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EDUCATIONAL BACKGROUND

Master of Arts in English, University of North Texas, Denton, Texas, December 2003.
Bachelor of Arts in Radio, Television, & Film, University of North Texas, Denton, Texas, May 2001, *magna cum laude*. Double Minor in English & Communication Studies.

UNIVERSITY EXPERIENCE

Director, Student Learning Assistance Center (SLAC), Texas State University, August 2022 – Present.
Responsible for all departmental functions, budget oversight, strategic planning, and personnel.

Associate Director, Student Learning Assistance Center (SLAC), Texas State University, April 2020 – Present. Continue to support Dr. Carol Dochen with increasing levels of responsibility for budget, SAP, assisting in the supervision of professional staff, and fulfill duties of the Instructional Programs Coordinator.

Assistant Director, Student Learning Assistance Center (SLAC), Texas State University-San Marcos, September 2008 – March 2020; Assists SLAC's Director, Dr. Carol W. Dochen, with strategic planning and other projects that help SLAC meet its long-term goals and objectives; Acts as Director in absentia; Fulfills duties of the Instructional Programs Coordinator.

Instructional Programs Coordinator, Student Learning Assistance Center (SLAC), Texas State University-San Marcos, July 2005-August 2008; Recruit, hire, train, and supervise Supplemental Instructors (SIs or peer tutors); Expands program into new disciplines including chemistry, physics, political science, philosophy, and mathematics; Generate statistics to be used in reports and budget justification to Student Fees Committee; Promote program and represent SLAC at functions on campus and elsewhere; Participate and interact with various student organizations through outreach; Design and facilitate workshops for student groups and organizations, as well as course sections requesting information on topics such as Time Management, Test Taking & Preparation, Learning Styles, and the like; Facilitate Parent Orientation breakout session discussing academics in the university setting for all sessions.

Lecturer, University Seminar, University College, Texas State University-San Marcos, San Marcos, Texas, Fall 2005-Fall 2010, Fall 2011-Spring 2014; Fall 2014 - Present
Responsible for teaching one to two sections of US 1100 each semester; Serve as a facilitator in introducing students to the nature and aims of university education and aid in the successful transition into the college atmosphere.

Lecturer, Department of English, Texas State University-San Marcos, San Marcos, Texas, Fall 2005-Fall 2010; Responsible for teaching one section of English 1310 (College Writing I) or English 1320 (College Writing II) each semester; Empower students to meet college standards of writing as set forth by the Texas State Department of English; Improve students' overall ability to communicate effectively through writing.

Coordinator of Supplemental Instruction, University of North Texas, Learning Center, Denton, Texas, September 2002-March 2005; Recruited, hired, trained, and supervised 10-45 Supplemental Instructors; Revamped and expanded two-day training sessions for better interaction and hands-on experience; Continued program expansion into new disciplines including accounting, Business Law, biology, German, and chemistry;

Promoted program and represented The Learning Center at functions on campus and elsewhere; Interacted with various student organizations through outreach.

Adjunct, Department of English, University of North Texas, Denton, Texas, Spring 2004-Fall 2004; Responsible for teaching one to two sections of English 1310 and 1313 (College Writing I); Empowered students to meet college standards of writing as set forth by the UNT Department of English; Improved students' overall ability to communicate effectively through writing.

Assistant Coordinator of Supplemental Instruction, University of North Texas, Learning Center, Denton, Texas, August 2001-August 2002; Assisted in overall supervision of program, recruitment, hiring, and training; Expanded the program into new disciplines including history, economics, and Spanish; Generated statistics allowing for budget justification to Student Fees Committee; Responsible for database and Web site maintenance relevant to program.

PRESENTATIONS

Co-Presenter (with Breslin, J., Assistant Provost at Bellarmine University), 37th Annual Conference of the National Learning Center Association, Reston, VA. October 2022. Presentation Title: "Monumental Opportunities: A Conference-Style Approach to Staff Selection."

Presenter, 37th Annual Conference of the National Learning Center Association, Reston, VA. October 2022. Presentation Title: "Monumental Decisions: Moving Up Without Moving Out."

