

VALERIE S. GARR, M.A., CDE®

CONTACT INFORMATION

Work: University of Iowa
College of Nursing
Diversity Resources Office
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EDUCATION

M.A., Counselor Education- 5/95
Student Development in Post-Secondary/Higher Education,
University of Iowa, Iowa City, Ia.

B.A., Journalism & Mass Communication; 12/87
Minor: African American World Studies,
University of Iowa, Iowa City, Ia.

CERTIFICATIONS

CDE®, Certified Diversity Executive 2023-present
Institute for Diversity Education
Society For Diversity

CAREER HIGHLIGHTS

- Thirty-five+ years of student services, leadership and supervisory experience at the University of Iowa in various positions: financial aid counselor/administrator, academic counselor, multicultural affairs/special projects coordinator, admissions director of diversity relations & outreach, and diversity-equity-inclusion director/supplemental instruction coordinator, and post-secondary teaching
- Over thirty-five years of diversity/cultural competence/responsiveness training, leadership and academic success development for faculty, staff, students, campus and community social justice work; including development of comprehensive strategic plans and sustainable programming in collaboration with community partners; principal interviewer and co-producer

of an educational video *White Privilege 101: Getting In On The Conversation* (Humanities Iowa Grant) to engage civil discussions about race.

- Seventeen years as a member of a group of ethnic minority educators who coordinate an annual Youth Leadership Conference & College/Career Fair for underrepresented minority and first-generation high school youth in the Iowa-Illinois Quad Cities in partnership with local school districts to promote college, academics, careers, identity empowerment, and leadership. Chaired conferences held at the University of Iowa in 2019, 2015, and in 2008; served approximately 4500 Iowa-Illinois minority youth since 2006.
- Workshops conducted on topics such as: cultural responsiveness and healthcare/health disparities; privilege and power, diversity & leadership, conflict management/mediation, diversity/social justice 101, student success strategies, study skills/tutoring, money management, financial aid/scholarships, college 101, leadership, media images of minorities, minorities and STEM, careers, mentoring minority students, campus life resources for success, implicit bias, resilience, race relations, microaggressions, social/restorative justice, essential dialogues, StrengthsQuest, identity empowerment, interactive anti-racism teaching, culturally responsive research, CultureVision, SafeZone, emotional & cultural intelligence, structural racism, essay writing, and more...
- Effective communicator, consensus builder for leadership, cultural responsiveness, and networking across academic disciplines and across community partners to develop, execute, administer and assess sustainable programs and initiatives that empower others to increase understanding of diversity, equity, inclusion, social justice and leadership for positive impact on climate, programming, and sustainable institutional success.

UNIVERSITY OF IOWA (UI) PROFESSIONAL HIGHLIGHTS

- Co-founding member of the UI Iowa Edge Program for newly enrolled underrepresented and first-generation undergraduate students
- Co-writer of the proposal to make the UI a campus charter of the National Coalition Building Institute (NCBI), an international prejudice reduction training program; NCBI trainer conducting workshops for UI faculty, staff, students, and community.

- Member of grant team to make the University of Iowa a SHPEP campus (Summer Health Professions Education Program) for undergraduate underrepresented college students
- Member of committee to develop the UI Culturally Responsive Health Care in Iowa Conference
- Appointed as UI's first Director of Diversity for UI Undergraduate Admissions Office; created diversity section of the UI Admissions website, including the Spanish section; created first diversity recruitment brochures
- Appointed by Provost as part of a three-member team to create and develop the UI Advantage Iowa Award, a combination merit and need-based financial aid award for UI undergraduate underrepresented and first-generation students of all majors
- Appointed by Provost to Co-chair UI Diversity Action Committee (DAC) Minority Recruitment & Retention Sub-Committee (Co-chair Dr. Raul Curto, PhD)
- Appointed by Provost to serve on the UI First Year Iowa Task Force
- Annual workshop presenter for: UI International Program's Building Global Community and BRIDGE Programs; UI College of Medicine Researchers Orientation Program; UI Hospitals & Clinics Nurse Residency Program
- Contributing writer to UI Student Success Team Newsletter, a campus-wide academic support publication coordinated through the UI Vice President of Student Services Office.
- Former Vice President of the UI African American Council (faculty and staff)
- Served on UI Coordinating Council on STEM (Dr. Vicki Sharp, MD. chair)

