

# Nancy S. Hutchins, Ph.D. Curriculum Vitae

---

## Innovative Leader Advancing Inclusive Excellence in Higher Education

Diversity • Equity • Inclusion • Campus Climate

---

Director | Office of Diversity and Inclusion  
Clinical Assistant Professor | Student Transformation Center  
Mays Business School | Texas A&M University  
135 Wehner | 4125 TAMU | College Station, TX 77843-4113  
Ph: 979-845-5010 | [nhutchins@mays.tamu.edu](mailto:nhutchins@mays.tamu.edu)

---

### EDUCATION

---

<b>Doctor of Philosophy</b> - Educational Psychology (2014)	Texas A&M University - College Station, TX
<b>Master of Education</b> - Educational Psychology (2010)	Texas A&M University - College Station, TX
<b>Bachelor of Science</b> - Sociology (2005)	Tarleton State University - Stephenville, TX

---

### PROFESSIONAL CERTIFICATES & AWARDS

---

2018	Texas A&M University, Division of Student Affairs and the Office for Diversity Accountability, Climate, and Equity (ACE) – Collaborator of the Year Award
2016	Community of Respect Training Certificate
2015	40-hour Basic Mediation Training Certificate
2014	Advanced Research Methods Certificate
2006	Texas Educator Certificate, Special Education EC-12 (Exp. 2025)

---

### MAYS BUSINESS SCHOOL, TEXAS A&M UNIVERSITY

---

Current - Jan 2019	<b>Clinical Assistant Professor and Director of Diversity and Inclusion</b> (Administration/Service 60%; Teaching 30%; Research 10%)
-----------------------	---

---

#### **Office of Diversity and Inclusion | Director**

---

##### *Leadership, Strategic Planning, and Accountability*

- Provide leadership and oversight to advance institutional and college DEI goals
- Develop, implement, and monitor progress of strategic DEI action plan and prepare annual Diversity Plan Accountability Report

##### *Collaboration and Partnerships*

- Establish and enhance internal processes for cross-functional and cross-cultural collaboration with existing college departments, units, programs, and groups
- Establish and enhance external partnerships and engagement with DEI leadership, departments, and units campus-wide; industry, corporate partners, and private donors; professional organizations and alumni

##### *Programming and Support*

- Direct development, implementation, evaluation, and enhancement of new and existing DEI programs and initiatives for faculty, staff, and students
  - Oversee programming to support cultural competency development and integration of the inclusive mindset into curriculum; culturally responsive recruitment and retention strategies; and services and supports for historically underrepresented groups
- 

#### **Student Transformation Center | Faculty**

- 
- IBUS 289/489 Special Topics in the Global Context of Business: Spring 2022
  - BUSN 101 Freshmen Business Initiative: Fall 2021
  - BUSN 403 Transformational Leader Portfolio: Fall/Spring 2021, Fall/Spring 2020, Fall 2019

# Nancy S. Hutchins, Ph.D. Curriculum Vitae

## SPECIAL APPOINTMENTS & PREVIOUS LEADERSHIP EXPERIENCE

*College of Education and Human Development, Texas A&M University*

---

- Current - 2021     **Faculty Co-Lead for the Texas A&M University Quality Enhancement Plan (50% FTE)**
- Establish scholarly foundation for TAMU QEP: *Aggie Firsts*
  - Identify essential interventions for supporting first-generation student success
  - Develop an assessment strategy that will allow TAMU to evaluate the impact of identified interventions on the academic achievement and first-year retention of first-generation students
  - Guide assessment of QEP student success interventions
  - Lead efforts to refine and expand the most successful QEP strategies
- 2018 - 2012     **Office of Organization Development and Diversity Initiatives**
- Director (2018 - 2017; 100% FTE)  
Assistant Director (2017 - 2016; 100% FTE, 2016 - 2015; 75% FTE)  
Project Manager (2015 - 2014; 50% FTE)  
Graduate Assistant (2014 - 2012; 50%)

*Provided leadership, direction, and support to build organizational and individual capacity for climate, diversity, equity, and inclusion*

- Liaison with CEHD Academic Departments, Office for Faculty Affairs, Office for Academic Affairs, and other Dean's Office units to achieve college diversity and inclusion goals
- Collaborated with college leadership in strategic action planning for organization development and climate enhancement
- Led college-wide diversity accountability process; direct the development and assessment of Dean's Office units and Departmental climate action plans; prepared annual CEHD Diversity Plan Accountability Report submitted to the Vice President and Associate Provost for Diversity
- Chaired the college-wide Committee on Diversity Initiatives and served as the CEHD representative for the Vice President and Associate Provost's Diversity Operations Committee