Co-Presenter (with Vizcarrondo Velez, V., SI STEM Coordinator at Texas State), 12th International Conference on Supplemental Instruction, Toronto, Ontario, Canada. June 2022. Presentation Title: "Golden Opportunities: A Conference-Style Approach to SI Leader Selection."

Panel Presenter (with Vizcarrondo Velez, V., SI STEM Coordinator at Texas State; Lamontagne, K., College of Charleston; Rios, K., Mt. San Jacinto College), 12th International Conference on Supplemental Instruction, Toronto, Ontario, Canada. June 2022. Presentation Title: "Shared Purpose & Shared Practice: A Panel of ICSI Accredited Programs."

Award Winner Presentation (with Vizcarrondo Velez, V., SI STEM Coordinator at Texas State), 12th International Conference on Supplemental Instruction, Toronto, Ontario, Canada. June 2022. Presentation Title: "Award Winner – Exemplary Program."

Presenter, 40th Annual College Academic Support Programs Conference, Virtual Conference. October 2021. Presentation Title: "Elevated Responsibility: Cultivating Student Leadership."

Invited Co-Presenter (with Capellan, V., SI STEM Coordinator at Texas State), Fresh Perspectives Webinar Series from the International Center for Supplemental Instruction. October 2021. Webinar Title: "Elevated Responsibility: Cultivating Student Leadership."

Presenter, 36th Annual Conference of the National Learning Center Association, Birmingham, AL. September 2021. Presentation Title: "Elevated Responsibility: Cultivating Student Leadership."

Co-Presenter (with Capellan, V., SI STEM Coordinator at Texas State, and Carnegie, R., SI Program Team Leader at Texas State), 10th Regional Conference on Supplemental Instruction, Virtual Conference. May 2021. Presentation Title:

“Student Leadership: Becoming a Leader Pre-, Peri- and Post-Pandemic.”

Accepted Presenter, 11th International Conference on Supplemental Instruction, Baltimore, MD. May 2020. Presentation Title: “Shared Purpose: A Look at Best Practices at Several ICSI Accredited Programs.” *Conference cancelled due to COVID-19 Pandemic.*

Invited Presenter, 52nd Annual College Reading & Learning Association Conference, New Orleans, LA, October 2019. Lunch With a Mentor Topic: “Ca C’est Bon! Cornerstones to Creating a Supplemental Instruction Program Worth Celebrating.”

Presenter, 9th Regional Conference on Supplemental Instruction, College Station, TX, May 2019. Presentation Title: “Elevated ResponsIbility: Cultivating Student Leadership for Administrative Potential.”

Presenter, 10th International Conference on Supplemental Instruction, Seattle, WA, May 2018. Presentation Title: “Elevated ResponsIbility: Cultivating Student Leadership for Administrative Potential.”

Invited Presenter, 50th Annual College Reading & Learning Association Conference, Pittsburgh, PA, November 2017. Lunch With a Mentor Topic: “Empowering Student Leadership in Academic Support Programs.”

Presenter, 8th Regional Conference on Supplemental Instruction, College Station, TX, May 2017. Presentation Title: “SI Data on a Dime: Accurate Online Record Keeping Without Breaking the Bank.”

Presenter, 9th International Conference on Supplemental Instruction, Kansas City, MO, May 2016. Presentation Title: “SI Data on a Dime: Accurate Online Record Keeping Without Breaking the Bank.”

Invited Pre-Conference Institute Presenter, 7th Regional Conference on Supplemental Instruction, College Station, TX, May 2015. Presentation Title: “Building an Empire: How Training, Leadership, and Letting Go Can Create a Legacy.”

Presenter, 8th International Conference on Supplemental Instruction, Chicago, IL, May 2014. Presentation Title: “Mile A Minute: Supplemental Instruction for Summer School.”

Presenter, 6th Regional Conference on Supplemental Instruction, College Station, TX, May 2013. Presentation Title: “The Debate Continues: Required vs. Voluntary SI and Impact on Demographics, Persistence, Self-Efficacy, and Motivation.”