COLLEGE OF NURSING PROFESSIONAL HIGHLIGHTS

- Co-developer of new core foundational nursing course NURS: 3111 *Diversity, Equity, and Inclusion for Health Professions* launched in Spring 2023 (approved by Iowa Board of Nursing on 10/1/22)
- Served on the American Association of College's Of Nursing (AACN) DEI Leadership Network Domain Nine Professionalism sub-committee to help establish resources for the AACN *Essentials* Toolkit Database (Sept. 2022)
- Member of the Big Ten Academic Alliance (BTAA) Nursing Diversity Practitioners Group
- Creator, coordinator, and instructional team trainer and supervisor of the College of Nursing Supplemental Instruction and Nursing Educational Support Team (NEST) Tutoring Program for early admissions nursing students and pre-nursing students
- Developed the UI College of Nursing Diversity-Equity-Inclusion ICON site; (It is now a model site for University of Iowa Hospital & Clinic's Equity in Health Science and Practice Initiative-Evidence Equity Project (9/22)
- Advisor to the College of Nursing Multicultural Nursing Association
- CultureVision Ambassador; online health science diversity resource
- Serve on the development and planning committees that established the first University of Iowa Culturally Responsive Healthcare in Iowa Conference (2014-present)
- Author of the College of Nursing Seven Pillars of Diversity (<http://www.nursing.uiowa.edu/sites/default/files/documents/diversity/CON%20Diversity%20Pillars.pdf>)

TEACHING

Adjunct Instructor: Diversity, Equity, and Inclusion for the
Health Professions
College of Nursing, university of iowa

2023-present

Guest Lecturer: Advanced Practice Clinical Practicum College of Nursing, University of Iowa	2018-present
Guest Lecturer: Nursing and Pharmacological Interventions II College of Nursing, University of Iowa	2017-present
Primary Instructor: Career Leadership Academy University College, University of Iowa Evening Course, Kirkwood Community College	2010-present Fall 2010
Guest Lecturer: Health Assessment and Communication College of Nursing, University of Iowa	2009-present
Guest Lecturer: First Year Seminar College of Nursing, University of Iowa	2009-present
Guest Lecturer: UIHC Nurse Residency Program UIHC Nursing Department, University of Iowa	2009-present
Adjunct Faculty: Professional Seminar II; Student Services Practicum College of Education, University of Iowa	2006-2008 2005-2006
Primary Instructor: College Transition University College, University of Iowa	2002-2005
Guest Lecturer: BRIDGE Program International Programs, University of Iowa	2004-present
Lecturer: Diversity Tools To Mind Your Business College of Business, University of Iowa	1999-2001
Co-Instructor: Culturally Different in Diverse Settings College of Education, University of Iowa	1994-1995

LEADERSHIP

Participated in UIHC Nurse Residency CCNE Accreditation DEI program educator since 2010 University of Iowa Hospital & Clinics, Iowa City, Ia	Fall 2022
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Webinar Moderator: Barriers to Health Equity in Iowa City: Centering Diverse Community Voices In Collaboration with the UI College of Liberal Arts & Sciences	2/2021
Facilitator: Diversity Dialogue Group Sessions <ul style="list-style-type: none"> • <i>Black Face</i> • <i>Native Americans</i> • <i>Identities</i> • <i>The Role of Grace in DEI Work</i> University of Iowa College of Nursing	Fall 2019
Developed the Diversity-Equity-Inclusion ICON site College of Nursing, University of Iowa (launched 2021)	2019-2020
Co-Creator: Culturally Responsive Healthcare in Iowa Conference University of Iowa	2013-present
Trainer/Facilitator: National Coalition Building Institute University of Iowa Campus Charter	2008-present
Chair: UI SERVE Action Committee-The Iowa Challenge- UI Student Success Team, University of Iowa	2006
Co-Founder/Advisory Board The Iowa Edge Program, University of Iowa https://diversity.uiowa.edu/programs/high-school-hawkeyes/iowa-edge-program	2006-present
Chair: UI Moving Forward Together--Cultural Competency Committee (Pre-cursor to UI Student Success Team) University of Iowa	2005
Co-Chair: Undergraduate Scholarship Taskforce (Opportunity at Iowa, Educational Opportunity Grant to Advantage Iowa Award) Provost Office, University of Iowa	2004-2005
Vice President: African American Council University of Iowa	2003-2005
Co-Chair: Diversity Action Committee	2003-2004

