

Kelly Kandra Hughes, PhD
kelly.kandra@gmail.com
P.O. Box 300, Norfolk, CT 06058
919-260-9231

Education

Ph.D. in Psychology, 2007; Master of Arts in Psychology, 2003

University of North Carolina at Chapel Hill

Research Specialization: Effectiveness of public health mass media campaigns on teenage tobacco use

Awards: Graduate Education Advancement Board Recognition Award

Bachelor of Arts in Psychology, 1999

Millersville University, Millersville, PA

Honors: Graduated Magna Cum Laude with departmental honors in Psychology

Awards: Outstanding Senior Psychology Major, Outstanding Junior Psychology Major

Additional Education

Professional Development Certificates, 2022

Library Journal

- 360° Engagement (15 Continuing Education Credits)
- Equity in Action: Solidarity in Social Justice (15 Continuing Education Credits)

Online Courses, 2023

University of Pennsylvania/Coursera

- Foundations of Positive Psychology Specialization

Yale University/Coursera

- The Science of Well-Being

Graduate Level Coursework, 2011-2012

Miami University of Ohio

- Conservation Science and Community
- Biology in the Age of Technology
- Issues in Biodiversity
- Environmental Stewardship

Current Employment

Freelance Writer

- Independent Contractor: APass Educational Consulting Group, 2019-present Write mirror MCAT test passages and items based on the psychological, sociological, and biological aspects of behavior.
- Write psychology test bank items to align with Bloom's Taxonomy across stated educational objectives.
- Design curricular modules to supplement college psychology textbooks.

Psychology Coach (freelance)

Self-employed, January 2020-present

- Provide expertise and insight for clients seeking behavior change or personal growth, especially with decluttering and living a minimalistic lifestyle.
- Develop action plans for short-term and long-term goals in partnership with client.
- Support clients in meeting their personal goals with mindfulness and self-reflection exercises.
- Lecture about personal growth topics for libraries and other organizations.

Past Employment**Community Engagement & Online Programs Coordinator (25 hours/week)**

Norfolk Library, Norfolk, CT, September 2019-May 2023

- Assisted director in formulating and implementing long-range and strategic plans, such as diversity audits across all collections and inclusive programming.
- Planned, coordinated, and implemented in-house and guest programming, events, and outreach activities, including hosting a weekly personal growth group since March 2020.
- Developed and managed special projects, such as *What's on Your Bookshelf?*, *Celebration of Children's Literature*, Books & Boots hiking group, Seed Catalog, Earth Season Documentary Discussion Series, and Great Courses continuing education classes.
- Promoted Library programs and events using a variety of print, social media (including Facebook and Instagram, and in-house signage).
- Created original content for local publications, social media, and library website.
- Monitored library website for accurate and up-to-date information.
- Developed and maintained individual and community relationships and explore new partnerships.
- Completed program reports, maintained statistics, and analyzed program performance.
- Wrote grants for funding opportunities related to literacy and community engagement.
- Developed and maintained a library collection of materials and library engagement activities that support the library's mission, such as displays for Earth Day or outreach at the Norfolk Farmer's Market.
- Collaborated with other library leaders and staff on library-wide projects and initiatives.
- Connected community members and organizations to library resources and staff.

Freelance Writer

Print & Online: Norfolk NOW, Norfolk, CT, 2017-May 2023

- Created engaging content based on requested subject matter.

Pitched articles for new content.

Director of Community & Creativity (10 hours/week)

United Church of Christ (Congregational), Norfolk, CT, September 2019-December 2021

- Coordinated and led adult spiritual formation, including classes in loving kindness meditation, comparative religions, and the history of the bible.
- Assisted the pastor in special projects, such as Learning about Racial Justice series, Summer Soul Refreshment, and Reverse Advent Calendar program to benefit the Norfolk Food Pantry.
- Publicized church events on social and print media.
- Wrote grants for special projects, particularly with social justice themes.
- Hosted weekly virtual coffee (half) hour.

Liaison

Norfolk Foundation, January 2019 – January 2020

- Served as liaison to Norfolk Hub members and visitors.
- Supervised Hub when Executive Director is not present.
- Performed front reception/office admin-type duties.
- Welcomed and assisted members or visitors with information on Hub services, programs, and activities.
- Provided concise and accurate instructions for office operations and technology features of Hub.
- Assisted Executive Director with Hub operations and various preparations for programming events and special functions.