## PREVIOUS COURSE INSTRUCTION

*College of Education and Human Development, Texas A&M University*

---

- Fall 2015 -     Department of Educational Administration and Human Resource Development  
Spring 2019     EHRD 413 Conflict Management and Dialogue  
Spring 2015     Department of Educational Psychology  
                    SPED 471 Classroom Management and Behavioral Interventions  
                    SPED 442 Teaching Students with Emotional and Behavioral Disorders
- Fall 2010 -     Department of Educational Psychology  
Summer 2011    INST 310 Understanding Special Populations

## SCHOLARLY PUBLICATIONS

---

- Hutchins, N.**, Burke, M. D., Bowman-Perrott-L., Tarlow, K. & Hatton, H. (2019). The Effects of Social Skills Interventions for Students with EBD and ASD: A Single-Case Meta-Analysis. *Behavior Modification*, doi: 10.1177/0145445519846817.
- Hutchins, N. S.**, Burke, M., Hatton, H., Bowman-Perrott, L. (2016). Social skills interventions for students with challenging behavior: Evaluating the quality of the evidence base. *Remedial and Special Education*, 31, 13-27. doi: 0741932516646080.
- Hutchins, N.** (2014). Savant Syndrome. In C.R. Reynolds, K. J. Vannest, & E. Fletcher-Janzen (Eds.), *Encyclopedia of special education: A reference for the education of children, adolescents, and adult with disabilities and other exceptional individuals* (4<sup>th</sup> ed., pp.2305-2306). Hoboken, NJ: John Wiley & Sons.

**Nancy S. Hutchins,  
Ph.D. Curriculum Vitae**

**SCHOLARLY PUBLICATIONS (continued)**

---

- Hutchins, N.**, Mahoney, R., Delaune, E., & Lang, R. (2014). Treatment and Education of Autistic and Related Communication Handicapped Children, TEACCH. In C.R. Reynolds, K. J. Vannest, & E. Fletcher-Janzen (Eds.), *Encyclopedia of special education: A reference for the education of children, adolescents, and adult with disabilities and other exceptional individuals* (4th ed., pp.2547-2548). Hoboken, NJ: John Wiley & Sons.
- Rispoli, M., Lang, R., Neely, L., Camargo, S., **Hutchins, N.**, Davenport, K., & Goodwyn, F. A. (2013). A comparison of within- and across-activity choices for reducing challenging behavior in children with autism spectrum disorders. *Journal of Behavioral Education*, 22, 66-83. doi: 10.1007/s10864-012-9164-y.