Minority Student Recruitment & Retention
Provost Office, University of Iowa

Co-Producer/Lead Interviewer & Writer: 2001-2005
White Privilege 101-Getting In On The Conversation
Educational Video funded by Humanities Iowa Grant
See credits: <https://www.worldcat.org/title/white-privilege-101-getting-in-on-the-conversation/oclc/62208541>

Co-producer: University of Iowa Live with Opportunity at Iowa 1999-2001
Partnership with Opportunity at Iowa-Provost Office and
KBBG 88.1 FM, Waterloo, Ia. (Executive producer, Irv Burnett)

CURRENT WORK EXPERIENCE

Director of Diversity, Equity & Inclusion (DEI); 2008 to present
Coordinator of Supplemental Instruction/Tutoring
College of Nursing, the University of Iowa, Iowa City, Ia.

- Coordinate college-wide DEI efforts and initiatives that enhance understanding of cultural responsiveness in healthcare delivery and cross-cultural communication; administer College's Diversity Office budget and Supplemental Instruction budget
- Develop College's Diversity-Equity-Inclusion Strategic Plan; includes development of assessment tool and administration of the Intercultural Development Inventory to BSN students
- Consult with UI Nursing faculty regarding integration of DEI/social justice resources and materials for teaching/curriculum
- Coordinate and administer College of Nursing Supplemental Instruction Program: hire, train, and supervise instructional team for high-risk undergraduate nursing foundation course; Facilitate BSN Admissions Essay Workshops
- Co-Chair College of Nursing Diversity-Equity-Inclusion Committee
- Advisor to the College of Nursing Multicultural Nursing Association
- Serve on campus-wide diversity and/or diversity health science committees and co-sponsor programming
- Co-coordinate Culturally Responsive Healthcare in Iowa Conference
- Coordinated and administered Robert Wood Johnson Foundation Scholars Mentoring Program: eight graduate students matched with eight Nursing

faculty members; developed mentoring tool kit; co-wrote grant and received \$80,000. (2008-2010)

PREVIOUS WORK EXPERIENCE

Director of Diversity Relations & Outreach, Office of Admissions 2003 to 2008
The University of Iowa, Iowa City, Ia.

- Developed and implemented a comprehensive strategic plan for minority & first-generation recruitment that includes traditional and non-traditional admissions methods; a minority contact cycle for consistent outreach communications that includes coordination of a yearly diversity phone calling project between Office of Admissions, UI faculty, and Center for Diversity & Enrichment; coordinate and build relationships with minority alumni; and serve as liaison between Office of Admissions and UI departments and outside organizations regarding diversity recruitment, campus climate, academic resources, retention
- Created Iowa FIRST (Faculty Investment to Recruit Student Talent) to prep UI faculty on DEI resources for recruitment and outreach
- Traveled to high schools and college fairs/programs in Iowa, Illinois, Colorado, Missouri, Puerto Rico, and Maryland/Washington D.C.
- Counseled prospective high school and transfer students and parents about the admissions process and promoted UI academic programs
- Collaborated with high school and community college counselors, youth coordinators/directors of youth organizations, Upward Bound/TRiO, and summer programs
- Participated in campus visit days (Hawkeye Visit Days, Black & Gold Days, Scholars Day); off-campus programs (Pre-View Iowa, Next Step Iowa; *Merienda: Stories of Hope*); coordinated special group weekend campus visits for diverse student populations
- Conducted on and off-campus workshops: college expectations, college transitions, academic preparation/support, diversity, leadership, and financial aid/scholarships
- Supervised a graduate assistant and oversaw practicum duties; undergraduate admissions intern

