

# CONSTANCE LACY

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## Educational Leadership

Educator, motivator, collaborator and networker dedicated to creating and sustaining a positive culture and climate for the success of all students, and community constituents.

## Education

2005	Doctor of Philosophy	Social Work	University of Texas in Arlington
2000	Master's Degree	Social Work	University of Texas in Arlington
1998	Bachelor's Degree	Social Work	University of North Texas
1995	Associates Degree	Applied Arts and Sciences	Eastfield College

## Licensure and Certification

Licensed Clinical Social Worker (License #35185)  
Board Certified Human Service Practitioner (BC-HSP)

## Professional Experience

### Regular Academic Administrative and Faculty Appointments

June 2006 – Present	University of North Texas at Dallas Division of Education and Human Services Dallas, Texas	Senior Lecturer
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- Responsible for planning and teaching 4 undergraduate courses per semester
- Responsible for all aspects of the Human Services Management and Leadership (HSML) Bachelors Program
- Duties include: Program development, program implementation; Scheduling of all courses each semester; Coordination of the HSML student organization and HSML Advisory Council; Developing program budget
- Initiated changes to the Human Services Management and Leadership program course
- Created, developed and implemented new courses for online and hybrid instruction
- Collaborated with community-based, nonprofit organizations in development, implementation and evaluation of service learning and internship projects for HSML majors.
- Perform academic advising, assisting students with course selection, study skills and career planning
- Engaged in various leadership roles serving the university and actively engage in community-based research

August 2008 – June 2010	University of North Texas, Dallas Division of Education and Human Services Dallas, Texas	Interim Division Dean
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- Directed 17 full-time faculty members, 20 adjunct faculty, and managed course schedules and a budget of sixteen thousand dollars.
- Implemented and oversaw the recruiting, interview and hiring of full-time and adjunct faculty
- Monitored and maintained the quality of curricular offerings, overseeing degree programs
- Recommended program changes and improvements, as well as faculty workload responsibilities and assignments to the Deputy Vice Chancellor

- Arranged the schedule of classes and course rotation assignment for the education and human services division.
- Collaborated with other division directors to revise the assessment process for faculty annual review to generate meaningful results
- Establish and build collaborative relationships with local community organizations to secure service learning, internship, and practicum opportunities for students.

January 2004 – December 2008	Eastfield College Department of Social Science and Human Services Division Mesquite, Texas	Center Manager, Clinical Supervisor
January 2004 – July 2004	LIFE Family Counseling Private Practice Garland, Texas	Intake Therapist
		Academic Advisor Graduate Teaching Assistant
July 2004 – July 2006	Dallas Independent School District Youth and Family Centers Dallas, Texas	Adjunct Professor teaching Social Work Courses
February 2004 – July 2004	Life Net Community Behavioral Health Dallas, Texas	Therapist Program Coordinator
June 2002 – December 2004	University of Texas in Arlington School of Social Work Arlington, Texas	Case Manager
January 1997 – February 2004	LRT, Inc. Families United Program Carrollton, Texas	Site Coordinator
June 1994 – September 1994	Dallas Challenge, Inc. Dallas, Texas	
October 1986 – June 1994	Dallas Can! Academy Dallas, Texas	

