

*Curriculum Vitae***LISA CARRINGTON FIRMIN**

Associate Vice President for Veteran and Military Affairs
and
UTSA Military Liaison

The University of Texas at San Antonio
Office of Veteran and Military Affairs
One UTSA Circle, San Antonio, Texas 78249-0662

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EDUCATION/CERTIFICATIONS

Certified True Colors® Facilitator, True Colors International, Austin, Texas, 2018

National Diversity Council Certified Diversity Professional (NDCCDP) Certification,
National Diversity Council, Orlando, Florida, 2017

Masters Leadership Program, San Antonio, Texas, 2012, Class VIII

Air University, Maxwell Air Force Base, Alabama, 2003, Master of Science in Strategic Studies

Air War College, Maxwell Air Force Base, Alabama, 2003

Air Command and Staff College, Maxwell Air Force Base, Alabama, 1994, Honor Graduate

Chapman University, Orange, California, 1987, Master of Science in Organizational Behavior
and Human Resource Management

Squadron Officer School, Maxwell Air Force Base, Alabama, 1985

Texas A&M University – Kingsville, Kingsville, Texas, 1979, Bachelor of Arts in Journalism,
Cum Laude

PROFESSIONAL EXPERIENCE

Founder, CEO and Consultant, Carrington Firmin LLC, 2017 – Present, San Antonio, Texas

- ❖ Consulting services provided in the areas of Leadership, Veterans, Transitions, and Diversity and Inclusion
- ❖ Launched *Transition with CLASS* (Communication, Leadership, Attitude, Situational Awareness and Scholarly Pursuit) workshops for high school seniors transitioning to college to better prepare them for a successful college career, 2018

Associate Vice President for Veteran and Military Affairs, 2018 – Present, The University of Texas at San Antonio, San Antonio, Texas

- ❖ Created a consolidated student support services model and realigned all veteran services under one strategic department to more efficiently serve military affiliated students
 - Established the Center for Military Affiliated Students

- ❖ Instituted priority registration, on line VA certification process and a dedicated separate orientation for veterans
- ❖ Oversaw development and implementation of a student veteran sense of belonging survey
- ❖ Formally aligned UTSA with national level initiatives; VA's Principles of Excellence and DOE's 8 Keys to Veteran Student Success

Associate Provost for Veteran and Military Affairs, 2016 – 2018 The University of Texas at San Antonio, San Antonio, Texas

- ❖ Produced first ever baseline student veteran metrics at college and university levels and oversaw creation of the Student Veteran Dashboard
- ❖ Established the Veteran Collaborative; a holistic framework to support student veterans which included student vet peer to peer mentoring and development components
- ❖ Led effort to prepare comprehensive permanent budget proposal for new department
- ❖ Spearheaded book launch event of UTSA's publication, *Adapt and Overcome, Essays on the Student Veteran Experience*
- ❖ Expanded Military Affiliated Cultural Competence training for faculty and staff; incorporating both an online module and interactive in person case studies
- ❖ Collaborated and conducted student veteran focus groups, surveys and needs assessments
- ❖ Featured in San Antonio Magazine, *Determined Leader*, 2018

Associate Provost for Faculty/Student Diversity and Recruitment, 2010 – 2016, The University of Texas at San Antonio, San Antonio, Texas

- ❖ Founder of the UTSA Top Scholar program. Led the development of the first program combining merit scholarships with personalized student enrichment experiences and programming in three pillars; knowledge, leadership and service. Enhanced the quality of the freshman class and energized the engagement of faculty in recruitment initiatives
- ❖ Created the Presidential Distinguished Diversity Awards program recognizing faculty, staff and students for exceptional accomplishments in the diversity and inclusion space
- ❖ Championed and led the creation of an addendum regarding Gender Identity/Gender Expression to the University's nondiscrimination policy
- ❖ Created foundational diversity metrics for underrepresented minority faculty in all colleges, laid the groundwork for tracking of faculty and accountability of leadership
- ❖ Co-chaired the Veteran Services Advisory Committee to ease the transition and enhance the college experience for the nontraditional veteran student

Commander, Air Force Reserve Officer Training Corps Detachment 842 and Department Chair of Aerospace Studies, July 2006 - 2010, The University of Texas at San Antonio, San Antonio, Texas

- ❖ Led Detachment 842 to distinction by earning the Right of Line Award as the Best Large Detachment in the Nation in 2009
- ❖ Earned "Outstanding" ratings from Headquarters Air, Education and Training Command
- ❖ Partnered with university, community and military bases focusing on building relationships; resulted in increased university/community support and visibility
- ❖ Oversaw course curriculum for all four years of ROTC department programs, conducted professor course evaluations, and taught classes

- ❖ Recognized by Air, Education and Training Command for the 2007 National Image Inc., Salute to Hispanics in the Military, Meritorious Service Award, for outstanding professional efforts in the advancement of Hispanics and for exceptional role modeling
- ❖ Featured in Scene in SA Monthly magazine under the *Maverick* section, 2006
- ❖ Recognized as Outstanding Hispanic Role Model by *Image de San Antonio*, 2008

Deputy Director of Manpower and Personnel, Headquarters Air Education and Training Command, October 2005 – June 2006, Randolph Air Force Base, Texas