Multicultural Affairs/Special Projects Coordinator, 1997 to 2003
Opportunity at Iowa (OI)- Office of the Provost,
The University of Iowa, Iowa City, Ia

- Developed, planned, coordinated and promoted on/off-campus outreach programs that focus on college-bound and diversity initiatives for middle and high school students and youth organizations. Prepared and managed college-bound and retention program budgets.
- Administered the Opportunity at Iowa Scholarship Program: monitored academic progress; counseled students/parents about campus and community academic, social and community-building resources; wrote letters of recommendations for scholarships, internships or graduate programs; explored major/career possibilities; maintained database and student profile reports; conducted focus groups; served on Presidential and other merit scholarship review teams
- Coordinated and facilitated diversity dialogue groups across UI campus for faculty and staff
- Managed OI Student Ambassadors Program; outreach volunteers
- Developed and designed Opportunity at Iowa-Office of the Provost diversity recruitment folder/resource handbook for new students.
- Served on College of Engineering brochure team to develop brochure *“Invent Your Future: Women and Minorities in Iowa’s College of Engineering”*
- Executive editor of OI newsletter *“Opportunities”* and creator of *“KidZone”* newsletter for Pen Pal participants in middle and elementary school
- Served as liaison between UI, Davenport Community School District and ALCOA to implement SECME (Science-Engineering-Computer/Technology-Math-Education) Program for middle school students to encourage STEM careers (Gma Howze-Davenport Community School District SECME Coordinator)
- Served on The Iowa Mentors Project: Medical Education Networks for Training and Outreach to Reach Schools Grant Team (Project Coordinator=Dr. Peter Densen, M.D., UI College of Medicine)

Academic Counselor-Peer Assistant Supervisor,
Office of Support Service Programs (SSP),
The University of Iowa, Iowa City, Ia.

1995-1997

- Counseled assigned caseload of first generation and minority

students about academic services and resources, career exploration, financial aid/scholarships and campus climate issues

- Monitored academic progress and conducted mid-term evaluation reviews
- Conducted LASSI-Learning And Study Skills Inventory to assess student motivation, information processing, and concentration levels
- Assisted students with schedule-building, computerized-registration
- Co-wrote and edited academic counselor manual on the following topics: money management, financial aid/scholarships, campus climate survival, student employment opportunities, study skills, tutor misconceptions, mentoring, time management, identity empowerment, preparing for graduate school, networking, resume writing,
- Served on IowaLink Advisory Board admission selection team-UI Athletics
- Served on UI Office of Orientation Services Review
- Supervised student peer assistants and developed programming for first year students

Financial Aid Counselor/Administrator,
Office of Student Financial Aid (OSFA),
The University of Iowa, Iowa City, Ia

1989-1995

- Counseled undergraduate, graduate and professional students and parents about financial aid programs, scholarships, educational costs, and FAFSA filing procedures
- Conducted financial aid workshops for Office of Admissions, Office of Orientation Services, Office of Support Service Programs, Upward Bound/TRIO, Opportunity at Iowa, Community Education Center, Project Achieve, Bridging the Gap Program for the Colleges of Law and Dentistry, College of Engineering, College of Nursing, College of Liberal Arts & Sciences
- Coordinated “*Financial Aid Night*” with high school counselors, community youth organizations
- Conducted money management workshops for college students and high school students
- Administered and processed UI short and long term loans and Stafford/GSL
- Verified financial aid eligibility (100%) per Department of Education, federal, and institutional regulations
- Administered U.S. Dept. of Interior Bureau of Indian Affairs (BIA) funds for Native American students; coordinated tribal affiliation verification (CIBs)

- Served on Professional Judgment Committee reviewing special circumstances/hardship cases

Investment Counselor/Teller/Loan Processor,
United Federal Savings Bank of Iowa
Iowa City (Home Office in Des Moines, Ia,)