**III.  
TEACHING**

A. Instructional Assignments (e.g., classes, student teaching, internship supervision)

<b>Course</b>	<b>Semester, Year</b>	<b># Students</b>	<b>TA (Yes or No?)</b>	<b>Format</b>
SOCW 5301, Human Behavior and Social Environments	Spring, 2004	27	Yes	Blended
SOCW 4310, Social Work with Children and Families	Fall, 2004	30	No	Face to Face
SCWK 1313, Introduction to Social Work	Fall, 2004	19	No	Online
SCWK 2305, Special Problems of Youth	Fall 2008	21	No	Online
SOWK 3500, Human Behavior and Social Environments	Fall 2006	28	No	Face to Face
	Fall 2007	32		
	Spring 2007	20		
	Spring 2008	25		
	Spring 2009	20		
SOWK 4540, Diversity in Human Services	Fall 2006	98	No	Face to Face
	Fall 2007	32		
	Spring 2009	25		
	Spring 2010	20		
	Spring 2011	25		
	Spring 2012	20		
COMS 4400 (PACS 4240, Volunteer Management)	Spring 2007	20	No	Face to Face
	Spring 2008	29		
RHAB 3000, Micro-Counseling	Fall 2006	28	No	Face to Face
	Fall 2007	36		
RHAB 3900, Case Management	Spring 2007	29	No	Face to Face
	Fall 2007	11		
	Fall 2010	20		
	Fall 2011	8		
	Fall 2013	12		
RHAB 4250, 4375, Group Counseling	Sum 5wk2, 2007	16	No	Face to face
	Sum 5wk 2, 2009	20		
	Sum 5wk2, 2010	25		
	Spring 2011	12		
RHAB 4350, Troubled Youth and Addiction	Spring 2012	5	No	Hybrid
	Sum 5wk 2, 2007	29		
RHAB 4880, Supervised Practicum in Rehab.	2007	29	No	Face to Face
HSML 3000, Human Services in Nonprofits	Fall 2006	7	No	Face to Face
	Spring 2008	16		
	Fall 2010	30		
	Sum 5wk1, 2011	34		
	Fall 2011	34		
	Sum 5wk1, 2012	34		
	Fall 2012	32		
	Sum 5wk1, 2013	22		
	Fall 2013	26		
	Summer 2014	11		

HSML 4000, Nonprofit Finance	Fall 2008	21	No	Face to Face			
	Fall 2009	12					
	Fall 2010	15					
	Fall 2011	30					
	Fall 2012	27					
	Fall 2013	26					
	Fall 2014	29					
HSML 4750, Human Services Capstone	Sum 2007	4		Blended/Hybrid			
	Spg 2010	4					
	Spring 2011	4					
	Fall 2011	6					
	Spg 2012	4					
	Fall 2012	5					
	Spg 2013	7					
	Fall 2013	5					
	Spring 2014	8					
	Fall 2014	6					
	Spring 2015	8					
	HSML 4850, Human Services Internship	Sum 2007			5		Blended/Hybrid
		Spg 2010			4		
Spring 2011		4					
Fall 2011		6					
Spg 2012		6					
Fall 2012		4					
Spg 2013		5					
Fall 2013		5					
Spring 2014		9					
Fall 2014		5					
Spring 2015		11		Online			
DFST 4133, Adolescent Development	Spring 2011	20					
	Spring 2012	15					
	Spring 2013	12					
	Spring 2014	16					
PACS 4200 Leadership in Nonprofits	Sum 5wk1, 2014	19					
	Fall 2014	41					
HSML 4525, Problems of Youth	Spring 2015	26			No	Online	
HSML 4900, Special Problems	Fall 2015	2			No	Face to Face	

B. New Course Development, New Course Preparations and Major Course Revisions

	Semester, Year	Revision/Innovation
SOWK 3500, Human Behavior and Social Environments	Fall, 2007	New Course Preparation
SOWK 4540, Diversity in Human Services	Fall, 2006	New Course Preparation
RHAB 3000, Micro Counseling	Spring, 2007	Major Course Revision
RHAB 3900, Rehabilitation Case Management	Fall, 2006	New Course Preparation
	Fall, 2007	Major Course Revision
RHAB 3900, Rehabilitation Case Management	Spring, 2007	New Course Preparation
RHAB 4250, Group Counseling	Summer, 2007	New Course Preparation
RHAB 4350, Troubled Youth and Addiction	Summer, 2007	New Course Development
RHAB 4880, Supervised Practicum in Rehabilitation	Fall, 2006	New Course Preparation
HSML 3000, Human Services in Non-profit Organizations	Spring, 2008	New Course Preparation with Revisions