Assistant Professor, Associate Professor

Department of Psychology-Sociology-Criminal Justice, Benedictine University, Lisle, IL, August 2007 – August 2013, September 2013-May 2016

Courses: Survey of Psychology, Conservation Psychology, Basic and Applied Statistics, Research Methods, and Senior Thesis

- Prepared lectures for weekly or semi-weekly presentations.
- Designed exams, quizzes, and in-class activities.
- Initiated and moderated online discussions of relevant course readings.
- Guided experiential learning opportunities on campus and in surrounding community.
- Provided guidance to students in scholarly research writing using APA style.
- Facilitated peer editing of research writing for draft revision.
- Utilized SPSS software to demonstrate data analytic techniques.

Curriculum Design: Basic and Applied Statistics, Research Methods, and Conservation Psychology (hybrid course)

- Transformed on-ground courses for either fully online or hybrid learning experience.
- Built courses through Blackboard and Desire2Learn.
- Created all course materials, including syllabi, lectures, assignments, and assessments.
- Ensured key learning objectives met through targeted assessments.
- Coordinated on-ground classroom experiences (for hybrid courses), both on campus and in wider academic and local communities.

Committees: Learning Communities Pilot Program, Scholars Council, Undergraduate Research, Scholarship, and Arts, Years for the Environment

- Brainstormed and contributed ideas to creation, initiation, and implementation of various educational and co-educational campus programs.
- Collaborated with peers to determine program goals and program evaluation objectives.
- Conducted quantitative and qualitative surveys for formative evaluation plans of various educational programs.

Research Assistant, Consultant

Tobacco Prevention and Evaluation Programs

University of North Carolina, Department of Family Medicine (August 2004-August 2007; September 2007 to December 2015)

- Collaborated on and co-author peer-reviewed manuscripts for dissemination of research.
- Provided research design, statistical consultation, and reports for special projects, such as evaluation of the North Carolina Quitline, 1-800-QUIT-NOW
- Served as study coordinator for longitudinal statewide telephone survey assessing teenagers' smoking attitudes and behaviors and knowledge of anti-tobacco media campaigns.
- Evaluated the 2004 and 2005 Tobacco.Reality.Unfiltered. Media Campaign:
 - Created and implemented statistical analysis plan for three waves of survey data.
 - Helped coordinate 14 focus groups and assisted in analysis and report of data.

Consultant

United Planet Faith & Science Initiative (December 2014 to December 2015)

- Supported staff in press conferences at United Nations Framework Convention on Climate Change, Conference of the Parties 20, Lima, Peru, and Conference of the Parties 21, Paris, France.
- Wrote creative nonfiction pieces related to conservation work for social media dissemination.

Relevant Volunteer Experience

Green Team member

Norfolk Church of Christ, Congregational (UCC), May 2019-present

Certified Level Three Southern New England UCC Green Congregation

- Brainstorm ideas at monthly meetings to encourage conservation, sustainability, and stewardship among congregation members and the larger community.
- Plan, coordinate, and implement events and activities related to the Green Team's mission, including No Mow May, the Eve Thew Memorial Native Butterfly Garden, and Plastic-Free July.
- Partner with local organizations to offer green educational opportunities.
- Represent the Green Team at various congregational events.
- Write articles for Norfolk Now monthly newspaper highlighting team successes.
- Design print and social media publicizing events.

Co-Chair, Outreach Committee (volunteer)

Norfolk Land Trust, September 2020-present

- Plan, coordinate, and implement events and activities to engage town and northwest CT community with Norfolk Land Trust trails, including full moon hikes, Black Friday hikes, and educational programs such as Raptors on the Green.
- Design print and social media publicizing events.
- Represent Norfolk Land Trust at networking and fundraising events.