1986-1989

- Institute of Financial Education certified
- Processed annuities, IRAs, Keoghs, Sepps, certificates of deposits, savings/checking accounts
- Processed consumer and mortgage loans
- Conducted money management workshops for high school/college students
- Coordinated Minority Economic Task Force to empower ethnic minority small business owners
- Assisted in the hiring, training, and supervision of tellers

SERVICE/COMMITTEES

Current

- American Association of Colleges of Nursing DEI Leadership Network Ad Hoc Committee
- Big Ten Academic Alliance Nursing Diversity Practitioners Group
- UI Diversity, Equity, & Inclusion Success Collaboration Board of Advisors—offer consultation to UI Division of Diversity, Equity & Inclusion-Diversity Resources Office and campus-wide consultation on DEI & social justice issues
- Poverty Simulation
- Iowa Edge Program: a coalition of University of Iowa students, faculty, and staff. who plan and coordinate a multicultural first year experience for newly admitted minority/1st generation students
- UI Culturally Responsive Healthcare in Iowa Conference Planning Committee (Co-founding member and planning team)
- UI International Programs Office-BRIDGE Program Advisory Committee
- UI Student Success Team Newsletter—contributing writer
- UI Collegiate Diversity Committee
- UI Health Sciences Diversity Committee
- College of Nursing Diversity-Equity-Inclusion Committee—co-chair
- College of Nursing Strategic Leadership Group
- College of Nursing Strategic Leadership & Executive Team Committee

- College of Nursing Center for Multimorbidity Science External Advisory Committee (CAMS)
- National Coalition Building Institute (NCBI)-Trainer for prejudice-reduction and coalition work
- Phi Beta Delta Honor Society for International Scholars

Previous

- Search Committee for DEIA Director for UI Main Library
- UI Diversity Catalyst Award Selection Committee
- College of Nursing Substance Abuse and Mental Health Services Administration (SAMHSA) SBIRT-TIPS (Screening, Brief Intervention, and Referral to Treatment) Educational Grant Advisory Committee
- Appointed by Provost to serve on Scholarship Task Force to create Advantage Iowa Award; Halas-Sayers Scholarship; UI Presidential Scholarship Committee
- UI Summer Health Professions Education Program (SHPEP) Grant Committee
- Southeastern Iowa AHEC (Area Health Education Center) Advisory Board
- Chair: UI SERVE Action Committee as part of The IOWA Challenge- On Iowa Program focus on service learning
- Chair: UI Moving Forward Together--Cultural Competency: developed content for campus-wide diversity website (Pre-cursor to the development of the UI Student Success Team and pre-cursor to the Center for Inclusive Academic Excellence diversity website)
- UI College of Education Graduate Programs-Student Development 50 Year Anniversary Reunion Planning Team
- UI First Year Experience Task Force (appointed by Provost)
- UI Diversity Action Committee (appointed by Provost), Co-chaired-Minority Student Recruitment & Retention Sub-committee with Dr. Raul Curto-Mathematics
- UI Chief Diversity Officer & Associate Vice President Search Committee (twice)
- UI University Counseling Service Staff Psychologist Search Committee (four times)
- UI Undergraduate Scholarship Task Force: re-vamp OI/EOP awards to create UI Advantage Iowa Award (Appointed by Provost and aka "Tiny Taskforce")
- UI African American Council-Vice President
- UI Women's Resource & Action Center (WRAC) Advisory Board Member
- UI Women in Science and Engineering (WISE) Advisory Board Member

- Iowa N.E.W. Leadership Institute for Young Women: Wage Negotiation-
- UI Week of Welcome-Community of Color Welcome Reception; Downtown Street Festival Planning Team, Community Service Fair, Campus Colleagues Luncheon
- UI Orientation Review Committee
- UI Honors Housing Committee
- Office of Admissions Iowa FIRST (Faculty Investing to Recruit Student Talent)
- UI Celebrating Cultural Diversity Festival
- State of Iowa Women's Foundation Grant Review Team
- IowaLink Advisory Board (UI Athletics)

