

RESUME & CURRICULUM VITAE:

SARAH L. KIM, PHD, LPC-S

FORMERLY: SARAH L. DINGUS

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EDUCATION

Ph.D., Counselor Education (CACREP)	Texas Tech University (2020)
M.Ed., Clinical Mental Health Counseling (CACREP)	Texas Tech University (2015)
B.A., Psychology	Texas Tech University (2011)

WORK EXPERIENCE

StarCare Specialty Health System

Director of Forensic Mental Health- *Full-time*

Jun. 2017-Present

Strategic Leadership & Program Development

- Provide senior oversight and strategic direction for all forensic mental health services, ensuring alignment with organizational goals, legal mandates, and evolving best practices.
- Establish long-term programmatic growth strategies, enhancing service delivery models and improving access to forensic mental health care within the correctional system.
- Advise and consult with high-level stakeholders, including judges, prosecutors, defense attorneys, county executives, and state agencies, to influence policies, funding decisions, and mental health legislation.
- Spearhead countywide and regional forensic mental health initiatives, including providing expertise and guidance to other counties seeking to establish similar programs within their detention facilities.

Clinical & Program Oversight

- Oversee the Jail-Based Competency Restoration (JBCR), Outpatient Competency Restoration (OCR) programs, and all mental health services at the Lubbock County Detention Center ensuring compliance with state forensic standards and optimizing program effectiveness.
- Direct the implementation of evidence-based mental health interventions, including psychiatric screenings, crisis intervention, suicide prevention, and competency restoration services.
- Establish and enforce high clinical standards, ensuring quality assurance and continuous improvement in forensic psychiatric care.
- Develop and implement innovative policies and treatment protocols to enhance service efficiency and drive measurable improvements in mental health outcomes for justice-involved individuals.

Senior-Level Administration & Financial Management

- Lead financial planning, budgeting, and fiscal oversight for all forensic mental health programs, ensuring sustainability, cost-effectiveness, and optimal resource allocation.
- Drive data-driven decision-making by analyzing forensic mental health metrics, identifying trends, and developing performance improvement strategies.
- Ensure regulatory compliance with state and federal forensic mental health mandates, maintaining rigorous documentation and reporting standards.
- Secure and manage grants, funding opportunities, and stakeholder investments to expand program capabilities and ensure long-term financial viability.

Leadership, Staff Development & Organizational Growth

- Provide senior supervision over a multidisciplinary forensic mental health team, fostering a culture of excellence, innovation, and accountability.
- Oversee the recruitment, development, and retention of highly specialized forensic mental health professionals, including forensic prescribers, psychologists, LVNs, and competency restoration specialists.
- Implement comprehensive training and leadership development programs to ensure staff remain at the forefront of forensic mental health advancements, risk assessment methodologies, and legal frameworks.
- Cultivate a collaborative and results-driven work environment, ensuring team members are equipped with the skills and resources necessary to drive meaningful impact.

Legal, Compliance & Interagency Collaboration

- Serve as the primary liaison between forensic mental health services and legal entities, ensuring seamless coordination with courts, attorneys, and state forensic mental health agencies.
- Advocate for forensic mental health policy reforms, participating in legislative discussions, legal proceedings, and cross-agency initiatives to advance the field.
- Develop and implement diversion programs aimed at reducing recidivism and ensuring appropriate forensic mental health treatment for justice-involved individuals.
- Serve as the lead forensic mental health instructor for the Lubbock Sheriff's Office (LSO) Academy, requiring Texas Commission on Law Enforcement (TCOLE) certification and expertise in forensic mental health training.

Risk Management, Compliance & Systemwide Enhancements

- Oversee and enforce compliance with HIPAA, ADA, Texas Jail Standards, CCP, TAC, and all relevant federal and state regulations governing forensic mental health services.
- Develop and implement systemwide risk management strategies, ensuring the highest level of patient safety, program efficiency, and legal compliance.
- Lead quality assurance and performance measurement initiatives, identifying areas for continuous improvement and implementing innovative solutions to optimize forensic mental health care within the correctional system.
- Utilize strategic problem-solving and executive decision-making to address challenges, streamline forensic mental health operations, and enhance service delivery.