HSML 4000, Nonprofit Finances	Fall, 2008	New Course Hybrid Development
HSML 4750, Human Services Capstone	Summer, 2007	New Course Preparations
COMS 4400, Volunteer Management	Spring, 2007	New Course Preparation with Revisions
DFST 4133, Adolescent Dev.	Spring 2011	New Course Preparations
HSML 3000, Intro to H.S	Fall 2013	Hybrid Development/Revisions
PACS 4200/HSML 4400, Nonprofit Ldrshp	Spring 2014	New Course Prep for Online
HSML 4850, HSML Internship	Fall 2014	New Course Prep for 85% Online
HSML 4525, Problems of Youth	Fall 2014	New Course Prep for Online
HSML 4500, Diversity in HS	Fall 2014	New Course Prep for Online

C. Student Advisement, Faculty Sponsor

Semester, Year	Description
Undergraduate Spring, 2007	Present information about the new Human Services Management and Leadership Degree during new student orientation breakout sessions.
Fall, 2007 to Present	Provide information about the new Human Services Management and Leadership (HSML) Degree during new student orientation breakout sessions. Provide informal student advising.
Spring 2008 to Present	Present two mid-semester information sessions for new students interested in becoming HSML Majors. Provide informal student advising.
2009 to Present	Faculty Sponsor for the Human Services Leaders Organization Conduct academic advising for HSML majors.

D. Other Instructional Related Activities (e.g. curriculum development, distance learning innovations)

Spring, 2007	Serve as American Humanics Community Council Member for the University of North Texas, Denton campus program.
Fall, 2007	Serve as American Humanics Community Council Member for the University of North Texas, Denton campus program. Work to start American Humanics program on the Dallas campus.
Spring, 2008	Serve as American Humanics Community Council Member for the University of North Texas, Denton campus program. Work with the student development department to start American Humanics program on the Dallas campus
Fall, 2008	Serve as American Humanics Community Council Member, recruit and enroll students into American Humanics Program on the Dallas campus. Work to develop an advisory council to serve the Dallas-based program.
2009	Interim Dean of the Division of Education and Human Services
2010 to Present	Serve on the review board of the Journal of Nonprofit Education and Leadership; serve on the Advisory Council for the Social Work and Substance Abuse Program at Eastfield College

#### IV. SCHOLARSHIP

##### A. Publication

Debose-Columbus, Y., Lacy, C.L., Crowe, J., & Jacques, K. A. (2012). Preparing human services professionals: Lifting the veil. *The National Journal of Urban Education and Practice*, 6 (2).

Lacy, C. (2011). Review of blind visionary. *Journal of Nonprofit Education and Leadership*, 1 (2), 5. Retrieved from <http://digitalcommons.wku.edu/jnel/vol1/iss2/5>

Lacy, C. (2005). *Identifying social support as a factor contributing to resilience among African American youth*. Unpublished doctoral dissertation, University of Texas in Arlington, Arlington Texas.

Lacy, C. (2000). *Minimizing the negative effects of conflict on parent-child and family relationships with couples who are divorcing*. Unpublished master's thesis, University of Texas in Arlington, Arlington, Texas.

##### B. Presentations: Presentations (Invited) International/National

Lacy, CL & Debose-Columbus, Y. (2014). *Strategic action: Mobilizing resources through research and service learning*. Session presentation at the Engagement Scholars Consortium, Edmonton, Alberta, Canada.

Lacy, CL, Crowe, J., & Jacques, K. (2013). *Lifting the veil*. Session presentation at the National Organization of Human Services Annual Conference, Baltimore, MD

Lacy, C.L, Seabrooks-Blackmore, J., Williams, G. and Jacques, K.A. (2011). *Empowering university students who are culturally and linguistically diverse learners with disabilities for success: Navigating higher education*. Session presentation at the National Organization for Human Services Annual Conference. San Antonio, Texas.

Lacy, C.L, Coleman-Mason, A., Gentry, M. (2011). *Access: The important components in the development of effective human services leaders in a HSML bachelor's degree program in the DFW area*. Session presentation at the National Organization for Human Services Annual Conference. San Antonio, Texas.

Altman, B., Lacy, C. (2010). *An interdisciplinary approach to teaching senior undergraduate leadership for business and human services majors*. Session presentation at the Association of Leadership Educators Conference, Milwaukee, Wisconsin.