- ❖ Directed 160 human resource professionals to service 81,000 military and civilian personnel at 13 bases throughout the United States
- ❖ Rapidly adapted and implemented policy resulting in workforce enhancements
- ❖ Developed cost savings strategy for integrating civilian/military workforce resulting in a more effective/leaner workforce; eliminating redundancy and overhead
- ❖ Created HR metrics to support command's strategic planning efforts and vision

Chief of Protocol, Headquarters Air, Education and Training Command, April 2005 – September 2005, Randolph Air Force Base, Texas

- ❖ Responsible for all protocol policy and related issues for over 80,000 personnel at Air University, Air Force Recruiting Service and two numbered Air Forces.
- ❖ Oversaw the four star change of command; coordinating at all levels in the Air Force and Department of Defense

Commander, 27th Mission Support Group, July 2003 – April 2005, Cannon Air Force Base, New Mexico

- ❖ Managed/led 1,600 personnel in seven diverse organizations, executed a \$25.6 million annual budget, managed resources valued over \$2 billion and facilities of more than 5 million square feet. On Scene and Incident Commander
- ❖ Provided oversight and management to engineering, housing/facility maintenance, fire protection, force protection/law enforcement, HR, logistics, network management, environmental compliance, contracting, food service and quality of life for over 12,000 personnel
- ❖ Received Air Combat Command's 2005 Installation Excellence award, *Best Small Base*, Best Civil Engineering in the Air Force award and New Mexico's Green Zia award for environmental excellence
- ❖ Recognized as New Mexico's top military woman, 2005 Major T.H. Baca Award, for advancing opportunities for women and serving as a role model
- ❖ Highly sought after public speaker, featured on local radio show and provided presentations to many civic organizations such as chambers, rotary clubs, lions clubs, etc.

Commander, 332nd Expeditionary Mission Support Group, March 2004 – June 2004, Balad Air Base, Iraq

- ❖ Managed/led over 725 personnel in the base build up and beddown of 7 Joint and Air Force missions valued at over \$760 million. On Scene and Incident Commander
- ❖ Oversaw fire protection, explosive ordinance disposal and security efforts; decisive leadership as on scene commander during fires, combat attacks and disaster preparedness situations

- ❖ Skillful problem solving, creativity and ability to work effectively with contractors, sister services led to Balad becoming a strategic airlift/logistical hub for the military in Iraq
- ❖ Recognized for combat efforts with the Bronze Star Medal

Deputy Chief of Staff, United States Strategic Command, July 2001 – June 2002, Offutt Air Force Base, Nebraska

- ❖ Managed 1,800 personnel and served as assistant advisor to Commander, Deputy Commander and Chief of Staff on daily operations
- ❖ Oversaw logistical support in preparation for POTUS no notice arrival

Deputy Commander, 319th Support Group, July 1999 – June 2001, Grand Forks Air Force Base, North Dakota

- ❖ Managed/led over 1,100 personnel in five diverse squadrons supporting core tanker wing and 165 missile sites/alert facilities. On Scene and Incident Commander
- ❖ Managed appropriated and non-appropriated budgets of \$30 million and civilian payroll of \$14 million
- ❖ Established first-ever management/union partnership
- ❖ Led base's master planning group; detailed analysis led to 2020 plan, efforts saved \$750 thousand in contract costs and provided 5, 10, and 15 year visionary future roadmaps
- ❖ Led efforts during severe weather and flood; quick decisions saved personnel, resources and local town of Gilby, North Dakota due to military's timely response

Chief, Retention Policy, Deputy Chief of Staff, Personnel, Headquarters United States Air Force, March 1998 – June 1999, Pentagon, Washington, District of Columbia

- ❖ Developed, evaluated and supervised the implementation of retention policies affecting 370,000 personnel
- ❖ Coordinated with Air Staff, Joint Staff, Secretary of Defense, Sister Services and Air Force Personnel Center on retention issues

Chief, Support Division, General Officer Matters Office, Headquarters United States Air Force, July 1996 – March 1998, Pentagon, Washington, District of Columbia

- ❖ Provided support to over 450 active duty, ANG, Reserve general officers and brigadier general selects
- ❖ Developed policies and procedures governing general officer annual reviews, assignments, awards and decorations, retirements, promotions, photos, records, entitlements, unfavorable information files, casualty and formal training

Commander, 347th Mission Support Squadron, July 1994 – June 1996, Moody Air Force Base, Georgia

- ❖ Led 250 personnel in all facets of Human Resources; providing support to over 28,000 personnel, oversaw budget of over \$14.7 million
- ❖ Energized and led a 20 percent increase in participation of base's educational programs
- ❖ Revised Human Resources quality indicators, designed metrics that better captured organization's objectives

Various Active Duty Military Leadership Roles, June 1980 – July 1994, United States and Overseas

PUBLICATIONS

Book Chapters

- McNaughton-Cassill, M., **Firmin, L.** *The Transition: Colonel to Associate Provost. Adapt and Overcome: Essays on the Student-Veteran Experience.* 2016.
- Logan, M., **Firmin, L.**, Dizinno, G. *Serving Student Veterans at the University of Texas at San Antonio: Accomplishments and Challenges. Building Bridges for Student Success: A Sourcebook for Colleges and Universities.* Part 4: 387-394. 2013

Periodicals/Research

- Firmin, L.** *Deploying Leadership: Steady Skills to Serve in Any Environment.* Phi Kappa Phi Forum. Spring. 2016.
- Firmin, L.** *Latinas and the Air Force, Opportunities Abound.* *LATINA Style Magazine.* Volume 14, Number 6: 48. 2008.
- Firmin, L.** *OPSEC Defined, What it Means To You,* *The Red Tail Flyer,* Volume 2, Issue 16, 2004
- Firmin, L.** *Hispanics: An Untapped Leadership Resource.* Air War College Maxwell Air Force Base. 2002.