Texas Army National Guard

E7, Motor Transport Operator/ Platoon Sergeant/Truck Master- *Part-time*

Jul. 2011 - Present

Transportation & Logistics Management

- Operated all-wheel military vehicles and equipment over diverse terrains and roadways, ensuring safe and efficient transportation of personnel and cargo.
- Managed loading, unloading, and securing of personnel and equipment, enforcing safety protocols and regulatory compliance.
- Oversaw and ensured proper cargo distribution on vehicles and trailers to maintain balance, safety, and operational efficiency.
- Executed convoy defense techniques to ensure mission security and successful logistical operations.
- Identified, corrected, and reported vehicle deficiencies, ensuring fleet readiness and operational capability.
- Coordinated and prepared vehicles for air, rail, and maritime transport, supporting rapid deployment and logistical efficiency.

Ammunition & Weapons Systems Management

- Conducted maintenance, modification, destruction, and demilitarization of ammunition and explosive components in compliance with military safety standards.
- Managed ammunition stock control and inventory accounting, utilizing both automated and manual tracking systems.
- Inspected weapon systems and munitions to assess operational readiness and determine maintenance or destruction requirements.

Leadership & Command Experience

- Held multiple leadership roles from Squad Leader to Acting First Sergeant (1SG) at unit, company, and battalion levels.
- Fostered a strong leadership philosophy, leading by example and ensuring high-performance team operations under high-pressure and adverse conditions.
- Established and upheld military standards of discipline, professionalism, and operational excellence across multiple assignments.
- Excelled in decision-making under stress, mission execution, and personnel mentorship in high-stakes environments.

Operational Leadership Experience

- Operation Inherent Resolve (Kuwait, 2019-2020) – Squad Leader
- Operation Northern Strike (Michigan, 2021) – Acting First Sergeant (1SG)
- Operation Lone Star (Eagle Pass, 2021-2022) – Acting First Sergeant (1SG)

Victim Services Crisis Team- Lubbock Police Department

Crisis Counselor- *Part time/as needed*

Jan. 2017- Nov. 2022

- Responded to crisis situations at the request of law enforcement, providing immediate intervention for victims, families, and individuals affected by assaults, suicides, domestic violence, child abuse, homicide, and other traumatic incidents.
- Delivered on-scene emotional support, crisis counseling, and stabilization to individuals in distress, ensuring safety and de-escalation.
- Acted as a judicial advocate, guiding victims and families through legal processes, protective measures, and available rights.
- Connected individuals with community resources, social services, and long-term support programs to facilitate recovery and ongoing care.
- Collaborated with law enforcement, emergency responders, and mental health professionals to coordinate comprehensive crisis response efforts.

Texas Tech University

Senior Advisor, Tech Transfer Acceleration Program- *Full-time*

Feb. 2013 - Jun. 2017

- Provide individualized counseling to help students navigate personal, social, and behavioral challenges impacting their education.
- Guide students on academic planning, course selection, scheduling, and career pathways, ensuring alignment with their goals and Texas educational standards.
- Advise on TSI compliance and state success benchmarks, ensuring students meet necessary academic requirements.
- Conduct assessments of student abilities, interests, and personality traits using evaluations, records, and personal consultations.
- Facilitate process group sessions to support students in decision-making, motivation, behavior management, communication, financial literacy, and coping strategies.
- Prepare and review student reports, transcripts, and records, contributing to recruitment and enrollment efforts.
- Manage and mentor student assistants, overseeing daily operations and fostering professional development.
- Collaborate with student housing departments to provide comprehensive academic and personal support beyond the classroom.