**SCHOLARLY CONFERENCE PRESENTATIONS**

---

- Hutchins, N.**, Pierre, C., & Carroll, A. *I.LEAD: Inclusive Leadership Education and Development*. National Conference on Race and Ethnicity in American Higher Education. Virtual Poster Presentation. June 7 - 11, 2021.
- Hutchins, N.**, Pierre, C. Darugar, Z., Soriano, D. E., Carroll, A., & Verduzco, G. *I.LEAD: Inclusive Leadership Education and Development*. Race, Identity, and Social Equity (RISE) Conference. College Station, Texas. March 26, 2021.
- Hutchins, N.**, Herron, T., & Lavine, K. *Peer Mentoring Program for First-Generation Student Success*. Race, Identity, and Social Equity (RISE) Conference. College Station, Texas. March 22, 2019.
- Hutchins, N.** & French, P. *Development of a College-Level Undergraduate Student Success Framework*. Belizean International Symposium on Education. Belize City, Belize. January 3 - 5, 2019.
- Hutchins, N.** & O'Neal, K. *What Comes First? Strategic Planning for Retention, Persistence, and First-Generation Student Success*. First-Generation Southwest Symposium: Guiding First- Generation Student Success. Flagstaff, Arizona. September 27 - 28, 2018.
- Hutchins, N.**, Gilreath, T., Fowler, R., Parker, D., & Woodward, J. *Climate, diversity, equity, and inclusion: Creating a culture of excellence*. National Conference on Race and Ethnicity in American Higher Education. Fort Worth, Texas. May 30 - June 3, 2017.
- Hutchins, N.**, Watson, N., Gilreath, T., Bray, E., & Walker, J. *Enhancing equity in higher education*. National Conference on Race and Ethnicity in American Higher Education. Fort Worth, Texas. Poster Presentation, May 30 - June 3, 2017.
- Hutchins, N.** & Johnson, M. *Critical dialogues in higher education*. National Conference on Race and Ethnicity in American Higher Education. Fort Worth, Texas. Poster Presentation, May 30 - June 3, 2017.
- Watson, N., **Hutchins, N.** & Heaton, S. *Conflict management and dialogue in higher education*. National Conference on Race and Ethnicity in American Higher Education. Fort Worth, Texas. Poster Presentation, May 30 - June 3, 2017.
- Hutchins, N.**, Watson, N. & Irby, B. *Summer leadership institute: Engaging in critical dialogue*. Belizean International Symposium on Education. Belize City, Belize. January 3 - 5, 2016.
- Hutchins, N.**, Watson, N., Alfred, M., & Padron, Y. *Recruitment and retention for a diverse college community: Climate-based initiatives from a college of education and human development*. Keeping Our Faculty Symposium VII: Recruiting, Retaining, and Advancing American Indian Faculty and Faculty of Color. Minneapolis, Minnesota. April 17 - 19, 2016.
- Hutchins, N.** & Burke, M. *Social skills training for students with emotional/behavioral difficulties: A single-subject research meta-analysis*. Council for Exceptional Children Convention and Expo. Philadelphia, Pennsylvania. Poster presentation, April 9 - 12, 2014.
- Hutchins, N.**, Hatton, H., Zaini, S., & Burke, M. *ABCs of DBRCs*. Texas Behavior Support State Conference. Houston, Texas. June 26, 2013.
- Zaini, S., **Hutchins, N.**, Hatton, H., & Burke, M. *Individual PBIS: Turning the tables on problem behavior through self-management*. Texas Behavior Support State Conference. Houston, Texas. June 25, 2013.
- Hatton, H., Zaini, S., **Hutchins, N.**, & Burke, M. *Delivering a one-two punch in class-wide behavior support*. Texas Behavior Support State Conference. Houston, Texas. June 26, 2013.

**Nancy S. Hutchins,  
Ph.D. Curriculum Vitae**

**SCHOLARLY CONFERENCE PRESENTATIONS (continued)**

---

- Hutchins, N. & Burke, M.** *A review of universal screening tools for emotional and behavioral problems.* Council for Exceptional Children Convention and Expo. San Antonio, Texas. Poster presentation, April 5, 2013.
- Rispoli, M., Lang, R., Neeley, L., **Hutchins, N.**, Davenport, K., Camargo, S., Goodwyn, F. *Further evaluation of the use of choice on challenging behavior in children with autism.* TxABA Annual Convention. Austin, Texas. Poster presentation, February 17, 2012.

**INVITED PRESENTATIONS, WORKSHOPS, AND TRAININGS**

---

- ***Harness the Power of Diversity in Your Organization.*** Texas Library Association Annual Conference: Celebrate Differences Empower Voices. Virtual Presentation. April 22 - 24, 2021.
- ***Effective Communication and Dialogue.*** Teaching Diversity: Instructor Skills for Promoting Inclusion, Anti-Bias, and Justice Education. Institute for Law Enforcement Administration – Virtual Workshop. August 2020, December 2020, March 2021, April 2021.
- ***Strategic Planning Staff Retreat.*** Center for Disability and Development, College of Education and Human Development, Texas A&M University. College Station, TX.
- ***Understanding and Managing Conflict.*** MS Analytics and Online Programs, College of Science, Texas A&M University. Houston, TX. May 2019, August 2018, February 2016.
- ***Using the DISC for Individual and Team Development.*** Texas A&M University. College Station, TX. MS Analytics and Online Programs, January 2018. Engineering Staff Advisory Council, Dwight Look College of Engineering, January 2016. Department of Finance Staff, Mays Business School, December 2015. Honors and Undergraduate Research, July 2015.
- ***Adding to Your Professional Skill Sets and Tools.*** Ben Milam Elementary, Bryan Independent School District. Bryan, TX. April 2017.
- ***Conflict Management and Communication.*** Ben Milam Elementary, Bryan Independent School District. Bryan, TX. March 2017.
- ***Change and Its Four Variables.*** Ben Milam Elementary, Bryan Independent School District. Bryan, TX. February 2017.
- ***Conflict Foundations and Effective Communication.*** Scholarships & Financial Aid, Texas A&M University. College Station, TX. December 2016.
- ***Managing Me: Tips for Successful Work-Life Balance.*** Resource Team Retreat. Health Science Center, College of Medicine, Texas A&M University. College Station, TX. August 2016.
- ***Engaging in Critical Dialogues.*** 2016 Engineering Staff Workshop. Dwight Look College of Engineering, Texas A&M University. College Station, TX. May 2016.
- ***How to be a Better Team Member.*** 2016 TAMU Technician Seminar. College of Veterinary Medicine and Biomedical Sciences, Texas A&M University. College Station, TX. April 2016.
- ***The Difficult Co-Worker.*** 2016 TAMU Technician Seminar. College of Veterinary Medicine and Biomedical Sciences, Texas A&M University. College Station, TX. April 2016.
- ***Managing Me: Tips for Successful Work-Life-Balance.*** Women in Science and Engineering (WISE) Conference, Texas A&M University. College Station, TX. February 2016.
- ***Leadership and Change.*** Society of Women Engineers, Texas A&M University. College Station, TX. January 2015.