Training Modules

- Firmin, L.,** Hengst, D., McNaughton-Cassill, M. *Veteran Cultural Competence Module. The University of Texas at San Antonio Libraries: Teaching and Learning Services.*
[http://www.utsa.edu/tlc/Learning_Technology/veterans.](http://www.utsa.edu/tlc/Learning_Technology/veterans) 2014

Online Articles

- Carrington Firmin, L.** *UTSA Women Blaze Trails at Leadership Symposium,* *UTSA Today,* 2018
- Carrington Firmin, L.** *Chancellor McRaven Shares Life Lessons with UTSA Cadets,* *UTSA Today,* 2018

PROFESSIONAL INSTRUCTION

Teaching Experience

- City of San Antonio Women's Leadership Mentoring Program, *Mentors vs Sponsors; The Difference, The Impact,* San Antonio, Texas 2019
- Administrator Support Toolbox Series, *Student Lifeline (SD 245), Veteran and Military Affairs,* The University of Texas at San Antonio, Texas 2019
- *Transition with CLASS Workshops,* Creator and Instructor, Northern Hills United Methodist Church, San Antonio, Texas 2018
- Multicultural Issues in Higher Education Class, Guest Instructor, The University of Texas at San Antonio, Texas 2016
- Teaching Anthropology Class, Guest Instructor, The University of Texas at San Antonio, Texas 2016
- Leadership Class, Guest Instructor, San Antonio College, Texas, 2015
- Human Resource Management Class, Guest Instructor, San Antonio College, Texas, 2015

- Teaching Anthropology, Guest Instructor, The University of Texas at San Antonio, Texas 2014
- Multiculturalism Counselors Class, Guest Instructor, The University of Texas at San Antonio, Texas 2012
- Multicultural Issues in Higher Education Class, Guest Instructor, The University of Texas at San Antonio, Texas 2012
- Teaching Anthropology, Guest Instructor, The University of Texas at San Antonio, 2011
- The Evolution of Air Power, Professor, The University of Texas at San Antonio, 2006-2010
- Aerospace Studies Leadership Laboratory, Professor, The University of Texas at San Antonio, 2006-2010
- Expeditionary Mission Support Group (EMSG) Commanders Course, *Beddown Planning Factors: Mission Analysis of OPORD, EMSG Command and Control Structure, Leadership: Balad Opening*, Air University, Maxwell AFB, AL, 2006
- Combat Skills Station Training and Combat Symposium, Cannon AFB, NM, 2004
- Leadership Professional Development, Moody AFB, GA, 1994-96

Mentoring and Tutoring

- **Sponsor**, UT System Chancellor's Network for Women's Leadership, The University of Texas at San Antonio, 2015-2019. Serves as UTSA Champion on Network
- **Mentor**, President's Student Leadership Council, The University of Texas at San Antonio, 2014-2015
- **Mentor**, Leadership UTSA, The University of Texas at San Antonio, 2012-2019
- **Mentor**, Expeditionary Mission Support Group Commanders Course, Air University, Maxwell, AFB, AL, 2006
- **Mentor**, throughout senior roles in the military and in higher education both active duty, veterans and civilians (faculty/staff/students), CONUS, OCONUS, 1994-present

HONORS AND AWARDS

Military Awards and Distinctions

- Legion of Merit Medal with Oak Leaf cluster, 2010
- Air Force Reserve Officer Training Corps Detachment 842 Right of Line Award, *Best Large Detachment in the Nation*, 2009
- Air Force Outstanding Unit Award with Five Oak Leaf Clusters, 2009
- Profiled in Junior Air Force Reserve Officer Training Corps textbook, *Principles of Management*, 2009
- Featured in Junior Air Force Reserve Officer Training Corps textbook, *21st Century Air Force Leader in the Air Force*, 2008
- Air Force Organizational Excellence Award with Two Oak Leaf Clusters, 2005
- Legion of Merit Medal, 2005
- State Of New Mexico's Major T.H. Baca Award Winner, 2005
- Featured in the Clovis News Journal, *Cannon Colonel Honored*, Clovis, NM, 2005
- Air Force Expeditionary Service Ribbon with Gold Border, 2004
- Bronze Star Medal 2004
- Global War on Terrorism Service Medal, 2004
- Iraq Campaign Medal with Service Star, 2004
- National Defense Service Medal with Service Star, 2004