Presenter, 6th Regional Conference on Supplemental Instruction, College Station, TX, May 2013. Presentation Title: “Emerging Stars: A Summer Bridge Experience Involving Supplemental Instruction.”

Presenter, 45th Annual College Reading & Learning Association Conference, Houston, TX, November 2012. Presentation Title: “The Debate Continues: Required vs. Voluntary SI and Impact on Demographics, Persistence, Self-Efficacy, and Motivation.”

Presenter, 45th Annual College Reading & Learning Association Conference, Houston, TX, November 2012. Presentation Title: “Emerging Stars: A Summer Bridge Experience Involving Supplemental Instruction.”

Co-Presenter (with Feakes, D., Associate Professor of Chemistry at Texas State University-San Marcos), 7th International Conference on Supplemental Instruction, San Diego, CA, May 2012. Presentation Title: “The Debate Continues: Required vs. Voluntary SI and Impact on Demographics, Persistence, Self-Efficacy, and Motivation.”

Poster Presenter, 7th International Conference on Supplemental Instruction, San Diego,

- CA, May 2012. Poster Presentation Title: “Emerging Stars: A Summer Bridge Experience Involving Supplemental Instruction.”
- Co-Presenter (with Feakes, D., Associate Professor of Chemistry at Texas State University-San Marcos, Reardon, Robert F., Associate Professor of Adult Education at Texas State University-San Marcos). American Chemical Society Southwest Regional Meeting, Austin, TX, November 2011. Presentation Title: “Supplemental Instruction: Impact of Incorporating Both Voluntary and Required Participation in General Chemistry Courses.”
- Co-Presenter (with Feakes, D., Associate Professor of Chemistry at Texas State University-San Marcos, Reardon, Robert F., Associate Professor of Adult Education at Texas State University-San Marcos). 21st Biennial Conference on Chemical Education, Denton, TX, August 2010. Presentation Title: “Impact of Supplemental Instruction on Performance, Retention, and Chemistry Self-Efficacy Among Undergraduate Chemistry Students.”
- Invited Co-Presenter (with Dochen, C.W., Director of the Student Learning Assistance Center at Texas State University-San Marcos, Hodges, R., Associate Professor of Counseling, Leadership, Adult Education, & School Psychology at Texas State University-San Marcos), Pre-Conference Tutor Training Leadership Institute, College Academic Support Programs Conference, El Paso, TX, October 2010. Presentation Title: “Tutor Training CPR.”
- Co-Presenter (with Feakes, D., Associate Professor of Chemistry at Texas State University-San Marcos), 6th International Conference on Supplemental Instruction, New Orleans, LA. June 2010. Presentation Title: “The Lesser of Two Evils: Required vs. Voluntary SI and the Effects on Attrition, Student Self-Efficacy, and Motivation.”
- Keynote Speaker, Ohio River Valley Annual Drive-In Conference, Ohio River Valley Chapter of the College Reading & Learning Association, Evansville, IN. April 2010. Keynote Address Title: Investors Wanted: Forging Vested Relationships with Academic Shareholders.”
- Presenter, Ohio River Valley Annual Drive-In Conference, Ohio River Valley Chapter of the College Reading & Learning Association, Evansville, IN. April 2010. Presentation Title: “Supplemental Who? Demystifying the Supplemental Instruction (SI) Program.”
- Co-Presenter (with Kemp, K., Learning Specialist for the Center for Academic Performance at the University of North Texas Health Science Center), College Reading & Learning Association Conference, Richmond, VA. October 2009. Presentation Title: “LC Training CPR: Revitalizing Student Academic Support Staff Training.” Six-hour Pre-Conference Institute.
- Co-Presenter (with Dochen, C.W., Director of the Student Learning Assistance Center at Texas State University-San Marcos, and Hodges, R., Associate Professor in the Department of Educational Administration and Psychological Services at Texas State University-San Marcos), National College Learning Center Association Conference, Golden, CO. October 2009. Presentation Title: “Emerging Stars: An Academic Approach to a Summer Bridge Experience.”
- Presenter, 4th Regional Conference on Supplemental Instruction, College Station, TX. May 2009. Presentation Title: “SI Training CPR.”
- Honored Presenter, El Centro College Conference Day, Dallas, TX. February 2009. Presentation Title: “Supplemental Who? Demystifying the Supplemental Instruction (SI) Program.”