PRESENTATIONS & WORKSHOPS

<i>Emotional and Cultural Intelligence:</i>	8/2022
<i>Seeds To Becoming Culturally Responsive</i> University of Iowa College of Nursing Faculty Retreat	
<i>What It Means To Be A Diversity Catalyst,</i>	5/2022
Keynote, UI Diversity Catalyst Awards Ceremony University of Iowa	
<i>Structural Racism,</i> University of Iowa College of Nursing Faculty Retreat	8/2021
<i>VA and Race: A series of trainings to help VA counseling staff engage brave dialogue about race in clinical sessions,</i> University of Iowa Veterans Administration Hospital	Fall 2021
<i>Social Justice and Identities, Virtual Conference</i>	8/2021
University of Texas Rio Grande Valley	
Coordinated Workshops for <i>Maternal Health Series:</i>	4/2021
<ul style="list-style-type: none"> • <i>African American Maternity;</i> Presenters: Dr. Lynette Cooper, DNP and Dr. Lastacia Coleman, DNP; • <i>Latina Reproductive Justice;</i> Presenter: Dr. Lina Maria Murillo, PhD 	
University of Iowa College of Nursing	
<i>Black Lives Matter-Health, Equity, Inclusion, Workforce-</i>	10/2020
<i>Virtual Iowa Cancer Summit</i>	

Des Moines, Ia.

Breathing While Black In Iowa, Virtual webinar 9/2020
Eastern Iowa Community College
Davenport, Ia.

Conducting Culturally Competent Research, Virtual session, 5/2020
University of Iowa College of Nursing

Culturally Responsive Teaching in Health Care for the 21st Century; 11/2019
28th Annual Conference of the Iowa Association of Nursing Continuing Education;
Des Moines, Ia

Traveling Blind Due to Implicit Bias, 26th National Evidence Based Practice 4/2019
Conference; Coralville, Ia

Friends of Flo Podcast: 2/2019

- *Social Justice Health*
- *Minorities in Nursing*

 University of Iowa (See: <https://friendsofflo.com/why-friends-of-flo/>)

Diversity Pearls of Wisdom, 2014-2015
Culturally Responsive Healthcare in Iowa Conference
Iowa City, Ia

Cultural Perspectives on Pain; 9/2014
Midwest Nursing Pain Management Conference;
Iowa City, Ia

Diversity Activities For Your Students; 11/2013
State of Iowa Child Care & Resource Referral Statewide Conference,
Davenport, Ia

Culturally Responsive Healthcare for the 21st Century, 2011-present
University of Iowa Hospital & Clinics Nurse Residency Program

Identity and Bias, 2008-2011

University of Iowa Summer Research Opportunities Program;
University of Iowa Office of Admissions

- Exploring Privileged Identities*, Enhanced Orientation Program (EOP)- 2010-2013
Culturally Competent Researchers Workshop,
University of Iowa College of Medicine
- Minority Students in STEM*; College Changes Everything Conference, 2012
Black Hawk College, Moline, Ill
- Minority Students in STEM*; Diversity in STEM Conference, 2011
Des Moines Area Community College, Des Moines, Ia.
- Diversity, Privilege & Leadership*, African American Women's Conference, 8/2010
African American Museum of Iowa, Cedar Rapids, Ia.
- Keynote, *Building A Global Community*, Office of International Programs, 5/2010
University of Iowa
- Mentoring 101 for Health Sciences Students*, 10/2009
College of Medicine, The University of Iowa, (10/09)
- Diversity and Leadership, A Conference For Young Leaders*; 9/2009
Coe College, Cedar Rapids, Ia.
- Coordinated Campus-wide Speaker Series:* 2008-2009
- *From Cultural Bump to Cultural Congruence:
The Role of Cultural and Linguistic Competence in Patient Care*
Ira SenGupta, Executive Director of Cross Cultural Health Care Programs,
Seattle, WA.
 - *Human Trafficking-Tried, True and New Solutions To Fight
The New Face of Slavery*
Yemi Oshodi, Director of Anti-Trafficking at World Hope International Inc,
Washington, DC.
 - *My Hero, My Dad, The Nurse*
Dr. Maggie Dorsey RN, Ed.D. Interim Dean of School of Nursing
University of South Carolina-Aiken