- Featured in training video entitled Eagle Flag, 2003
- Defense Meritorious Service Medal, 2002
- Air Force Commendation Medal, 2001
- Humanitarian Service Medal, 2001
- Joint Service Achievement Medal, 2001
- Meritorious Service Medal with Five Oak Leaf Clusters, 1983
- Air Force Achievement Medal
- Air Force Longevity Service with Six Oak Leaf Clusters
- Air Force Overseas Ribbon
- Air Force Training Ribbon
- Joint Meritorious Unit Award with Oak Leaf Cluster
- Meritorious Unit Award

Professional Honors

- Distinguished Alumni Award, Texas A&M University – Kingsville, 2019
- Featured in Javelina Alumni Stories, *Lisa Carrington Firmin '79: A Real Life Captain Marvel*, April 2019 <https://www.javelinagiving.org/javelina-story-col-lisa-carrington-firmin>
- Featured in San Antonio Magazine, print edition, *Determined Leader*, November 2018 and digital version: <https://www.sanantoniomag.com/November-2018/Determined-Leader/>
- Texas Diversity Council 2018 Greater San Antonio LGBT Ally Award, 2018
- Most Powerful Women at UTSA, HER Campus, The University of Texas at San Antonio, 2016
- Hispanic Women's Network of Texas Latina Trailblazer Award, 2015
- Featured in the Rivard Report, *San Antonio's Veteran Voices: Compelling Stories*, 2015
- Hispanic Organization for Public Employees (HOPE) Award, 2014
- Hispanic Women's Network of Texas Latina Trailblazer Award, 2014
- National Diversity Council Trailblazer Award, 2014
- Featured in *LATINA Style* magazine, Parents Step Ahead/Padres Un Paso Adelante, *Recognizing the Importance of Parental Involvement*, 2012
- National Diversity Council Most Powerful & Influential Woman Award, 2012
- Featured in San Antonio Express-News, June 10, 2012
- United States Hispanic Chamber of Commerce National Latina Leader Award, 2010
- Featured in San Antonio Woman magazine, under *Who's on the Move*, 2010
- Featured in InsideNorthside Lessons, *2009 Pillars of Northside's Education Foundation*, 2009
- San Antonio's Northside Education Foundation's Pillar of Character Award, 2009
- Governor of Texas' Yellow Rose Commission Award, 2008
- Featured on Univision's Noticias 41, *Lo Mejor de lo Nuestro*, 2008
- Featured in Fort Sam Houston News Leader, *Military Role Models Recognized*, Vol. 50, No. 47
- Outstanding Hispanic Woman Role Model, Image de San Antonio, 2008
- Featured in Women's Studies Institute News, Q&A with UTSA's Women Leaders, Volume 4, Fall 2007
- Featured in Scene in SA monthly magazine, Maverick section, 2006

- National Image Inc. Meritorious Service Award for Air, Education and Training Command, 2005
- Featured on New Mexico's Q101.5 FM radio show "A Closer Look", Clovis, NM, 2004
- Heroes and Heritage Award

ACTIVITIES

Invitation to Speak/Keynote

- **Keynote**, 2018, Inaugural Statewide Veterans Summit, California Diversity Council, San Jose State University, CA, 2018
- **Keynote**, 2018, Goldman Sachs Annual Hispanic Heritage Celebration, *The Adversity that Shapes You*, Dallas, TX, 2018
- **Keynote**, 2018 Annual Statewide Veterans Summit, Texas Diversity Council, *Carrington Firmin: My Transition Journey*, San Antonio, TX, 2018
- **Keynote**, National Security Agency Texas, Veterans Day Observance, *Veterans: Who, Why and What?*, San Antonio, TX, 2017
- **Keynote**, GM Financial Executive D&I Council Strategy Meeting, *Inclusive Leadership: Consejos for Senior Leaders*, San Antonio, TX, 2017
- **Keynote**, USAA Diversity and Inclusion Summit 2017, *My D&I Journey: Stories From the Front*, San Antonio, TX, 2017
- **Keynote**, 2016 Veterans Day Ceremony Cal State, Los Angeles, CA, 2016
- **Keynote**, Hispanic Heritage Celebration Dickinson College, *Leadership: A Latina Warrior's Journey*, Harrisburg, PA, 2016
- **Keynote**, Tomas Rivera Center ASSET's Symposium, *Leadership at Every Level*, San Antonio, TX, 2016
- **Keynote**, Women Of Color STEM Entrepreneurship Conference, Phoenix, Arizona, 2016
- **Keynote**, Career Action Program Conference, *Separate Yourself from the Pack*, San Antonio, TX, 2016
- **Keynote**, Florida Diversity Council Veteran's Summit, *The Transition Journey: Supporting the Student Veteran*, Jacksonville, FL, 2015
- **Keynote**, Pioneering Women's Organization Leading Ladies Luncheon, *Lighting the Path to the Future*, Beaumont, TX, 2015
- **Keynote**, Celebration of Minorities in BME Luncheon, *My Diverse Road to Leadership; The Journey Continues*, San Antonio, TX, 2014
- **Keynote**, Women's Conference on Diversity in Higher Education, *Transformative Inclusionary Practices: Getting Started and Making A Difference*, Miami, FL, 2014
- **Keynote**, Hispanics: Serving & Leading Our Nation with Pride & Honor, *My Story: La Coronela*, San Antonio, TX, 2013
- **Keynote**, The American Legion 95th National Convention, *Success Strategies for Transition & Employment from an Old Warrior Who's Been There*, Houston, TX, 2013
- **Keynote**, Hispanic Women's Network of Texas 9th Annual Scholarship Breakfast, *The Handoff; from One Latina Generation to Another*, San Antonio, TX, 2013

