Summit	Jan 2021
The Importance of Singing and Music Listening in Caregiving	Nov 2020
Sycamore Safe Zone Levels 1 – 3	Oct 2020-Nov 2020
Gender-Affirming Treatment Strategies for Transgender & Non-Binary Clients	Oct 2020
Terre Haute Leadership Conference	Oct 2020
Project Affirm Beyond the Rainbow - LGBTQ+ Advocacy in Rural Environments	Oct 2020
Indiana Teen Vaping ECHO	Aug 2020-Nov 2020
Who Has a Ticket to Mars? Addressing Sustainability Issues	Apr 2020
Resiliency in Women with Histories of Childhood Sexual Abuse	Jun 2020
Best Practices: Intersections of Pain Management, Opioid Use, & Mental Health	Jun 2020
Social Work Triage: Identifying and Treating Eating Disorders	Jun 2020
Culturally & Linguistically Appropriate Services to Transgender Service Seekers	Jun 2020
A Climate of Culturally Competent Care for Military and Veteran Populations	Jun 2020
A Healthcare System's Response to the National Behavioral Health Crisis	Jun 2020
Financial Social Work in a COVID Era	Jun 2020

Trauma-Informed Principles in Practice: The VHA Model for IPV Services	Jun 2020
Making a Difference in Suicide Prevention	Jun 2020
The Transformation of Trauma's Consequences for LGBTQ+, Youth, & Veterans	Jun 2020
Addressing Systemic Racism	Jun 2020
Social Workers Make a Difference: Addressing the COVID-19 Pandemic	Jun 2020
Antipsychotic Stewardship in Elderly and Long-Term Care Patients	Jun 2020
Facing Injustice Project	May 2020
Diversity and Resiliency Institute of El Paso Anti-Racism Training	Jun 2020
Trauma Stewardship	Jan 2020
National Collegiate Honors Council Conference	Nov 2019
American Cancer Society Tobacco-Free Generation Campus Initiative Conference	Oct 2019
National Association of Social Workers Indiana Chapter Annual Conference	Sep 2019
Indiana Rural Health Association Leadership Summit	Aug 2019
From Silos to Collective Impact: Embracing a Culture of Health	Jun 2019
Applied Suicide Intervention Skills Training (ASIST)	May 2019
Addressing Tobacco Use in the Behavioral Health Setting	April 2019
Blue is Unity: Inclusive Excellence Conference	Feb 2019
Indiana Rural Health Association Policy Forum	Jan 2019
National Collegiate Honors Council Annual Conference	Nov 2018
How to Support What You Cannot See: Students with Invisible Disabilities	Oct 2018
National Association of Social Workers Indiana Chapter Annual Conference	Oct 2018
Alliance for a Healthier Indiana Town Hall Road Show – Terre Haute	Aug 2018
National Association of Social Workers National Conference	Jun 2018
Lambda Sigma Research Day	Apr 2018
Advancing Social Change in Student Affairs	Feb 2018
Navigating a Role for Student Affairs in Experiential Learning	Jan 2018
Food Insecurity & Sexual Violence Prevention	Dec 2017
Official National Training on the Revisions to the NASW Code of Ethics	Nov 2017
Indiana Coalition to End Sexual Assault – Victim Advocate Core 40 Training	Nov 2017
National Association of Social Workers Indiana Conference	Sep 2017
Engaging Student Activists & the Campus Community on Difficult Issues	Aug 2017
Civilian Military Sensitivity Training – Tier II	Apr 2017
ICESA Ending Rape Culture	Mar 2017
Social Justice Summit	Mar 2017
Victim Advocacy Training	Feb 2017
NASW Region 9 – Community Resource Development	Jan 2017
Civilian Military Sensitivity Training – Tier I	Jan 2017
Council on Social Work Education – Policy Practice Certification	Jan 2017
Nonprofit Leadership Alliance – Alliance Management Institute	Jan 2017
LeaderShape Catalyst	Nov 2016
SBIRT (Screening, Brief Intervention, and Referral to Treatment) Training	Nov 2016
Council on Social Work Education Annual Program Meeting	Nov 2016
Nonprofit Leadership Alliance Management Institute	Jan 2016
Office for Victims of Crimes: Victim Advocate Training	Sep 2016
Opioid Treatment and Best Practices for Social Workers	Sep 2016
National Association of Social Workers Indiana Conference	Sep 2016
Working with LGBTQ+ Clients across the Lifespan	Aug 2016
National Association of Social Workers National Conference	Jun 2016
Latinx Cultural Responsiveness	Apr 2016
Walther Education Group: Facilitating Discussions for End of Life Care	Mar 2016
Annual IU Social Work Alumni Conference	Mar 2016
Social Justice Summit 2016	Feb 2016
Seeking Safety: An Evidence-Based Approach for Trauma and/or Addictions	Jan 2016
The People's Institute: Undoing Racism Conference	Nov 2015
Prescription Drug Abuse Symposium	Oct 2015

National Association of Social Workers Indiana Conference	Sep 2015
CITI: Collaborative Institutional Training Initiative Research Modules	Sep 2015
Treatment and Care for Sexually Maladaptive Youth Seminar	Aug 2015
An Intro to Motivational Interviewing: Focus on Tobacco Use & Dependence	Jul 2015
Impact of Racism on the Health and Well-Being of the Nation Webinar	Jul 2015
ICAN E-Cigarette and Marijuana Training	Jun 2015
Treating Tobacco Dependence in Mental Health Settings Workshop	Jun 2015
How to Successfully Set and Achieve Your Goals	May 2015
Who's Leading the Leading Health Indicators? Webinar on Tobacco	May 2015
Human Rights Day	Mar 2015
Recognizing and Treating Eating Disorders Seminar	Mar 2015
Legislative Education and Advocacy Development Day	Feb 2015
Trauma Informed Care Seminar	Jan 2015
Your Voice Matters Round Table	Nov 2014
Elder Care Conference	Nov 2014
Council on Social Work Education National Conference	Oct 2014
Child Abuse Prevention and Awareness Training	Sep 2014
National Association of Social Workers Indiana Conference	Sep 2014
National Association of Social Workers National Conference	Jul 2014
Nonprofit Leadership Alliance – Virtual Alliance Management Institute	Apr 2014

OTHER SKILLS

Experience in teaching and presenting to grade school, undergraduate, graduate, and doctoral students.

Skilled in public speaking and working with groups of various sizes.

Ability to maintain confidentiality, particularly within institutional and legal parameters.

Experience with crisis intervention and referrals to necessary resources.

Proven record of delivering high quality results in a timely manner.

Strong program development, implementation, management, and evaluation skills.

Demonstrated ability to provide inclusive, culturally responsive services.

Ability to formulate and articulate policies, procedures, and expectations.

Excellent time management skills including good analytical and organizational skills.

Ability to develop collaborative relationships with coworkers, community members, and organizations.

Enthusiasm for service and community engagement at local and international levels.

Strong focus and demonstration of empathy and empowerment.

Consistency in ethical decision-making.

Effective oral, written, and interpersonal communication skills.

Strong critical thinking skills.

Ability to supervise undergraduate interns, graduate practicum students, and graduate assistants.