- Exercising Your Courage Muscle Through Interactive Diversity Engagement,* 2007-2015
- Iowa Association of Student Financial Aid Administrators Conference-Coralville, Ia. (10/15)
 - Iowa City Community School District, Iowa City, Ia. (1/07, 2/11, 4/15)
- Cultural Competency & Beyond: Working Effectively in Today's Iowa,* 6/2005
Conference for Law enforcement, educational administrators, lawyers, social workers, and mediators,
Mediation Services of Eastern Iowa, Iowa City, Ia.
- Getting the Most Out of Conferences* 6/2003
Summer Research Opportunities Program Regional Conference
Graduate College, University of Iowa
- Exploring Mentoring Opportunities* 2002-2008
College of Law-Hubbard Fellows Summer Preparation Program,
University of Iowa
- Tutor Misconceptions and Tutor Treatment of Students* 1996-1997
New Dimensions in Learning-Tutor Training,
University of Iowa
- Campus Services for Academic Success* 1995-2003
University of Iowa:
- Undergraduate Admissions Transfer Orientation-(96-03)
 - Opportunity at Iowa Scholars (95-02)
 - Office of Support Service Programs (95-92)
- A Counseling Primer for Financial Aid Professionals* 10/1993
Iowa Association of Student Financial Aid Administrators, Fall Conference,
Des Moines, Ia.
- Money Management: A Life Skill,* 1988-2000
The University of Iowa:
- Project Achieve Program-College of Education (6/96-6/00);
 - The Future is Yours at Iowa-Office of Orientation Services (4/98, 4/99);

- Pre-Vocational Training Program-College of Education Vocational Rehabilitation Office (9/98);
- Women's Athletics (2/96, 2/97),
- Upward Bound (7/93, 7/94, 7/98, 7/99);

Community:

- United Federal Savings Bank of Iowa, Iowa City, Ia. (8/86-8/88)

HONORS AND AWARDS

The University of Iowa:

- College of Nursing Staff Achievement Award 5/2021
- Hancher-Finkbine Award Medallion 4/2021
For Leadership, Learning, and Loyalty
- State of Iowa Board of Regents Staff Excellence Award 11/2018
- Catalyst Award for Distinguished Achievement in Diversity 4/2016
The first woman with this recognition
- Catalyst Award for Group Achievement in Diversity 10/2009
The Iowa Edge Program
- Staff Council for Excellence in Service Award 10/2005
- Distinguished Educator Award for Commitment and 5/2003
Continuing Efforts to Promote Diversity
Multicultural Graduation & Recognition Banquet
Center for Diversity & Enrichment
- W.H. Knight Award of Distinction 4/2003
Black Law Student Association

Community:

- History Maker Award 9/2023
African American Museum of Iowa
Cedar Rapids, Ia.
- Paul Mann Memorial Human Relations Award 8/2022
Iowa State Education Association

Des Moines, Ia.

- Davenport Central High School Hall of Honor
Davenport Community Schools Foundation
Davenport, Ia. 4/2022
- Delta Sigma Theta Inc.-State of Iowa Chapter-
Social Action Trailblazer Award
Des Moines, Ia. 3/2022
- Unsung Hero Award For Human Rights
State of Iowa Department of Human Rights,
Des Moines, Ia. 3/2018
- Treasure Award: Service to Quad Cities Community:
A Gathering of Women Annual Awards & Recognition Reception
Bettendorf, Ia. 2/2009

COMMUNITY ENGAGEMENT

Member: Iowa City Human Rights Commission 2005-2006

Volunteer: Iowa City Broadway Center 2002-2005

University of Iowa Speakers Bureau 2001-2017

PROFESSIONAL MEMBERSHIPS

National Association of Multicultural Educators (NAME) 2023-present

Society for Diversity 2021-present

Phi Beta Delta Honor Society for International Scholars 2019-present

National Association of Diversity Officers in Higher Education
(NADOHE) 2015-present

National Coalition Building Institute (NCBI) 2008-present