- **Keynote**, Access College and Excel Program Spring Luncheon, San Antonio, TX, 2013
- **Keynote**, The University of Texas at San Antonio College of Business Career Action Program, *How to Separate Yourself from the Pack*, San Antonio, TX, 2013
- **Keynote**, Holmes High School College Readiness Night and Elective Fair, *A College Going Culture*, San Antonio, TX, 2013
- **Keynote**, 7th Annual "Parent of the Year" Gala, Dallas, TX, 2012
- **Keynote**, The University of Texas at San Antonio College of Business Scholar Graduation Dinner, San Antonio, TX, 2012
- **Keynote**, Hispanic Leaders in Agriculture and the Environment Research Symposium, *Planting the Seeds Early to Reap Federal Awards*, San Antonio, TX, 2012
- **Keynote**, Southwest Research Institute, *My Balad Experience*, San Antonio, TX, 2011
- **Keynote**, Voces Oral History Project at The University of Texas at San Antonio, *Latina/Os and WWII: Mobility, Agency and Ideology*, San Antonio, TX, 2011
- **Keynote**, Department of Labor Hispanic Heritage Month, *Transition from Being A Warrior to Being A Civilian*, Washington, DC, 2010
- **Keynote**, Department of Defense, Office of Diversity Management and Equal Opportunity, 2nd Annual Federal Hispanic Career Advancement Summit, *Leadership in the Military: My Story*, Washington, DC, 2009
- **Keynote**, Air Force Women's Action Committee, *From Heritage to Horizons*, 36th Annual National Image, Inc., Training Conference, Las Vegas, NV, 2008
- **Keynote**, Latina Style Magazine's National Latina Symposium, Latinas in the Service Awards Luncheon, Washington DC, 2008
- **Keynote**, National Image de San Antonio, *My Story*, San Antonio, TX, 2008
- **Keynote**, Airmen Leadership School, *Combat Leadership*, Cannon AFB, NM, 2004

Invitation to Speak/Presentation or Speech

- **Speaker, Presentation**, The City of San Antonio Women's Leadership Mentoring Program, *Sponsorship Matters: A Latina Warrior's Leadership Journey*, San Antonio, TX 2019
- **Speaker, Presentation**, The University of Texas at San Antonio, Veteran and Military Orientation, *Veteran and Military Affairs*, San Antonio, TX, 2019
- **Facilitator, Presentation**, The University of Texas at San Antonio Transfer Orientation, *Veteran Student Orientation: Your Campus Network*, San Antonio, TX, 2018
- **Speaker**, Board of Director's Remarks, Texas Diversity Council, Women in Leadership Symposium, San Antonio, TX, 2018
- **Presentation**, The University of Texas Navy Week Events, *Veteran and Military Affairs Overview*, San Antonio, TX, 2018
- **Co-Presenter**, Student Veterans of America National Conference 2018, *A Collaborative Structure for Student Veteran Success: Our Journey from Grassroots to Strategic Office*, San Antonio, TX, 2018
- **Speaker**, Board of Director's Remarks, Texas Diversity Council, Greater San Antonio Best Practices & DiversityFIRST Awards Luncheon, San Antonio, TX, 2017
- **Presentation**, American Association of Behavioral Social Scientists, *Helping Faculty Help Students: Engaging Faculty in the Process of Identifying and Dealing Effectively with*

Student Distress including Mental Illness, Sexual Assault or Trauma and Veteran Student Adjustment, Las Vegas, NV, 2017

- **Speaker**, Board of Director's Remarks, 3rd Annual Latino Leadership Conference, Top Latino Leaders Awards Luncheon, San Antonio, TX, 2017
- **Facilitator**, The University of Texas at San Antonio Orientation, *Transfer Veteran Orientation*, San Antonio, TX, 2017
- **Presentation**, The University of Texas at San Antonio Top Scholar Selection Event, *Parent Information Session*, San Antonio, TX, 2017
- **Moderator**, The University of Texas at San Antonio Top Scholar Selection Event, *Prospective Student Panel*, San Antonio, TX, 2017
- **Presentation**, The University of Texas at San Antonio All Advisor Meeting, *Veteran Cultural Competency*, San Antonio, TX, 2017
- **Presentation**, The University of Texas at San Antonio Top Scholar All Scholar Meeting, *Leadership: Separating Yourself From The Pack*, San Antonio, TX, 2017
- **Facilitator**, The University of Texas at San Antonio Orientation, *Transfer Veteran Orientation*, San Antonio, TX, 2016
- **Speaker**, Alamo Armed Forces Communications and Electronics Association Capter Event Conference, *Veteran Programs and Services at the University of Texas at San Antonio*, San Antonio, TX, 2016
- **Presentation**, Leadership at the University of Texas at San Antonio: VPAA Day, *Case Study: Student Veteran Tutoring Class Assignment*, San Antonio, TX, 2016
- **Moderator**, Adapt and Overcome Book Launch, San Antonio, TX, 2016
- **Speaker**, Introductory Remarks, UT-RGV Compass Leadership Academy for Veterans, The University of Texas at Rio Grande Valley Campus Leadership Video, San Antonio, TX, 2016
- **Presentation**, Multicultural Issues in Higher Education Class, *Collaborative Leadership: Diversity and Inclusion*, San Antonio, TX, 2016
- **Presentation**, Tomas Rivera Center ASSETs Symposium, *Veteran Cultural Competency*, San Antonio, TX, 2016
- **Speaker**, SVA and ROTC Mentoring Program, San Antonio, TX, 2016
- **Presentation**, The University of Texas at San Antonio Recruiter Training, *Top Scholar Program*, San Antonio, TX, 2016
- **Presentation**, UT System Veteran Symposium, *UTSA Veteran Support*, Austin, TX, 2016
- **Presentation**, National Diversity Council Diversity First Certification Program, *Inclusive Leadership: Hard Earned Lessons from My Journey*, Houston, TX, 2015
- **Presentation**, Northeast Lakeview Veteran's Day Program, *One Woman Warrior's Journey*, San Antonio, TX, 2015
- **Presentation**, 94th Annual Texas Association of Collegiate Registrars and Admissions Officers Conference, *Recruiting the Very Best: Creating and Sustaining a Scholar Program*, Houston, TX, 2015
- **Speaker**, Hispanic Women's Network of Texas Latina Trailblazer Award Reception, Houston, TX, 2015
- **Speaker**, Hispanic Association of Colleges Army Campus Tours, San Antonio, TX, 2015

