

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

**Education**

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

**Current Academic Positions**

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2021 – Present  
**Senior Strategic Advisor**, Quality Enhancement Plan (50% FTE)  
Office of the Provost, Texas A&M University – College Station, TX

2019 – Present  
**Clinical Assistant Professor & Director**, Undergraduate Programs  
Mays Business School, Texas A&M University – College Station, TX

**Previous Academic Positions**

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2014 – 2018  
**Director** (2017 - 2018), **Assistant Director** (2015 - 2017), **Program Manager** (2014 - 2015, 50% FTE)  
College of Education and Human Development, Texas A&M University – College Station, TX

**Previous Special Appointments**

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2013 – 2016     **Conference Coordinator**, Campus Climate Conference (15% FTE)  
Texas A&M University – College Station, TX

2015 – 2016     **Coordinator and Dialogue Facilitator**, Summer Leadership Institute (10% FTE)  
Education Leadership Research Center, Texas A&M University – College Station, TX

**Other Professional Experience**

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2014 – Present   **Consultant, Mediator, and Dialogue Facilitator**  
Center for Change and Conflict Resolution – Bryan, TX

2006 – 2010     **K-12 Educator – Special Populations**  
Fort Bend Independent School District – Sugar Land, TX

**Awards and Certificates**

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2023	Indiana University, National Diversity Case Competition Winner – Faculty Advisor and Coach
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)

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**Publications**

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**Peer Reviewed Journals**

- 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.
- 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.

**Encyclopedia Entries**

- 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.
- 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* (4<sup>th</sup> ed., pp.2547-2548). Hoboken, NJ: John Wiley & Sons.

**White Papers**

- Watson, N.T., **Hutchins, N.,** Li, Y., & Byrns G (2015). CEHD 2015-2017 Strategic Alignment.
- Watson, N.T. & **Hutchins, N.** (2014). CEHD Ombuds Program.
- Watson, N.T. & **Hutchins, N.** (2014). CEHD Dialogues in Higher Education.
- Watson, N.T. & **Hutchins, N.** (2014). CEHD Conference: A dialogue on climate inclusion and respect.
- Watson, N.T. & **Hutchins, N.** (2013). CEHD College Climate.

**Academic Conference Presentations**

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**International**

- 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.,** Watson, N. & Irby, B. *Summer leadership institute: Engaging in critical dialogue.* Belizean International Symposium on Education. Belize City, Belize. January 3 – 5, 2016.

**National**

- 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. (Collaborative work with students)
- Hutchins, N. & Watson, N.** *Leadership and Conflict Engagement: Managing Conflict, Drama, and Strategies to Address the Most Annoying Behaviors.* American Library Association Annual Conference & Exhibition. New Orleans, Louisiana. June 21 – 26, 2018. (Invited presentation)
- Hutchins, N. & Watson, N.** *Library Leadership & Management Association President's Program: Addressing Conflict Through Difficult and Uncomfortable Dialogues... Why This Is Important.* American Library Association Annual Conference & Exhibition. New Orleans, Louisiana. June 21 – 26, 2018. (Invited presentation)

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**Academic Conference Presentations (cont.)**

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**National**

- 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. (Collaborative work with students)
- 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. (Collaborative work with students)
- 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.** & 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.

**Regional**

- Hutchins, N.** *Harness the Power of Diversity in Your Organization*. Texas Library Association Annual Conference: Celebrate Differences Empower Voices. Virtual Presentation. April 22 – 24, 2021. (Invited presentation)
- 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.**, 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.
- 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.

**Local**

- French, P., **Hutchins, N.**, & Vinal, C. *Intercultural Development Inventory (IDI) for Staff Diversity & Respect Performance Improvement*. Race, Identity, and Social Equity (RISE) Conference. College Station, Texas. March 25, 2022.
- Billington, C. & **Hutchins, N.** *Avoiding the Red Zone*. Women’s Leadership Initiative Conference. Texas A&M University, College Station, TX. November 12, 2021.

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**Academic Conference Presentations (cont.)**

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**Local**

- 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. (Collaborative work with students)
- 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. (Collaborative work with students)
- Hutchins, N.** *Managing Me: Tips for Successful Work Life-Balance*. Women In Science and Engineering (WISE) Conference, Texas A&M University. February 26, 2016.