Lubbock High School & Plainview High School

Colorguard Director/Choreographer- *Part-time*

Jun. 2009 - Nov. 2013

- Oversee and adjudicate student auditions, evaluating skills and assigning members to appropriate subgroups.
- Choreograph, arrange, and implement color guard routines, ensuring seamless integration with the marching band and development as an independent competitive unit.
- Develop and lead warm-up routines and practice exercises, enhancing skill progression and performance readiness.
- Plan and conduct extra rehearsals, supplementing scheduled evening marching band practices to refine technique and synchronization.
- Serve as a regional judge for marching band competitions, evaluating performances and providing expert feedback.
- Coordinate competition schedules and transitions for the unit, including the shift from marching season to Winter Guard competition status.
- Facilitate communication and collaboration with parents, organizing support efforts for student performers and competition logistics.

PROFESSIONAL LICENSURE/CERTIFICATION

Licensed Professional Counselor (LPC-S)	Basic Instructor Proficiency (PID: 465201)
Texas State Board of Examiners of Professional Counselors (#75545) Expiration: 7/31/2027	Texas Commission on Law Enforcement Certification Date: 12/01/2017
Mental Health First Aid Instructor	Unit Movement Officer
Certification Date: 4/27/2018 (Adult) Certification Date: 8/17/2018 (Youth)	Certification Date: 4/27/2021

MEMBERSHIPS, PROFESSIONAL ASSOCIATIONS, and COMITTEES

LCDC Medication Management and Operations Committee, <i>Member</i>	2025-Present
Lubbock County Sequential Intercept Mapping, <i>Planning Committee Member</i>	2024-Present
SAMHSA CST/CR Community of Practice, <i>Member</i>	2021- Present
Texas Jail Association, <i>Member, Presenter</i>	2017-Present
American Counseling Association, <i>Member, Branch Development Committee</i>	2017-2024
Texas Association for Counselor Education & Supervision, <i>Member</i>	2017-Present
Texas Counseling Association, <i>Member, Co-presenter</i>	2015-Present
West Texas Counseling Association, <i>Former Member at Large</i>	2016-2019
Kappa Delta Pi, <i>Co-President</i>	2015-2019
TTU Survivalist Club, <i>Founding Staff Advisor</i>	2015-2017
Chi Sigma Iota, <i>Member</i>	2013-2019
National Academic Advising Association, <i>Member, Presenter</i>	2013-2017

AWARDS

Meritorious Award, Lubbock County Detention Center	2019
Covenant Health and Social Services Graduate Fellowship	2018-2019
President's Excellence in Academic Advising Team Award	2017
Distinguished Staff Award- Guns up Award	2016
J.T. and Margaret Talkington Graduate Fellowship	2015- 2019
Public Accountability Award	2015

COMMUNITY SERVICE

Mentor Tech, <i>Mentor</i>	2014- 2017
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TEACHING EXPERIENCE

Psychopharmacology , <i>Adjunct Professor, MSU, Counseling Program</i>	'24
Intro to Counseling , <i>Adjunct Professor, MSU, Counseling Program</i>	'23/'24
Counseling Research & Program Evaluation , <i>Adjunct Professor, MSU, Counseling Program Eval</i>	'23/'24/'25/'26
Career Development Counseling , <i>Adjunct Professor, MSU, Counseling Program</i>	'22/'23
Human Relations , <i>Adjunct Professor, MSU, Counseling Program</i>	'22
Assessment , <i>Adjunct Professor, MSU, Counseling Program</i>	'22/'23/'24/'25
Marriage & Family Counseling , <i>Adjunct Professor, MSU, Counseling Program</i>	'22/'23
Advanced Ethics & Issues in Counseling , <i>Adjunct Professor, MSU, Counseling Program</i>	'22/'24/'26
Diagnosis & Treatment Planning , <i>Adjunct Professor, MSU, Counseling Program</i>	'22/'23
Human Development & Learning , <i>Adjunct Professor, MSU Counseling Program</i>	'21
Mental Health Training for Jailers #4900 , <i>Instructor</i>	2018- Present
Ethical and Legal Issues in Counseling , <i>Graduate Assistant</i>	2017
Advancement via Individual Determination , <i>Instructor</i>	2015-2017
Interdisciplinary Studies , <i>Instructor</i>	2015-2017