- **Presentation**, University of North Texas Hispanic Heritage Month Celebration, *My Story: La Coronela*, Denton, TX, 2015
- **Presentation**, USPAA Annual Conference, *Recruiting the Very Best: Building Internal and External Collaborations for Recruitment*, Williamsburg, VA, 2015
- **Speaker**, 8th Annual African American Studies Symposium, San Antonio, TX, 2015
- **Speaker**, The University of Texas at San Antonio Roadrunner Remembrance, San Antonio, TX, 2015
- **Presentation**, Institute of Texan Cultures: Serving with Honor, *Tejanas in the Military, Operation Iraqi Freedom*, San Antonio, TX, 2014
- **Speaker**, 11th Annual Tribute to Hispanic Heritage Gala, *Military Honoree*, San Antonio, TX, 2014
- **Presentation**, H-E-B Diversity & Inclusion Summit: Explore. Discover. Connect, *Women in the Military: My Story*, San Antonio, TX, 2014
- **Presentation**, The University of Texas at San Antonio Teaching Anthropology Seminar, San Antonio, TX, 2014
- **Presentation**, CPS Energy Lunch and Learn, *My Story: La Coronela*, San Antonio, TX, 2013
- **Presentation**, Entrepreneurial and Professional Institute Connection Military Day, Alamo City Black Chamber of Commerce, *Women in the Military: My Story*, San Antonio, TX, 2013
- **Speaker**, 9th Annual Texas Diversity and Leadership Conference, *Multicultural Women Roundtable*, Dallas, TX, 2013
- **Presentation**, American Association of Hispanics in Higher Education, Inc. 8th Annual National Conference, *Supporting Veterans in Higher Education*, San Antonio, TX, 2013
- **Presentation**, The University of Texas at San Antonio Annual Student Affairs Conference, *Adapt and Overcome: Helping Student Veterans Transition to Academic Life*, San Antonio, TX, 2013
- **Presentation**, American Association of Hispanics in Higher Education, *Serving the Veteran Population*, San Antonio, TX, 2013
- **Webinar**, Occupying the Academy: Just How Important is Diversity Work in Higher Education, 2013
- **Speaker**, Why Diversity Matters, Rackspace, San Antonio, TX, 2013
- **Speaker**, The University of Texas at San Antonio Young Veterans' Forum, *Training for the Future*, San Antonio, TX, 2012
- **Presentation**, San Antonio Women's Chamber of Commerce Smart Women Series, *Smart Women Continue Developing Leadership Skills*, San Antonio, TX, 2012
- **Speaker**, Minority Access, Inc. 13th National Role Models Conference, *Increasing Diversity and Reducing Disparities: Best Practices*, Orlando, FL, 2012
- **Presentation**, Army and Air Force Exchange Service (AAFES), Latino Leadership Forum, *Building Latino Transformational Change*, Dallas, TX, 2012
- **Presentation**, San Antonio Women's Chamber of Commerce Smart Women Series, *Smart Women Continue Developing Leadership Skills*, San Antonio, TX, 2012
- **Presentation**, Heroes & Heritage Student Leadership & Federal Career Summit "Journey Toward Excellence", San Antonio, TX, 2010
- **Presentation**, A La Nueva Business and Professional Women, San Antonio, TX, 2008

- **Speaker**, Expeditionary Mission Support Group (EMSG) Commanders Course, *Mentor's Opening and Closing Remarks*, Maxwell AFB, AL, 2006
- **Speaker**, National Organization for Mexican American Rights (NOMAR), 9th Annual Training Conference and Business Meeting, Dallas, TX, 2006