Lacy, C. (2008). *Identifying risk factors that may foster obesity in minority youth*. Session presentation at the Oxford Round Table Conference on Obesity: The Affluent Society and the Quest for Treatment, Oxford, England.

Lacy, C. (2004). *Conflict resolution: Looking at the family systems approach and the family stress model when working with families in school*. Session presentation at the Center for School Mental Health Assistance 9<sup>th</sup> Annual Conference, Dallas, TX.

## V. SERVICE

A. University/Campus Service Begin/End Date	Committee/Group	Role
August 2012 to Present	Faculty Alliance Worklife Committee	Committee Member
October 2013 to May 2014	President's Task Force on Experiential Learning and Community Engagement	Committee Chair
August 2013 to May 2014	Faculty Alliance	Secretary
August 2011	University Advancement Council	Committee Member
May 2012	MHEC, Midlothian Advisory Committee	Committee Member
August 2008 to December 2008	Director of Campus Transition and Accreditation Search Committee	Committee Member
April 2008 to June 2008	DVP Search Committee	Committee Member
August 2006 to December 2007	Admissions Committee	Committee Member
August 2006 to December 2007	Core Curriculum Committee	Committee Member
<b>B. School of Education and Human Service</b>		
August 2014 to Present	School of EHS Curriculum Committee	Committee Chair
August 2008 to Present	Division Council	Council Member
August 2008 to August 2010	Education and Human Services	Division Director
<b>C. Program Service</b>		
August 2006 to Present	Human Services Management and	Program Coordinator Leadership

	August 2013 to January 2015	Faculty Search Committee – Lecturer Committee Chair in Human Services	Faculty Sponsor
	April 2007 to August Program 2007	Faculty Search Committee - Committee Chair Coordinator of Health Care Management	
	January 2007 to May Human 2007	Faculty Search Committee – Committee Member Services and Management Leadership	
D.	Faculty Alliance Service May 2008 to August Committee Member 2008	Transition/Faculty Alliance	
E.	Student Organization Service January 2008 to Present	American Humanics Student Organization	
	August 2011 to Present Organization	Human Services Leaders	
F.	Professionally Related Community Service and Involvement Regional		
	<b>Service Date</b>	<b>Service Involvement</b>	<b>Role</b>
	July 2014	Centers for Medicare & Medicaid Services (CMS), Division of Survey and Certification Enforcement Branch. HHA Association Training.	Guest Presenter
	May 2013	University of Texas at Arlington, Patterson, Alicia. Emerging adulthood as a unique stage in Erikson’s psychosocial development theory: Incarnation v. impudence in boomerang children	Dissertation Committee Member
	March 2012	University of Texas at Arlington, Pang, Sam. <i>Teenage waist-land: Social and environmental determinants of childhood obesity</i>	Dissertation Committee Member
	January 2012	International Network for the Professional Development of Women Advisory Council	Advisory Committee Member
	August 2008 to 2010	United Way	Grants Volunteer

## VI. PROFESSIONAL INVOLVEMENT

- A. Membership in Professional Organizations
- |                 |  |
|-----------------|--|
| 2010 to Present | National Organization for Human Services |
| 2009 to Present | Counsel on Social Work Education         |
| 2000 to Present | National Association of Social Workers   |
| 1998 to Present | Harry S. Truman Scholars Association     |
- B. Offices and Committee Assignments in Professional Organizations
- |                |   |
|----------------|---|
| Local          |   |
| Begin/End Date | Name of Professional Organization<br>Committee Position |



2007 to Present	American Humanics Community Council	Education Committee Member
2004 to 2007	South Dallas Weed & Seed Roundtable	Education and Community Development Committee Member

C. Credentials/Certifications

Begin/End Date	Name of Credential Credentialing Body/Organization
2009 to Present	Human Services Board Certified Practitioner
2004 to Present	Licensed Clinical Social Worker Texas Board of Examiners

D. Other Professional Activities Regional

2000 to Present	CIGNA Behavioral Health
2006 to Present	AETNA Employee Assistance Program