

HOLLY M. HUTCHINS, PH.D.

Vice Provost of Faculty Success

University of North Texas

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<http://scholar.google.com/citations?user=jS6VprsAAAAJ&hl=en>

EDUCATION

University of North Texas, Denton TX

Ph.D., Applied Technology, Training and Development; Human Resource Management (minor area), 2004

B.A., M.A., Communication Studies, 1992, 1994

ACADEMIC POSITIONS

University of North Texas, 2021 – current

Vice Provost of Faculty Success, Office of Provost and Academic Affairs, July 2021- current.

Professor, Department of Counseling and Higher Education, College of Education, 2021

University of Houston, 2004-2021

Department Chair, Department of Human Development & Consumer Sciences, College of Technology, 2019-2021

Professor, University of Houston, Houston TX, 2018 - current

Human Resource Development Program

Department of Human Development & Consumer Sciences, College of Technology

Associate Professor, University of Houston, Houston TX, 2010 - 2018

Human Resource Development Program

Department of Human Development & Consumer Sciences, College of Technology

Assistant Professor, University of Houston, Houston TX, 2004 -2010

Human Resource Development Program

Department of Human Development & Consumer Sciences, College of Technology

Other institutions, 1996-2004

Instructor (adjunct), Tulane University, New Orleans LA, 2004

Department of Business Studies, University College

Lecturer (full-time), University of North Texas, Denton TX, 1996-2002; 2003-2004

Department of Management, College of Business Administration

AWARDS AND RECOGNITIONS

RESEARCH AWARDS

Finalist, Richard A. Swanson Research Excellence Award (Recognizes the top paper published in Human Resource Development Quarterly in 2020; Impact factor: 3.70), Academy of Human Resource Development

Winner, Richard A. Swanson Research Excellence Award (Recognizes the top paper published in Human Resource Development Quarterly in 2018; Impact factor: 3.70), Academy of Human Resource Development

Fulbright Specialist Award Project, Edinburgh Napier University, School of Business, Edinburgh Scotland, 2016

Finalist, Alan Moon Award for Best Conference Paper, University Forum of Human Resource Development, University College Cork, Ireland, 2015

Winner, Research Excellence Award, College of Technology, University of Houston, 2015

Fulbright Roster Specialist, 2011-2016

Winner, Best Paper in Human Resource/Research Methods Track, Southern Management Association, 2014

Winner, Early Career Scholar Award, Academy of Human Resource Development, 2011

Emerald Highly Commended Research Award, Journal of Workplace Learning, 2009

TEACHING AWARDS

Teaching Excellence Award, University of Houston, 2009

College of Technology's Fluor Outstanding Teaching Award, University of Houston, 2008

Outstanding Teaching Award, University of North Texas, College of Business, 2001

ACADEMIC RECOGNITION: RESEARCH, TEACHING, SERVICE

Phi Kappa Phi Honor Society (inducted 2019)

LEADERSHIP AND SERVICE RECOGNITION

Academy of Human Resource Development Board of Director, 2011-2017

Outstanding Alumni Award, College of Information, University of North Texas, 2014

