

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.

AREAS OF EXPERTISE:

Nonprofit Leadership and Administration | Cultural Diversity Equity | Volunteer Management | Community Outreach | Educational Best Practices in Human Services | Group Facilitation | Curriculum Development |

EDUCATION

2005	Doctor of Philosophy Social Work	University of Texas at Arlington
2000	Master’s Degree in Social Work	University of Texas at 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)
Master Addiction Counselor (MAC, #510977)

PROFESSIONAL EXPERIENCE

UNIVERSITY OF NORTH TEXAS AT DALLAS, DALLAS, TX	June 2006 - Present
Dean of the School of Human Services,	Mar 2016 - Present
Department Chair, Counseling and Human Services,	June 2015 – Mar 2016
Program Coordinator for the HSML Bachelors Program	July 2006 – June 2016
Senior Lecturer	

- Oversee governance of all the academic programs within the school. Engage in faculty recruitment and evaluation, tenure review, budget development, .
- Experience evaluating tenure-line and non-tenured faculty
- In the blended role of administrator and faculty member provide leadership of faculty and staff to create an effective and efficient learning organization. Continue responsibilities in teaching, advising, and service. Engage students in scholarly work in partnership with community-based nonprofit organizations. Various leadership roles on university committees.
- Experience with diverse and non-traditional student body and first generation college students
- Faculty experience at the rank of senior lecturer.
- Responsible for planning and teaching four undergraduate courses per semester. Courses taught include nonprofit finance, leadership in the nonprofit sector, nonprofit finance, volunteer management, and diversity, introduction to human services, group counseling, and interviewing skills.
- Responsible for the growth and development of the four programs within the School of Human Services – student recruitment and retention; program implementation; degree plan development, and course scheduling; Sponsor for the HSML student organization; Coordinate the HSML Advisory Council; Develop annual department budgets
- Initiated programmatic changes within the Human Services Management and Leadership program
- Organize collaborative partnerships as the liaison between the university and local nonprofit entities to

create and sustain current internship and service learning experiences for students.

- Serve as the Chair of the Curriculum Committee for the School of Education and Human Services; and Board membership for a local nonprofit organization.

Key Accomplishments:

- Awarded 2016 Millennium Leadership Initiative (MLI) Institute Scholar (AASCU)
- Successful academic administrative experience including budgeting, policy, and academic program development, enrollment management.
- Lead faculty in working collaboratively across academic program to create interdisciplinary experiential experiences for student.
- Implement strategic approach to achieving institutional goals.
- Successfully work with faculty in the creation and implementation of new curriculum for online and hybrid course offerings.
- Created and organized, structured projects from inception to completion. (e.g. Community Engagement Day, Internship Orientation process).
- Established ongoing community-university interactions and collaborations through activities and initiatives generated by galvanizing student involvement in the HSML student organization, and maintaining the continued support of the HSML Advisory Council.
- Serving on various universities and community-based committees and coalitions to improve and maintain university and community collaborations.
- Developed course assignments that enabled students to participate in community improvement throughout their college experience actively.
- Successfully coordinated and facilitated student participation in working in collaboration with the notable national nonprofit organizations.
- Initiated the development of certificate programs to enhance students' employability upon graduation and ensure that students are skillfully prepared to work in the nonprofit sector.

LIFE FAMILY COUNSELING- CLACY, PH.D., LCSW, GARLAND, TX 2004 to Present
Counselor, Private Practice

- Provided a nonjudgmental and empathetic therapeutic approach in supporting clients and their families dealing with social, emotional, and environmental challenges.
- Establish rapport, applied behavior modification techniques conducted psychosocial assessments, and provided clinical evaluations, diagnostics, and treatment services to clients and families
- Collaborated with mental healthcare professionals and outside agencies in the development, implementation, and evaluation of client treatment plans.

Key Accomplishments:

- Conducting professional development training for various social service entities: Presentation topics include Ethics and Values in Human Services; Human Development and Human Development; Diversity Training.

EASTFIELD COLLEGE, MESQUITE, TX 2004 - 2008
Adjunct Professor

- Conducted lectures on group counseling, human behavior in a social environment, diversity, leadership

and psychology courses.

Key Accomplishments:

- Utilized various best practices, teaching, facilitating group discussions in online instruction, and implementing student-led activities.
- Led discussions and multi-media interactions, while contributing multi-cultural perspective.