Liaison (volunteer)

Norfolk NET (Networking Everyone Together), September 2017-May 2023

- Brainstormed ideas at monthly meetings for building new community relationships and strengthening existing ones.
- Planned, coordinated, and implemented events and activities related to NET's mission, such as the Pay It Forward, Norfolk! community grant program, Christmas in July Friday Night on the Green, and Can'd Aid Bike Build.
- Oversaw Norfstoms swap shop at the Norfolk Transfer Station, including volunteer management, organization, and cleaning.
- Assisted Norfolk Transfer Station attendant with trash and recycling communication.
- Promoted initiatives via grassroots communication, as well as print and social media.
- Wrote articles for Norfolk Now monthly newspaper highlighting organization successes.
- Recorded meeting minutes and disseminated minutes to email list.

Peer-Reviewed Publications

Szabo, S., Kandra, K. L., & Krystal, A. D. (2018). Effect of γ -hydroxybutyrate (Xyrem) on locus coeruleus activity as measured by pupillometry in a patient with narcolepsy. *International Journal of Clinical Pharmacology and Therapeutics*, 56(12), 620-622. doi: 10.5414/CP202661

Kandra, K. L., Ranney, L., Lee, J. G. L., & Goldstein, A.O. (2014). Physicians' attitudes and use of e-cigarettes as cessation devices, North Carolina. *PLoS ONE*, 9(7), e103462. doi:10.1371/journal.pone.0103462

Kandra, K. L., McCullough, A., Ranney, L., & Goldstein, A.O. (2013). North Carolina health professionals' communication with adolescents about smoking. *North Carolina Medical Journal*, 74(3), 193-199.

Kandra, K. L., McCullough, A., Ranney, L., & Goldstein, A.O. (2013). Support among middle school and high school students for smoke-free policies, North Carolina, 2009. *Preventing Chronic Disease*, 10. doi: <http://dx.doi.org/10.5888/pcd10.120135>

Kandra, K. L., Harden, M., & Babbra, A. (2012). Power browsing: Empirical evidence at the college level. *National Social Science Technology Journal*, 2(2).

Kandra, K. L., McCullough, A., Summerlin-Long, S., Agans, R., Ranney, L., & Goldstein, A. O. (2012). The evaluation of North Carolina's state-sponsored youth tobacco

- prevention media campaign. *Health Education Research*, 28, 1-14.
doi:10.1093/her/cys085
- Kandra, K. L., Goldstein, A.O., & Proescholdbell, S. K. (2011). Variables associated with use and susceptibility to use of cigarettes among North Carolina adolescents: Results from the 2007 statewide survey of high school students. *North Carolina Medical Journal*, 72(1), 13-19.
- Kandra, K. L., Armour, J. L., & Eichler, F. A. (2011). Challenges in the teaching and learning of Social Science statistics. *National Social Science Journal*, 37(1), 60-66.
- Crissman, J. K., & Kandra, K. L. (2010). Kinnie Wagner: Southwest Virginia bad man. *Southern Quarterly*, 48(1), 71-80.
- Kandra, K. L., Goldstein A. O., Gizlice, Z., Woldman R. L., & Proescholdbell, S. K. (March 2007). Attitudes about tobacco policies among North Carolina parents. *North Carolina Medical Journal*, 68 (1), 17-22.
- Peer-Reviewed Presentations**
- Kandra, K. L. (2016, April). *COP-21: Observations of the UN Climate Talks by a Psychologist*. Paper presented at the National Social Science Association's Summer Seminar.
- Hardy, P., Kandra, K. L., and Patterson, B. (2015, April). *Joy and Grievance in an American Diocese: Results from an Online Survey of Inactive and Active Catholics in Central IL Part I*. Paper presented at the National Social Science Association's Spring Technology Conference.
- Kandra, K. L., & Boumgarden, J. (2014, August). *Sunday Congregation Experiences at a Midwest Presbyterian Church USA*. Paper presented at the National Social Science Association's Summer Seminar.
- Kandra, K. L. (2014, March). *Violence is an erudite behavior: Thesaurus sentence plagiarism and other adventures in a writing intensive social sciences research methods course*. Paper presented at the Writing-Across-the-Curriculum Lecture series, Benedictine University
- Kandra, K. L., Boumgarden, J., & Naumovski, B. (2013, August). *Pro bono consulting work for professional achievement: Lessons learned from a Presbyterian Church USA survey*. Paper presented at the National Social Science Association's Summer Seminar.
- Vinkler, B. R., Day, S., & Kandra, K. L. (2013, April). *A learning-community model to support at-risk first generation college students: Benedictine University's Emerging Scholars Learning Community Program*. Poster presented at the Consortium of Illinois Learning Communities.