UH Cougar Chair Leadership Academy, 2012

PEER-REVIEWED PUBLICATIONS, PUBLICATIONS UNDER REVIEW, BOOK CHAPTERS

39. **Hutchins, H.**, Lee, M.M., & Pereira-Leon, M.J. (in press). Can a workshop make a difference? Influencing promotion-seeking behaviors of associate women professors. *ADVANCE Journal*.
38. Kovach, J. V., Obanua, F., & **Hutchins, H. M.** (2022). Pilot Testing a Series of Value-Based Care Training Courses. *Advances in Medical Education and Practice*, 13, 319-322.
37. **Hutchins, H.M.** & Flores, J. (2021). Don't believe everything you think: Applying a cognitive processing therapy intervention to disrupting imposter phenomenon. *New Horizons in Adult Education and Human Resource Development*, 33(4), Pages 33-47
36. Sublett, L.W., **Hutchins, H.M.**, Penney, L.M. (2020). The exhausted imposter: How 'feeling like a fake' harms our roles at work and home. *The Work-Life Balance Bulletin: A DOP Publication*, 4(2), 1-10.
35. Ghosh, R., **Hutchins, H.M.** & Rose, K. (2020). Unpacking the nuances of reciprocity in formal mentoring: Lived experiences from a professional association mentoring program. Targeted journal: *Human Resource Development Quarterly*, 31(1), 319-340
34. Gronseth, S. L., & **Hutchins, H. M.** (2020). Flexibility in Formal Workplace Learning: Technology Applications for Engagement through the Lens of Universal Design for Learning. *TechTrends*, 64(2), 211-218.
33. **Hutchins, H.M.** & Kovach, J. (2019). ADVANCING women academic faculty in STEM careers: The role of critical HRD in supporting institutional change toward faculty diversity and inclusivity. *Advances in Developing Human Resource*, 21(1), 72-91.
32. **Hutchins, H.M.**, Penney, L.M., & Sublett, L.W. (2018). What imposters risk at work: Exploring imposter phenomenon, stress coping and job outcomes. *Human Resource Development Quarterly*, 29(1), 1-18.
31. **Hutchins, H.M.** & Rainbolt, H. (2017). What triggers imposter phenomenon among academic faculty? A critical incident study exploring antecedents, coping and identity development. *Human Resource Development International*, (2), 1-21.
30. Hester, A.J., **Hutchins, H.M.**, Burke-Smalley, L.A. (2016). Web 2.0 and transfer: Trainers' use of technology to support employees' learning transfer on the job. *Performance Improvement Quarterly*, 29(3), 231-255.
29. **Hutchins, H.M.** (2015). Outing the imposter: A study exploring imposter phenomenon among higher education faculty. *New Horizons in Adult Education and Human Resource Development*. 27(2), 3-12.
28. Harris, T.B, Chung, W., **Hutchins, H.M.**, & Chiaburu, D. (2014). Do trainer style and learner orientation predict training outcomes? *Journal of Workplace Learning*, 27(5), 331-344.

27. Xu, L, Cutler, J., Xiao, J, & **Hutchins, H.M** (2014). The influence of wikis on team effectiveness in a graduate research class. *Learning and Performance Quarterly*, 27, 16-34.
26. Chiaburu, D.S., Huang, J. L, **Hutchins, H.M.**, & Gardner, R. G. (2014). Trainees' perceived knowledge gain unrelated to the training domain: the joint action of impression management and motives. *International Journal Training & Development*. 18(1), 37-52.
25. **Hutchins, H.M.** & Nimon, K., Holton, E. F., Bates, R. A. (2013). Can the LTSl predict transfer performance? Testing intent to transfer as a proximal transfer of training outcome. *International Journal of Selection & Assessment*, 21(3), 251-263.
24. **Hutchins. H.M.**, & Bierema, L. (2013). Media analysis as critical reflexivity in exploring adult learning theories. *New Horizons in Adult Education and Human Resource Development*, 25(1), 56-69.
23. **Hutchins. H.M.** (2013). Reflections on developing student authors: From class paper to journal publication. *New Horizons in Adult Education and Human Resource Development*. 25(1), 18-23.
22. Barnir, A., Watson, W. & **Hutchins, H.M.** (2011). Gender differences in the relationships among exposure to entrepreneurial role models, self-efficacy and new venture intent. *Journal of Applied Social Psychology*. 41(2), 270–297.
21. Kovach, J., & **Hutchins, H.M.** (2011). Enhancing continuous improvement efforts and cultivating organizational knowledge through action learning. *Quality Progress*, 25-31.
20. Wang, J. & **Hutchins, H. M.** (2010). Crisis management in higher education: What have we learned from Virginia Tech? *Advances in Developing Human Resources*, 12(5), 552-572.
19. **Hutchins, H. M.**, Burke, L.A., Berthelsen, A.M. (2010). Learning about transfer: A survey of trainers' workplace learning methods and perceived utility. *Human Resource Management*. 49(4), 599-618.
18. Chiaburu, D. S., Dunn, K.V., & **Hutchins, H.M.** (2010). Social support in the workplace and training effectiveness: A longitudinal analysis. *International Journal of Selection and Assessment*, 18(2), 187-200.
17. Stewart, B. L., **Hutchins, H.M.**, Ezell, S., Demartino, D., & Bobba, A. (2010). Mitigating challenges of using virtual reality in online courses: A case study. *Innovations in Education and Teaching International*, 47(1), 103-113.
16. Strong, K., & **Hutchins, H.M.** (2009). Connectivism: A theory for learning in a world of growing complexity. *International Journal of Applied E-Learning*, 1(1), 53-67.
Inaugural Issue. Invited Contribution.
15. **Hutchins, H.M.** (2009). In the trainer's voice: A study of training transfer practices. *Performance Improvement Quarterly*, 22(1), 69-93.