Invitation to Speak/Panelist or Moderator

- **Panelist**, Honors College Seminar, *Leading Change: Overcoming the Women's Leadership Gap*, San Antonio, TX, 2018
- **Panelist**, 14th Annual Texas Diversity and Leadership Conference, Texas Diversity Council, *Veterans Roundtable and DiversityFIRST Certification Program: Sharpen Your D&I Skills and Improve Organizational Performance*, Dallas, TX, 2018
- **Discussion Leader**, Veteran's Voices programs, Humanities Texas, San Antonio, TX, 2018
- **Panelist**, What Does Texas Think? A UT in DC Dialogue with the Defense Community, *Texas Rising: Panel on Diverse and Relevant Talent for the 21st Century Workforce Needs*, Washington DC, 2017
- **Panelist**, The Texas A&M System and The University of Texas System Annual All-Texas Veteran Higher Education Support Symposium, *Women Veterans*, San Antonio, TX, 2017
- **Panelist**, Texas Women in Higher Education, *Translating Top-Level Commitment to Enhancing Fairness and Opportunity into Real Progress; Chancellor's Network for Women's Leadership*, San Marcos, TX, 2017
- **Panelist**, 13th Annual Texas Diversity and Leadership Conference, *Veterans Best Practices Roundtable and We Rise: Women of Color in Leadership*, Houston, TX, 2017
- **Panelist**, Black Women's Leadership Alliance, *Climbing the Leadership Ladder: A Candid Discussion*, San Antonio, TX, 2017
- **Panelist**, American Association Of Behavioral and Social Sciences, *Helping Faculty Help Students: Engaging Faculty in the Process of Identifying and Dealing Effectively with Student Distress including Mental Illness, Sexual Assault or Trauma, and Veteran Student Adjustment*, Las Vegas, NV, 2017
- **Panelist, Co-Moderator**, UT System Women's Senior Leaders Network Sponsorship Workshop, *Championing Women Leaders*, Austin, TX, 2017
- **Panelist**, USAA Chef Legal Office Fall Diversity and Inclusion Panel, San Antonio, TX, 2016
- **Panelist**, 12th Annual Texas Diversity and Leadership Conference, *Cross-Generational Competence: How to Get Multigenerations to Work Effectively with One Another and Diversity Best Practices Roundtable*, Houston, TX, 2016
- **Panelist**, Northeast Lakeview College Male Issues Class, *Women in Non-Traditional Roles*, San Antonio, TX, 2016
- **Panelist**, Navy Information Operations Command Texas Diversity Council's Women's History Month Observance, *Working to Form a More Perfect Union: Honoring Women in Public Service and Government*, San Antonio, TX, 2016
- **Panelist**, The University of Texas at San Antonio's Wounded Warriors: Supporting Our Student Veterans In Their Pursuit Of Higher Education, *Veteran Services Provided at the University of Texas at San Antonio*, San Antonio, TX, 2016

- **Panelist**, The Uncertainty of a Life in Security: Veterans Back Home, *A Life in Transition: Veterans Back Home*, The University of Texas at San Antonio, TX, 2015
- **Panelist**, Council for Latino Workplace Equity Inaugural Latino Leadership Conference, *One Community, One Vision, One Action*, San Antonio, TX, 2015
- **Panelist**, University of Texas System Women's Senior Leaders Network Best Practices and Benchmarking Symposium, *Changing Practices and Policies*, San Antonio, TX, 2015
- **Panelist**, Texas A&M University San Antonio Military Embracing (October), *Military Women's Panel*, San Antonio, TX, 2015
- **Panelist**, 11th Annual Texas Diversity and Leadership Conference, *Starting Your Diversity Initiative from Scratch - What You Need to Know*, Houston, TX, 2015
- **Panelist**, 11th Annual Texas Diversity Council Greater Dallas Women's Summit, *Superwoman: Fact or Fiction*, Dallas, TX, 2015
- **Panelist**, Texas A&M University San Antonio Military Embracing (March), *Military Women's Panel*, San Antonio, TX, 2015
- **Panelist**, 6th Annual Greater Ft Worth Women in Leadership Symposium, Ft Worth Texas, 2014
- **Panelist**, 10th Annual Greater San Antonio Women in Leadership Symposium, San Antonio, TX, 2014
- **Panelist**, The University of Texas at San Antonio Women's Studies Institutes Women's History Month, *"Having It All? Female Professors at THE UNIVERSITY OF TEXAS AT SAN ANTONIO"*, San Antonio, TX, 2013
- **Panelist**, 8th Annual Central Texas Women in Leadership Symposium, Austin, TX, 2013
- **Panelist**, Latina Style Hero Initiative, *Corporate Military Recruitment: Hiring Our Veterans*, San Antonio, TX, 2012
- **Panelist**, Girls Scouts of South West Texas 100th Anniversary, *"To Get Her There"*, San Antonio, TX, 2012
- **Panelist**, The University of Texas at San Antonio Women's Professional Advancement and Synergy Academy, *Securing Your Seat at the Table*, San Antonio, TX, 2012
- **Panelist**, 8th Annual Texas Diversity & Leadership Conference, *Most Powerful & Influential Women Roundtable*, Dallas, TX, 2012
- **Panelist**, 7th Annual Texas Diversity & Leadership Conference, *Latino in America*, Dallas, TX, 2011
- **Panelist**, 7th Annual Texas Diversity & Leadership Conference, *It's Not A Glass Ceiling But A Stick Floor*, Dallas, TX, 2011
- **Panelist**, 7th Annual Texas Diversity & Leadership Conference, *Walking in Two Worlds - Code Switching*, Dallas, TX, 2011
- **Panelist**, Roundtable Discussion with Secretary of Labor Hilda L. Solis, *Latino and Women Veterans and Their Families*, Washington, DC, 2010