- Co-Presenter (with Brown, R., Dean of University College at Texas State University-San Marcos), College Board Southwestern Regional Forum, Oklahoma City, OK. February 2009. Presentation Title: “Emerging Stars: A Cross-Divisional Initiative for Special Admissions Populations.”
- Invited Co-Presenter (with Shaw, G., Director of Student Support Services at the University of Texas at El Paso), Pre-Conference Tutor Training Leadership Institute, Regional Conference for College Academic Support Programs, Corpus Christi, TX. November 2008. Presentation Title: “Tutor Training CPR.”
- Co-Presenter (with Kemp, K., Learning Specialist for the Center for Academic Performance at the University of North Texas Health Science Center), National Learning Center Association Conference, Memphis, TN. October 2008. Presentation Title: “Investors Wanted: Forging Relationships With Academic Shareholders.”
- Presenter, 4th International Conference on Supplemental Instruction, Orlando, FL. May 2008. Presentation Title: “Investors Wanted: Forging Relationships With Academic Shareholders.”
- Presenter, National Conference for College Reading & Learning Association (CRLA), Portland OR. October 2007. Presentation Title: “Office Space Communication: Staplers, Radios, and Other Office Interaction Landmines.”
- Presenter, Regional Conference on Supplemental Instruction, College Station, TX. May 2007. Presentation Title: “Office Space Communication: Staplers, Radios, and Other Office Interaction Landmines.”
- Presenter, National Conference for College Reading & Learning Association (CRLA) and College Academic Support Programs (CASP), Austin, TX. October 2006. Presentation Title: “Investors Wanted: Forging Relationships With Academic Shareholders”
- Presenter, 3rd International Conference on Supplemental Instruction, Boston, MA. June 2004. Presentation Title: “The Fox to the Hounds: How to Survive When You’re Outnumbered and Surrounded.”

WORKSHOPS & PROFESSIONAL DEVELOPMENT

- Received certificate and CE credit for participation in the workshop entitled, “ASTRA Room Scheduling Training,” in November 2016; offered by the Office of Professional Development at Texas State University.
- Received certificate and CE credit for participation in the workshop entitled, “FLSA Update Forum,” in November 2016; offered by the Office of Professional Development at Texas State University.
- Received certificate and CE credit for participation in the workshop entitled, “Performance Management Training for Managers and Supervisors,” in May 2016; offered by the Office of Professional Development at Texas State University.
- Received certificate and CE credit for participation in the workshop entitled, “Latino Males in Higher Ed,” in April 2016; offered by the Office of Professional Development at Texas State University.
- Received certificate and CE credit for participation in the workshop entitled, “Surveys 101: Part 2,” in February 2016; offered by the Office of Professional Development at Texas State University.
- Received certificate and CE credit for participation in the workshop entitled, “Surveys

101: Part 1,” in January 2016; offered by the Office of Professional Development at Texas State University.

Received certificate and CE credit for participation in the workshop entitled, “Mobile Device Security,” in February 2013; offered by the Office of Professional Development at Texas State University.

Received certificate and CE credit for participation in the workshop entitled, “In Limbo: Dilemmas Faced by Undocumented Students,” in June 2012; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “EEO Training for Supervisors and Hiring Managers,” in March 2012; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Introducing the 2012-2017 Planning Process,” in February 2012; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Transitioning from Combat to Classroom: Helping Student Veterans Succeed at Texas State,” in February 2012; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “SACS Reaffirmation: Update and Open Forum,” in October 2008; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “FERPA: What to Expect from the 2008 Proposed Changes,” in June 2008; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Starting and Maintaining a Quality Internship Program in Your Office,” in April 2008; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “The Multigenerational Workforce: Bridging the Gap,” in April 2008; offered by the Office of Professional Development at Texas State University-San Marcos.

Participated in the institute entitled, “Increasing Student Engagement, Empowerment, and Success with Brain-Based Teaching,” by Dr. Rita Smilkstein of Western Washington University in October 2007; offered by the College Reading & Learning Association (CRLA) Conference, Portland, OR.