Kandra, K.L., McCullough, A., Ranney, L. & Goldstein, A.O. (2012, August). *Smoke-free policies: Strong support among high school students*. Poster presented at the National Conference on Tobacco or Health.

Kandra, K. L., Harden, M., & Babbra, A. (2012, August). *Power browsing: Empirical evidence at the college level*. Paper presented at the National Social Science Association Summer Seminar.

Rylaarsdam, R. P., Tischler, M.L., & Kandra, K. (2012, April). *Breaking the tyranny of the textbook: A new approach to introductory biology*. Poster presented at Experimental Biology 2012.

Goldstein, A. O., McCullough, A., Ranney, L., Moeykens, B., & Kandra, K. L. (2011, August). *Tobacco.Reality.Unfiltered.: Using personal testimonials to effectively communicate serious health consequences of tobacco use to youth in a major tobacco producing state*. Paper presented at the 2011 National Conference on Health Communication, Marketing, and Media, sponsored by the Centers for Disease Control and Prevention.

Kandra, K. L. (2011, August). *Helping social science students learn statistics: Does frequent quizzing work?* Paper presented at the National Social Science Association Summer Seminar.

Kandra, K. L., McCullough, A., Ranney, L., & Goldstein, A. O. (2011, February). *Youth risk perceptions of snus, orbs, and other new smokeless tobacco products*. Poster presented at the 17th annual meeting of the Society for Research on Nicotine and Tobacco.

Kandra, K. L., Ranney, L., Goldstein, A. O., & McCullough, A. (2011, February). *Tobacco industry marketing continues to play a role in tobacco susceptibility and use among NC youth*. Poster presented at the 17th annual meeting of the Society for Research on Nicotine and Tobacco.

Kandra, K. L., Armour, J. L., & Eichler, F. A. (2009, August). *Challenges in the teaching and learning of Social Science statistics*. Paper presented at the National Social Science Association Summer Seminar.

Special Skills

Interviewing

- [Author Talk with Abdul-Razak Zachariah](#)
- [Author Talk with Lynn Katz](#)
- [Behind-the-Scenes Picture Book Panel – Before We Stood: From Small Seed to Mighty Tree](#)

Public Speaking

- [What Goes Where: How to Make the Most of the Norfolk Transfer Station with Jimmy and Kelly](#)
- [The Psychology of Stuff](#)
- [Life Among the Polar Bears](#)

Writing

- [Matt Riiska Talks Trash](#)
- [Dealing with a Loved One's Legacy of Stuff](#)
- [From Materialism to Minimalism: Moving Beyond Black Friday](#)
- [Library Launches Children's Literature Festival](#)
- [Exiling Dr. Seuss](#)

Computer Skills

Graphic Design: Canva

Social Media: Facebook, Instagram, Twitter, WordPress

Video Editing: Windows Video Editor, Canva

Word Processing: MS Word, MS Excel, MS PowerPoint; Google Workspace

Professional Organizations

National Social Science Association (August 2008 – present)

P.E.O. Philanthropic Educational Organization for Women (September 2009 – present)

North Carolina Writers' Network (September 2014 – present)

Society of Children's Book Writers & Illustrators (May 2016 – present)

Additional Volunteer Work

American Red Cross blood donor (current; 4 gallons and counting)

Senior Citizen companion (September 2017-May 2023)

Library volunteer, Botelle Elementary School (September 2021-May 2023)

Norfolk Now Online Editor (January 2022-present)

Polar bear season volunteer, Churchill Northern Studies Center (September 2018 – November 2018)

Literacy and math volunteer, Botelle Elementary School, Norfolk, CT (January 2018 – May 2019)

Board of Directors, National Social Science Association (April 2015 to April 2017)

Meditation instructor, Communities in Schools of Durham, Durham, NC (June 2015 – August 2015)

ESL tutor, Chapel Hill-Carrboro City School District, Chapel Hill, NC (February-2015 – May 2015); College of DuPage, Glen Ellyn, IL (February 2014 – May 2014)

References

Available upon request.