GRANTS

LCDC serves a population of 280,000 in rural West Texas, addressing the mental health needs of inmates from Lubbock County and surrounding areas lacking adequate resources. Since joining the Stepping Up Initiative in 2016, LCDC has committed to reducing mental illness in its inmate population. However, current infrastructure lacks integrated data systems to evaluate policy effectiveness. This project aims to assess data capacity, develop an integrated data interface, and evaluate existing policies to enhance mental health screening, diversion efforts, and the feasibility of a mental health court. Findings will inform policy improvements and support a more effective mental health strategy.

INVITED PRESENTATIONS

- Kim, S.L. (2025, December). *Keynote: JBCR in Action: Overcoming Barriers, Building Partnerships, and Making Jail Therapeutic- Lessons from Lubbock County*. Presented for the Texas Jail Association. New Braunfels, TX.
- Kim, S.L. (2025, May). *Understanding Intellectual and Developmental Disabilities (IDD) in Texas Jails*. Presented for the Texas Jail Association. New Braunfels, TX.
- Kim, S.L. (2025, May). *Restoration in Texas Jails*. Presented for the Texas Jail Association. New Braunfels, TX.
- Kim, S.L. (2024, January). *Forensic Mental Health Overview*. Presented for Beh Health Bollman/CCA GT Classes. Colorado Springs, CO.
- Dingus, S.L. (2021, November). *Jail-Based Competency Restoration*. Presented for the Texas Criminal Defense Lawyers Association: Annual Mental Health Seminar. South Padre, TX.
- Dingus, S.L. (2021, May). *StarCare JBCR in the Lubbock County Detention Center*. Presented for the Texas Criminal Defense Lawyers Association: Mindful Monday. Virtual via Zoom.
- Oliver, J., & Dingus, S.L. (2019, October). *Human Trafficking: Responding to a trafficked person with mental illness*. Presented at the Correctional Management Institute of Texas Annual Mental Health Conference, Galveston, TX.
- Dingus, S.L. (2019, June). *Criminal Justice/Mental Health Interface: SB 292. Urban and rural strategies*. Presented at the Texas Council Annual Conference, Houston, Tx.
- Rowe, K., & Dingus, S.L. (2019, April). *Commissions and committees – jail standards*. Presented at the 90th Annual West Texas County Judges and Commissioners Association Conference, Amarillo, TX.
- Dingus, S.L. (2017, October) *Mental Health Crisis*. Presented at the National Guard and Reserve Armory, Lubbock, TX.
- Dingus, S.L. (2017, July) *Suicide Awareness and Prevention*. Presented at the National Guard and Reserve Armory, Lubbock, TX.
- Dingus, S.L., Delony, J., (2017, May) *Application research experience: rural mental health in west, Texas*. Presented at the College of Education at Texas Tech University, Lubbock, TX.
- Dingus, S. L. (2016, February). *The use of motivational interviewing in Advising*. Presented at the Regional Symposium for Student Success and Retention in Texas Tech University, Lubbock, TX.
- Dingus, S. L. (2015, November). *Issues in sexually transmitted diseases in the military*. Presented at the Multicultural-Social Justice Advocacy Leadership Student- led Mini-Conference in Texas Tech University, Lubbock, TX.