Received certificate and CE credit for participation in the workshop entitled, “Allies of Texas State,” in April 2007; offered by the Office of Multicultural Student Affairs at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Understanding Workplace Diversity,” in March 2007; offered by the Office of Professional Development at Texas State University-San Marcos.

Participated in the institute entitled, “Trial By Jury: A Case Study Training Technique,” by Tammy Pratt of Oklahoma University in October 2006; offered by the College Academic Support Programs (CASP) Conference, Austin, TX.

Received certificate and CE credit for participation in the workshop entitled, “Facebook on Campus: Understanding the Issues,” in June 2006; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Open

Records Forum,” in April 2006; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Providing Legendary Customer Service,” in March 2006; offered by the Office of Professional Development at Texas State University-San Marcos.

Participated in the institute entitled, “Tutor Training Leadership Institute,” in October 2005; offered by the College Academic Support Programs (CASP) Conference, College Station, TX.

Received certificate and CE credit for participation in the workshop entitled, “Teambuilding,” in October 2005; offered by the Office of Professional Development at Texas State University-San Marcos.

Received certificate and CE credit for participation in the workshop entitled, “Emotional Intelligence for Leaders,” in March 2004; offered by the Department of Human Resources at the University of North Texas.

Received certificate and CE credit for participation in the workshop entitled, “Supervision 101: Hands-On Supervisory Skills,” in August 2003; offered by the Department of Human Resources at the University of North Texas.

Received certificate and CE credit for participation in the workshop entitled, “Coaching Student Employees To Achieve Peak Performance,” in July 2003; offered by the Department of Human Resources at the University of North Texas.

SERVICE

Professional

On-Site Conference Chair, 52nd Annual College Reading & Learning Association Conference, New Orleans, Louisiana. 2018-2019

Conference Proposal Reviewer, College Reading & Learning Association, 2019

Editor, College Reading & Learning Association Monthly E-Newsletter, 2015-Present

Member, Board of Directors, College Reading & Learning Association, Public Relations Director, 2012-2015

Member, Board of Directors, College Reading & Learning Association, Editor of *NewsNotes*, 2009-2012

University

Member, University College Search Committee for Director of Peer Mentoring, College Dean’s Appointment, Fall 2021.

Chair, Student Learning Assistance Center Search Committee for Tutoring Services Coordinator, Departmental Appointment, Summer 2021.

Member, Gates IFS Peer Learning Network for Texas State, University College Dean’s Appointment, January 2021 – Present.

Task Force Member, Bobcat Preview, Vice President for Academic Services Appointment, Spring 2020 – Present.

Committee Member, Veterans Alliance at Texas State Golf Tournament, 2018 – 2020.

Chair, Bobcat Preview Search Committee for Coordinator for Leadership and New Student Programs, Departmental Appointment, Spring – Summer 2018.

Chair, Student Learning Assistance Center Search Committee for Supplemental Instruction Coordinator for STEM, Department Appointment, Spring 2018.

Chair, Student Learning Assistance Center Search Committee for Supplemental Instruction Coordinator for STEM, Departmental Appointment, Spring 2016.

Faculty Mentoring Group, University Seminar, 2016 – 2019.

Member, Bobcat Preview Steering Committee, University Appointment, 2014-Present

Member, Search Committee for Student Support Specialist II, Athletic Academic Center, University College Dean's Appointment, 2010.

Member, Search Committee for Learning Lab Coordinator, Student Learning Assistance Center, University College Dean's Appointment, 2010.

Member, New Student Orientation Planning Committee, 2009-Present.

Member, PAS Partners Committee, University College Dean's Appointment, 2008-2012.

Member, Search Committee for Director of the Athletic Academic Center, University College Dean's Appointment, 2008.

Member, Search Committee for Student Development Specialist for the Athletic Academic Center, University College Dean's Appointment, 2008.

Member, PAWS Preview Steering Committee. University College Dean's Appointment, 2005-2014.

Co-Presenter, PAWS Preview College Note Taking Session with Various Faculty, 2005-2014.