**Professional Presentations**

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- Hutchins, N.** *Maximize the Moment*. Student Leadership Retreat, College of Pharmacy, Texas A&M University. College Station, TX. October 15, 2022.
- Hutchins, N.** *Effective Communication and Dialogue*. Teaching Diversity: Instructor Skills for Promoting Inclusion, Anti-Bias, and Justice Education. Institute for Law Enforcement Administration – Virtual Workshop. April 2021.
- Hutchins, N.** *Effective Communication and Dialogue*. Teaching Diversity: Instructor Skills for Promoting Inclusion, Anti-Bias, and Justice Education. Institute for Law Enforcement Administration – Virtual Workshop. March 2021.
- Hutchins, N.** *Effective Communication and Dialogue*. Teaching Diversity: Instructor Skills for Promoting Inclusion, Anti-Bias, and Justice Education. Institute for Law Enforcement Administration – Virtual Workshop. December 2020.
- Hutchins, N.** *Committed to Change: Tips to A.C.E. Inclusion*. Career Center, Campus Programs Team, Texas A&M University, College Station, TX. August 2020.
- Hutchins, N.** *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.
- Hutchins, N.** *Strategic Planning Staff Retreat*. Center for Disability and Development, College of Education and Human Development, Texas A&M University. College Station, TX. April 2019.
- Hutchins, N.** *Understanding and Managing Conflict*. MS Analytics and Online Programs, College of Science, Texas A&M University. Houston, TX. August 2018.
- Hutchins, N.** *Using the DISC for Individual and Team Development*. MS Analytics and Online Programs, College of Science, Texas A&M University. Houston, TX. January 2018.
- Hutchins, N.** *Adding to Your Professional Skill Sets and Tools*. Ben Milam Elementary, Bryan Independent School District. Bryan, TX. April 2017.
- Hutchins, N.** *Conflict Management and Communication*. Ben Milam Elementary, Bryan Independent School District. Bryan, TX. March 2017.
- Hutchins, N.** *Change and Its Four Variables*. Ben Milam Elementary, Bryan Independent School District. Bryan, TX. February 2017.
- Hutchins, N.** *Conflict Foundations and Effective Communication*. Scholarships & Financial Aid, Texas A&M University. College Station, TX. December 2016.
- Hutchins, N.** *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.
- Hutchins, N.** *Engaging in Critical Dialogues*. 2016 Engineering Staff Workshop. Dwight Look College of Engineering, Texas A&M University. College Station, TX. May 2016.

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**Professional Presentations (cont.)**

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- Hutchins, N.** *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.
- Hutchins, N.** *The Difficult Co-Worker*. 2016 TAMU Technician Seminar. College of Veterinary Medicine and Biomedical Sciences, Texas A&M University. College Station, TX. April 2016.
- Hutchins, N.** *Using the DISC for Individual and Team Development*. MS Analytics and Online Programs, College of Science, Texas A&M University. Houston, Texas. February 2016.
- Hutchins, N.** *Using the DISC for Individual and Team Development*. Engineering Staff Advisory Council, Dwight Look College of Engineering, Texas A&M University. College Station, TX. January 2016.
- Hutchins, N.** *Using the DISC for Individual and Team Development*. Department of Finance Staff, Mays Business School, Texas A&M University. College Station, TX. December 2015.
- Hutchins, N.** *Using the DISC for Individual and Team Development*. Honors and Undergraduate Research, Texas A&M University. College Station, TX. July 2015.
- Hutchins, N.** *Leadership and Change*. Society of Women Engineers, Texas A&M University. College Station, TX. January 2015.

**Media Appearances**

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- Hutchins, N.** Interviewed by Bill Aimone. *Fostering Engagement & Belonging at a Large Public University* [Audio podcast]. Breaking the Mold, Evan360. June 9, 2022. <https://www.evan360.net/fostering-engagement-belonging-at-a-large-public-university/>
- Hutchins, N.** Interviewed by Ben Wiggins. *Difficult Dialogues with the Mays Diversity & Inclusion Director* [Audio and video podcast]. Mays MasterCast, Mays Business School. September 28, 2020. <https://mays.tamu.edu/insidemays/2020/09/28/difficult-dialogues-with-the-mays-diversity-and-inclusion-director-w-nancy-hutchins-mays-mastercast/>

**Service and Committees**

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**Texas A&M University**

- 2022 - Present Student Success Executive Committee
- 2022 - Present Quality Enhancement Plan Assessment Team – Co-chair
- 2022 - Present Quality Enhancement Plan Coordination Team
- 2018 - 2023 Excellence Uniting Culture, Education & Leadership (ExCEL) – Mentor
- 2014 - 2023 Diversity Operations Committee – Mays Representative
- Spring 2022 Student Organization Management in Student Affairs Working Group – Member
- 2021 - 2022 Quality Enhancement Plan Steering Committee – Faculty Co-lead
- 2021 - 2022 Campus Experience Committee – Mays Representative
- Spring 2020 Graduate Diversity Excellence Fellowship – Application Reviewer
- 2019 - 2020 Belonging, Climate, and Culture – Student Success Initiative Subcommittee
- 2019 - 2020 Accountability, Climate, Equity Awards Selection Committee – Reviewer

**Mays Business School**

- 2020 - Present Asian Business Society – Advisor
- 2019 - Present Multicultural Association of Business Students – Advisor
- 2019 - Present Association of Latino Professionals for America – Advisor
- Spring 2022 Mays Strategic Planning Taskforce – Member
- 2020 - 2021 Mays Mindset Committee – Member
- 2019 - 2020 Core Business Knowledge Curriculum Review Committee – Member