14. Wang, J., **Hutchins, H.M.**, Garavan. T. (2009). Exploring the strategic role of HRD in organizational crisis management. *Human Resource Development Review*, 8(1), 22-53.
13. **Hutchins, H. M.** & Hutchison, D. B. (2008) Cross-disciplinary contributions to e-Learning design: A tripartite design model. *The Journal of Workplace Learning*, 20(5), 364- 380. **Highly Commended Award Winner 2009**, Emerald Publishers. Selected as one of the top papers in 2008 published in the *Journal of Workplace Learning*.
12. Burke, L.A., & **Hutchins, H.M.** (2008). A study of best practices in training transfer and proposed model of transfer. *Human Resource Development Quarterly*, 19(2), 107-128.
11. **Hutchins, H. M.** (2008). What does HRD know about organizational crisis management? Not enough! Read on." *Advances in Developing Human Resources*, 10(3), 299-309.
10. **Hutchins, H. M.**, & Wang, J. (2008). Organizational crisis management and human resource development: A review of the literature and implications to HRD research and practice. *Advances in Developing Human Resources*, 10(3), 310-330.
9. **Hutchins, H.M.**, Annulis, H., & Gaudet, C. (2008). Crisis planning: Survey results from Hurricane Katrina and implications for workplace performance professionals. *Performance Improvement Quarterly*, 20(3-4), 27-51.
8. **Hutchins, H. M.** & Burke, L.A. (2007). Identifying trainers' knowledge of training transfer research findings – Closing the gap between research and practice. *International Journal of Training and Development*, 11(4), 236-264.
7. Burke, L.A. & **Hutchins, H.M.** (2007). Training transfer: An integrative literature review and implications for future research. *Human Resource Development Review*, 6(3), 263-296.
6. **Hutchins, H. M.** (2007). Minimizing distance in online courses: Strategies to support learner interaction in marketing education courses. *Business Education Forum*, 61(3), 54-58.
5. James, K. E., Burke, L. A., & **Hutchins, H.M.** (2006). Powerful or pointless: Faculty vs. student perceptions of PowerPoint use in business education. *Business Communication Quarterly*, 69(4), 374-396.
4. **Hutchins, H. M.** & Burke, L. A. (2006). Has relapse prevention received a fair shake? Review and implications for future transfer research. *Human Resource Development Review*, 5(1), 8-25.
3. **Hutchins, H.M.** (2004). The 2mC: shameless self-promotion in an instant! *Communication Teacher*, 18(3), 94-97.
2. **Hutchins, H. M.** (2003). Instructional immediacy and the Seven Principles: Strategies for facilitating online courses. *Online Journal of Distance Learning Administration*, 6(3). (Online). Retrieved: <http://www.westga.edu/~distance/ojdla/fall63/hutchins63.html>.
1. **Hutchins, H. M.** (2001). Enhancing the business communication course through WebCT. *Business Communication Quarterly*, 64(3), 87-94.

UNDER REVIEW

CO-EDITED JOURNAL ISSUES

Hutchins, H.M. (2013). *New Horizons in Adult Education and Human Resource Development*, 25(1), 5-69.

Hutchins, H.M. & Wang, J. (2008). Crisis management and Human Resource Development. *Advances in Developing Human Resources*, 10(3), 299-445.