Member, Emerging Stars Committee. University College Dean's Appointment, 2005-2014.

Co-Presenter, Parent Orientation "Academics at Texas State" Session with Various Faculty, 2005-Present.

Member, Search Committee for Assistant Director of Athletic Academic Center, University College Dean's Appointment, 2005.

Departmental

Member, First Year English Committee. Department Chair Appointment. 2005-2007.

Member, Writing Center Committee. Department Chair Appointment. 2007-2008.

Community

Member, Seguin Chapter of Ducks Unlimited Board of Directors, 2005-2010.

ORGANIZATIONS

Member, College Reading and Learning Association (CRLA), 2007, 2009 - present

Member, National College Learning Center Association (NCLCA), 2008, 2016 - present

Member, Texas Chapter, College Reading & Learning Association, 2005-2006, 2008-present

Member, Texas Association of Developmental Education, 2005-2006, 2008-present

FELLOWSHIPS, AWARDS, & HONORS

Dean's Excellence Award for Achievement, University College Kickoff, August 2022

Exemplary Supplemental Instruction Program, International Center for Supplemental Instruction, June 2022.

Above & Beyond Award Staff Recipient, Veterans Alliance & Office of Student Diversity & Inclusion, Texas State University, May 2019

Friend of the LBJ Student Center, Texas State University, April 2018

Veterans Academic Success Center Outstanding Achievement Award, Texas State

University, April 2018
Alfred H. Noelle Chapter of the Alpha Chi National College Honor Society Favorite
Professor, Texas State University, Spring 2017
College Reading & Learning Association's Karen G. Smith Special Recognition Award
for Outstanding Service, November 2016
Star Performance Award, Texas State University, November 2015
Quarterly Team Award, Texas State University, November 2014
Star Performance Award, Texas State University, October 2014
Star Performance Award, Texas State University-San Marcos, October 2013
PAWS Preview Namesake (Student Nominated), August 2013
Star Performance Award, Texas State University-San Marcos, October 2012
Star Performance Award, Texas State University-San Marcos, October 2011
Outstanding 2010 CASP Institute for the Tutor Training Institute at Regional CASP
Conference, El Paso, Texas, October 2010
Star Performance Award, Texas State University-San Marcos, November 2010
Helping Hand Award, Office of Retention Management & Planning, Texas State
University-San Marcos, May 2010
Star Performance Award, Texas State University-San Marcos, November 2009
Gladys R. Shaw Professional Development Award, TxCRLA, October 2009
Star Performance Award, Texas State University-San Marcos, November 2007
Star Performance Award, Texas State University-San Marcos, November 2005
Division of Student Development Star Performer Award, March 2004
Division of Student Development New Employee of the Year, April 2003

PROFESSIONAL REFERENCES

Dr. Carol W. Dochen, Director
Student Learning Assistance Center, Texas State
Carol@txstate.edu ~ 512-245-2999
Relationship: Direct Supervisor, 2005 – Present

Mr. Victor M. Capellán, M.Ed., STEM SI Coordinator
Student Learning Assistance Center, Texas State
Victor@txstate.edu ~ 512-245-7735
Relationship: Direct Report, June 2018 – Present

Mrs. Lanita Legan, Associate Director
Student Center, Texas State
Lanita@txstate.edu ~ 512-245-8296
Relationship: I served under Lanita as she was Committee Chair for Bobcat Preview,
2005 – 2018, as well as chairing two search committees to fill positions reporting to her.

Dr. Mary Brennan, Dean
College of Liberal Arts, Texas State
mb18@txstate.edu ~ 512-245-2317

Relationship: I have worked with Dr. Brennan as a faculty member hosting SI Leaders in her classroom, as a Chairperson funding the SI program, and as a Dean of Liberal Arts receiving reporting in regard to SI and other initiatives.

Dr. Kambra Bolch, Associate Dean for Academic Programs
University College, Texas State
kb45@txstate.edu ~ 245-245-7952

Relationship: Dr. Bolch has supervised my work as a faculty member for University Seminar, as well as a member of the US 1100 Faculty Mentoring Committee (2016 – 2019).