REFEREED PRESENTATIONS

- Tanner, M., & Dingus, S.L. (2019, May). *Diagnosis recognition for jailers*. Presented at the 33rd Annual Texas Jail Association Conference, Austin, TX.
- Dingus, S.L. (2018, October). *Diagnosis recognition*. Presented at the Correctional Management Institute of Texas Annual Mental Health Conference, San Marcos, TX.
- Dingus, S.L., Tanner, M. (2018, May). *Rural mental health needs and proposed solutions*. Presented at the 32nd Annual Texas Jail Association Conference, Austin, TX.
- Dingus, S.L., Tanner, M. (2017, November). *Motivational Interviewing: Inmates and Staff*. Presented at the Correctional Management Institute of Texas Annual Mental Health Conference, Houston, TX.

- Hendricks, B., Delony, J., Dingus, S. L., & Tanner, M. (2017, November). *TCCA presents hot topics: how to manage multiple roles while maintaining ethical boundaries and keeping your sanity*. Presented at the TCA Annual Professional Growth Conference, Galveston, TX.
- Hendricks, B., Delony, J., & Dingus, S. L., (2017, November). *Thinking outside the Client: The Role of Professional Counselors in University Leadership*. Presented at the TCA Annual Professional Growth Conference, Galveston, TX.
- Hendricks, B., Delony, J., Rowlands, S., Dingus, S. L., & Tanner, M. (2016, November). *The evolution of college counseling - ethics and ethical decision-making for professional college counselors*. Presented at the TCA Annual Professional Growth Conference, Dallas, TX.
- Bradley, L., Hendricks, B., Delony, J., Dingus, S. L., & Tanner, M. (2016, November). *Ethical decision-making for LPCs, school counselors, and LPC-supervisors*. Presented at the TCA Annual Professional Growth Conference, Dallas, TX.
- Dingus, S. L. (2016, October). *The use of motivational interviewing in Advising*. Presented at the UTSA- Discovering the Magic of Student Success Conference, San Antonio, TX.
- Dingus, S. L. (2016, October). *Group counseling. who? what? when? where?* Presented at the UTSA- Discovering the Magic of Student Success Conference, San Antonio, TX.
- Dingus, S. L. (2015, April). *The use of motivational interviewing in Advising*. Presented at the NACADA Regional Conference, Baton Rouge, LA.
- Dingus, S. L. (2015, October). *The use of motivational interviewing in Advising*. Presented at the NACADA National Conference, Las Vegas, NV.

WORKGROUPS

- Kim, S.L. (2024) *Sequential Intercept Mapping, Planning Committee*. Lynfro Consulting, LLC and Lubbock County. Lubbock, TX
- Dingus, S.L. (2017) *Continuity of care collaboration workgroup*. StarCare Specialty Health System and Lubbock County Sheriff's Office. Lubbock, TX.
- Dingus, S.L., Tanner, M., & Opamen, R. (2017). *Clinical supervision and licensure workgroup*. StarCare Specialty Health System. Lubbock, TX.
- Dingus, S. L. (2016, September). *The use of motivational interviewing in Advising*. Peer Mentor Pilot Program at Texas Tech University- Fine Art Program, Lubbock, TX.

MEDIA INTERVIEWS

- KCBD Staff. (2026, May 28). *Long waitlists delay mental health services for defendants in Lubbock County*. KCBD NewsChannel 11. [Link to video](#)
- EverythingLubbock.com. (2021, May 7). *Lubbock County Detention Center puts emphasis on mental health resources for inmates*. [Link to video](#)
- Fox34 News. (2019, Apr 30). *Research: teen suicide linked to increasing social media usage* [Link to video](#)
- KAMC News. (2019, Mar 03). *Lubbock County Detention Center fighting mental health problems in the system* [Link to video](#)
- Texas Judicial Commission on Mental Health. (2019, Feb 27). *Spotlight: Texas Counties' Innovations in Mental Health Treatment* [Link to video](#)

DISSERTATION

Dingus, S.L. (2020, May). *Combat to community college: Combat veterans and their transitional experiences into community college* [Published Dissertation] Texas Tech University.