DALLAS INDEPENDENT SCHOOL DISTRICT, DALLAS, TX 2004 - 2006
Center Manager, EBJ Youth and Family Center

- Responsible for all aspects of the community mental health and behavioral health clinic.
- Oversaw daily operations, managing a staff of 9 employees. Responsibilities included administrative, billing, personnel issues, policies, and procedures,
- Prepared and administered performance evaluations of clinicians and administrative support staff.
- Conferred with parents and guardians, teachers, school counselors, and administrators to resolve students' behavioral and mental health problems.
- Managed a team of clinicians overseeing the development and maintenance of accurate, complete, and correct student records as required by laws, district policies, and administrative regulations.

Graduate Teaching Assistant 2002 - 2004
Program Coordinator 1997 – 2004
Site Coordinator / Intake Specialist 1986 - 1994

SCHOLARSHIP

A. Publications:

- 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: International/National (Invited)

- Lacy, C.L. (2016). *The Southern sector capacity building project: Non-profit infrastructure Initiative*. Session presentation at the Coalition of Urban and Metropolitan Universities, Washington, D.C.
- Lacy, C.L. (2015). *Community engagement day focus group workshops: Action research on collective*

impact. Emerging Engagement Scholars Workshop at the Engagement Scholars Consortium, State College, PA

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 9th Annual Conference, Dallas, TX.

SERVICE

A. University/Campus Service Begin/End Date	Committee/Group	Role
2016	President's Executive Council	Member
2015 - Present	President's Rapid Response Team	Community Team Leader
2013 to 2014	President's Task Force on Experiential Learning and Community Engagement	Committee Chair
2013 to 2014	Faculty Alliance	Secretary
2013 to 2016	Faculty Worklife Committee	Committee Member
2011	University Advancement Council	Committee Member

	2012	MHEC, Midlothian Advisory Committee	Committee Member
	2008 to 2008	Director of Campus Transition and Accreditation Search Committee	Committee Member
	2008 to 2008	DVP Search Committee	Committee Member
	2006 to 2007	Admissions Committee	Committee Member
	2006 to 2007	Core Curriculum Committee	Committee Member
B.	School of Education and Human Service		
	2014 to 2016	School of EHS Curriculum Committee	Committee Chair
	2008 to 2010	Education and Human Services	Division Director
C.	Program Service		
	2006 to 2016	Human Services Management and Leadership	Program Coordinator
	2015	Faculty Search Committee – Lecturer in Human Services	Committee Chair
	2007	Faculty Search Committee - Program Coordinator of Health Care Management	Committee Chair
D.	Faculty Alliance Service		
	2013 to 2016	Worklife Committee Member	
	2013 – 2014	Faculty Alliance Officer	Secretary
	2008 to 2008	Transition/Faculty Alliance Committee Member	
E.	Student Organization Service		
	2011 to 2016	Human Services Leaders Organization	
	2008 to 2010	American Humanics Student Organization	
F.	Professionally Related Service Date		
	2016 to Present	Community Service and Involvement Regional Service Involvement	Role
	2016 to Present	Harmony CDC Board of Directors	Counseling Committee Chair
	2015 to Present	Southern Dallas Capacity Building Initiative Partnership with State Fair of Texas, United Way Metro Dallas	Co-Developer, Trainer
	2010 to Present	Community Engagement Day Collaborative	Symposium Coordinator, Co-Facilitator
	2014	Centers for Medicare & Medicaid Services (CMS), Division of Survey and Certification Enforcement Branch. HHA Association Training.	Guest Presenter
	2013	University of Texas at Arlington, Patterson, Alicia. Emerging adulthood as a unique	Dissertation Committee Member

2012	stage in Erikson's psychosocial development theory: Incarnation v. impudence in boomerang children University of Texas at Arlington, Pang, Sam. <i>Teenage waist-land: Social and environmental determinants of childhood obesity</i>	Dissertation Committee Member
2012	International Network for the Professional Development of Women Advisory Council	Advisory Committee Member
2008 to 2010	United Way	Volunteer Grants Reviewer

PROFESSIONAL INVOLVEMENT

A. Membership in Professional Organizations

2010 to Present	National Organization for Human Services
2009 to 2015	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	Committee Position
2007 to 2012	American Humanics Community Council	Education Committee Member
2004 to 2007	South Dallas Weed & Seed Roundtable	Education and Community Development Committee Member

C. Other Professional Activities Regional

2016	Millennial Leadership Institute Scholar
2000 to Present	CIGNA Behavioral Health
2006 to Present	AETNA Employee Assistance Program