MEDIA /INTERVIEWS/ARTICLES WRITTEN ABOUT MY RESEARCH

Hutchins, H.M. (2021). Strategic Human Resource Development Podcast with Thomas Garavan.
<https://www.allbypodcast.com/hrd-masterclass-episode-10>

Britt, R.R. (2020, September). Feel Like a Fraud Lately? Yeah, It's Going Around. *Forge*.
<https://forge.medium.com/feel-like-a-fraud-lately-yeah-its-going-around-6ab62f5893a1>

Sublett, L.W., **Hutchins, H.M.**, & Penney, L.M. (2020). The exhausted imposter: How 'feeling like a fake' harms our roles at work and home. *British Psychological Society - Work-Life Balance Bulletin*

Hutchins, H.M. (2019). "Disrupting your work imposter: Change your narrative and your life."
[Video File]. Retrieved from
https://www.ted.com/talks/holly_hutchins_disrupting_your_work_imposter_change_your_narrative_life

Richardson, H. (2019). Imposter syndrome has a much bigger impact on mental health than we first thought. Retrieved: <https://www.stylist.co.uk/life/imposter-syndrome-at-work-impact-homelife-dissatisfaction-at-home-study/279891>

Walton, A. (2019). Imposter Syndrome At Work May Lead To Dissatisfaction At Home. Retrieved: <https://www.forbes.com/sites/alicegwalton/2019/07/12/imposter-syndrome-at-work-may-lead-to-dissatisfaction-at-home/#702b382656d2>

Seaborn, A. (2019). Do You Struggle With Imposter Syndrome? Retrieved: <https://mensvariety.com/imposter-syndrome-feeling-fake/>

Staff (2019, July). The High Cost of Perfectionism. *Society of Organizational and Industrial Psychology*. Retrieved:
https://siop.inloop.com/en/article/11381?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-339-s-en100719&itd_did=339&itd_uid=2964

Staff (2019). Overcoming Imposter Syndrome: How to Deal with Feelings of Inadequacy as a Developer. *The FullStack Academy*. Retrieved:
<https://www.fullstackacademy.com/blog/overcoming-imposter-syndrome>

- Heid, M. (2018, June 21). How to Deal with Imposter Syndrome. *TONIC*. Retrieved: https://tonic.vice.com/en_us/article/9k875d/how-to-deal-with-imposter-syndrome
- BBC World, BBC-A (2018, May 29). Starbucks Unconscious Bias Training: <https://www.youtube.com/watch?v=DJ2WBtu18BE&feature=youtu.be>
- Gabbatt, A. (2018, April 22). Starbucks needs more than racial bias training after men's arrest, experts say. *The Guardian*. Retrieved <https://www.theguardian.com/business/2018/apr/21/starbucks-racial-bias-training-black-men-arrested>
- Flora, C. (2016, November). The Fraud Who Isn't. *Psychology Today*. Retrieved <https://www.psychologytoday.com/articles/201611/the-fraud-who-isnt>.
- Ravindran, S. (2016, November). Feeling Like a Fraud: The Impostor Phenomenon in Science Writing. *Open Notebook*. Retrieved <http://www.theopennotebook.com/2016/11/15/feeling-like-a-fraud-the-impostor-phenomenon-in-science-writing/>
- Moss-Coane, M. (2015, November). Feeling Like a Fake: Interview on *Radio Times* with Marty Moss-Coane. WHYY, National Public Radio Affiliate (Philadelphia). Retrieved <http://whyy.org/cms/radiotimes/2015/11/04/feel-like-a-fake/>
- How small businesses can prepare for crisis events (2008, September 14) *Hurricane Briefings*. Fox News-Houston.
- HR department plays vital role when organization faces crisis (2006, September, 4). *Houston Business Journal*. Retrieved <http://houston.bizjournals.com/houston/stories/2006/09/04/focus4.html>

EDITED BOOKS

Ghosh, R. & **Hutchins, H.M** (2022; co-authors, equal participation). *Connecting and relating: HRD perspectives on developmental relationships*. Palgrave Macmillan, Springer.

BOOK CHAPTERS

Carter, A. D., Sims, C. M., **Hutchins, H. M.**, & Williams Jr, M. (2022). Coaching the Imposter: Developing Emerging Leaders as They Negotiate Identity and Imposter Concerns. In *HRD Perspectives on Developmental Relationships* (pp. 65-95). Palgrave Macmillan, Cham.