Interviews

- UTSA Today, *UTSA Again Ranks Among Nation's Top Military Friendly Schools*, San Antonio, TX, 2019
- The Sombrilla, *Leading the Charge*, San Antonio, TX, 2018
- Journal Manuscript, *Diversity in Higher Education*, San Antonio, TX, 2016

- Texas Public Radio, *The Source: Transitioning from Veteran to Student Comes with Bumps*, San Antonio, TX, 2016
- IRB #16-129: Research On Vision And Leadership, *The Vision Of Leaders Below The Organizational Level*, San Antonio, TX, 2016
- The Daily Texan, *McRaven Joins Advisory Board to Improve National Security*, Austin, TX, 2016
- San Antonio Business Journal, *UTSA Earns High Marks for Being Leading School for Hispanic Graduates*, San Antonio, TX, 2015
- Express-News, *On V-E Day, Victory Went Beyond the Battlefield*, San Antonio, TX, 2015
- The Rivard Report, *A Reporter Illuminates Female Veteran Homelessness*, San Antonio, TX, 2015
- Express-News, *UTSA Looking to Lure Top Area Students*, San Antonio, TX, 2013
- Rivard Report, *It's the Gay (in the) Economy, Stupid*, San Antonio, TX, 2012
- Univision's Noticias 41, *Lo Mejor de lo Nuestro*, 2008
- The Kingsville Journal, *A&I Grad Honored by LATINA Style*, Kingsville TX, 2008 (reprinted with permission from USAF)
- Scene in SA Monthly magazine, *Mavericks, For Colonel Lisa C. Firmin Payback was a Blessing*, San Antonio, TX, 2006
- Clovis News Journal, *Cannon Colonel Honored*, Clovis, NM, 2005
- Mach Meter, *Training Teaches Airmen Combat Survival Skills*, Cannon AFB, NM, 2004
- Chicago Tribune, *Internal Wars: Family Separation Adds Another Layer of Stress for Women Serving in the Military*, Balad, Iraq, 2004
- Clovis News Journal, *Building a Forward Base*, Clovis, NM, 2003
- Air Mobility Command Public Affairs, *Inaugural Eagle Flag Concludes*, Naval Air Engineering Station Lakehurst, NJ, 2003
- Air Force Print News, *First Eagle Flag Exercise Begins*, Ft Dix, NJ, 2003
- Valley Morning Star, *Commanding Officer, Colonel Supervises 1,500 Personnel who Operate Air Force Base*, Cannon AFB, NM, 2003

AFFILIATIONS AND COMMITTEES*

Professional Affiliations

- American GI Forum Healthy Minds, Healthy Heroes Community Collaborative*
- Army and Air Force Exchange Service Board of Directors
- Hispanic Veterans Leadership Alliance (HVLA)*
- Javelina Alumni Association*
- Joint Base San Antonio Workforce and Transition Alliance*
- Justice for Our Neighbors (JFON)
- Masters Leadership Program, San Antonio, Texas
- Military and Veteran Community Collaborative
- National Association of Diversity Officers in Higher Education (NADOHE)

- National Diversity Council*
- Northern Hills United Methodist Church (Military Ministry Committee member, Chair of Military Spiritual Support Subcommittee, Visiting Instructor for Senior Youth Programs)*
- Phi Kappa Phi Life Member*
- Texas Diversity Council*
- Texas Diversity Council Board of Directors, 2010-2018
- Veterans Healthy Minds Advisory Council – South Texas*
- Veterans of Foreign Wars Life Member*
- Woman to Woman Leader to Leader Committee, San Antonio Chamber of Commerce*
- Zonta Club of San Antonio, Texas

Higher Education Committees

- Honors College Dean search committee, UTSA, 2015-2016
- Graduation Rate Improvement Plan (GRIP) committee, UTSA, 2011-2016
- Inclusive Excellence Advisory Board, UTSA, 2019*
- Provost's Diversity and Inclusiveness Advisory Council, 2017-2019*
- Provost and Vice President for Academic Affairs search committee, UTSA, 2018
- Senior Associate Vice Provost for Strategic Enrollment search committee 2019
- The University of Texas at San Antonio Transfer Steering Committee
- The University of Texas at San Antonio President's Student Leadership Council
- The University of Texas System Chancellor's Network for Women's Leadership*
- The University of Texas System Veteran Advisory Group*
- Undergraduate Scholars Program Administrators Association, 2012-2016
- UTSA Outreach Council, 2015-2018
- UTSA President's Student Leadership Council, 2014-2015
- Veteran Services Advisory Team (VSAT), co-chair and chair, 2013-present, formerly known as Veteran Services Advisory Committee*
- Vice President for Inclusive Excellence search committee, UTSA, 2018
- Vice President for Student Affairs search committee, UTSA, 2012

**currently affiliated*