**Nancy S. Hutchins,  
Ph.D. Curriculum Vitae**

**PROFESSIONAL REPORTS, PAPERS, & GRANTS**

---

**Reports**

- November 2020. Mays Business School Diversity Plan Accountability Report submitted to the TAMU Vice President and Associate Provost for Diversity.
- November 2019. Sense of Belonging, Climate, and Culture University Subcommittee Report submitted to the TAMU Associate Provost for Academic Affairs and Student Success.
- October 2019. Mays Business School Diversity Plan Accountability Report submitted to the TAMU Vice President and Associate Provost for Diversity.
- May 2019. Mays Diversity and Inclusion Report submitted to Phillips 66.
- 2018, 2017, 2016, 2015, 2014. College of Education and Human Development Diversity Plan Accountability Report submitted to the TAMU Vice President and Associate Provost for Diversity.

**White Papers**

- Watson, N.T., **Hutchins, N.**, Li, Y., & Byrns G (2015). CEHD 2015-2017 Strategic alignment white paper: Climate, diversity, equity, and accountability through joint commitment and collaboration.
- Watson, N.T. & **Hutchins, N.** (2014). CEHD Ombuds Program.
- Watson, N.T. & **Hutchins, N.** (2014). CEHD Dialogues in Higher Education: Difficult dialogues.
- Submitted to the Texas A&M Vice President for Diversity and the CEHD Dean's Council.
- Watson, N.T. & **Hutchins, N.** (2014). CEHD Conference: A dialogue on climate inclusion and respect.
- Watson, N.T. & **Hutchins, N.** (2013). CEHD College Climate.

**Grants**

- TAMU Diversity Matters Seed Grant. *Using the Intercultural Development (IDI) Survey to Enhance College Climate*. Awarded \$5,000 January 2021.
- PwC INQUIRES Program Grant. *Inclusive Leadership Education and Development (I.LEAD) Initiative*. Awarded \$20,000 May 2020.
- Mays Strategic Learning Framework Innovation Grant. *Strategic Philanthropy: Exploring Societal Impact, Diversity, and Inclusion*. Awarded \$7,000 June 2019.
- Phillips 66 Diversity and Inclusion Grant. *Southwest Texas Exploration Program (STEP)*. Awarded \$20,000 May 2019.

**SERVICE & COMMITTEES**

---

Mays Business School	Multicultural Association of Business Students – Primary Advisor Association of Latino Professionals for America – Primary Advisor Asian Business Society – Primary Advisor Black Wall Street – Secondary Advisor
Mays Business School	Strategic Planning Task Force
Texas A&M University	Quality Enhancement Plan Steering Committee
Texas A&M University	Student Organization Management Working Group
Texas A&M University	Excellence Uniting Culture, Education, & Leadership (ExCEL) Faculty Mentor
Texas A&M University	Diversity Operations Committee

**Nancy S. Hutchins,  
Ph.D. Curriculum Vitae**

**SOCIETAL IMPACT STATEMENT**

---

As a diversity, equity, and inclusion (DEI) professional, my mission is to create organizational cultures that embody inclusive excellence and cultivate inclusive leaders. My methods are guided by organizational development, strategic management, and inclusive pedagogy principles. A mindful administrator and advocate, I focus on building collaborative partnerships and infusing DEI efforts throughout the existing infrastructure to develop, grow, and sustain innovative programming resulting in an environment where a diverse group of faculty, staff, and students can thrive. Through teaching, research, and service activities I seek to (1) advance inclusive pedagogy, (2) develop student success best practices for underserved populations, and (3) enhance equity in access and achievement in higher education. My passion for driving change is rooted in education, motivated by compassion, and inspired by possibility.