Hutchins, H. M., & Ghosh, R. (2022). Situating Developmental Relationships Within HRD Research and Practice. In *HRD Perspectives on Developmental Relationships* (pp. 1-11). Palgrave Macmillan, Cham.

Hutchins, H.M. & Lieberman, S. (2015). Transfer of Learning. In R.F. Poell, T.S. Rocco & G. L. Roth (Eds.) *The Routledge Companion to Human Resource Development* (pp. 329-340). New York: Routledge.

Burke, L.A., **Hutchins, H.**, & Saks, A. (2013) Best Practices in Training Transfer. In *The Psychology for Business Success*. M. Paludi. (Ed). (115-132). Praeger Publishing.

BOOK CHAPTER INTRODUCTIONS

Waight, C.L., & **Hutchins, H.** (2020). Introduction to National and International Political Perspectives. In Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., Waight, C. L., Hutchins, H., & Arcy, T. *Human Ecosystems and Technological Change*. Boston, MA: McGraw Hill Custom Publishing.

Waight, C.L., & **Hutchins, H.** (2017). Introduction to National and International Political Perspectives. In Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., Waight, C. L., Hutchins, H., & Arcy, T. *Human Ecosystems and Technological Change*. Boston, MA: McGraw Hill Custom Publishing.

Waight, C.L., & **Hutchins, H.** (2013). Introduction to National and International Political Perspectives. In Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., Waight, C. L., Hutchins, H., & Arcy, T. *Human Ecosystems and Technological Change*. Boston, MA: McGraw Hill Custom Publishing.

Waight, C.L., & **Hutchins, H.** (2007). Introduction to National and International Political Perspectives. In Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., Waight, C. L., Hutchins, H., & Arcy, T. *Human Ecosystems and Technological Change*. Boston, MA: McGraw Hill Custom Publishing.

REFEREED CONFERENCE PROCEEDINGS

Greer, T.W., Johnson, O.D., Stewart, B. & **Hutchins, H.M.** (2021). A mixed-methods study of first-generation college students' experiences at a minority-serving institution during COVID-19. AAACE Annual Conference (virtual).

Sublett, L.W., Penney, L. M., & **Hutchins, H.** (2019). The exhausted imposter: How 'feeling like a fake' harms our roles at work and home. Annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Ghosh, R., **Hutchins, H.M.**, Rose, K. & Maem, A. (2019). Unpacking the nuances of mutuality in formal mentoring: Lived experiences of faculty in diverse mentoring partnerships. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. Louisville, Kentucky.

Ghosh, R., **Hutchins, H.M.**, Rose, K. & Bergman, M. (2018). Exploring reciprocity in formal mentoring: Live accounts from the AHRD Mentoring Partners Program. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. Richmond, VA.

Hutchins, H.M. & Penney, L.M. (2018). Avoiding the issue: Why imposters burn-out. Annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

- Waight, C.L. & **Hutchins, H.M.** (2017). Lessons learned from an Executive HRD program: An action research perspective. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. San Antonio, TX.
- Grenier, R.S., **Hutchins, H.M.** (2017). The Fulbright experience for HRD Scholars and Practitioners. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. San Antonio, TX.
- Ghosh, R., **Hutchins, H.M.**, Rose, K. & Bergman, M. (2017). Unpacking the nuances of reciprocity in formal mentoring: Lived experiences for AHRD mentoring partners. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. San Antonio, TX.
- Callahan, J. L., Cseh, M., Germain, M.L., Grenier, R.S., **Hutchins, H.M.**, Rose, K., Scully-Russ, E., Storberg-Walker, J., Zarestky, J. (alphabetical) (2017). SPEAK OUT: Applying the Women's March on Washington Unity Principles toward Policy on Socially Just Practice in AHRD. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. San Antonio, TX.
- Hutchins, H.M.**, Shaw, S., Luster, S. & Cook, P. (2016). Being a change leader is hard work: Collective learnings and reflections from 2014 ADVANCE IT awardee leaders. Panel presented at the 2016 NSF/GWE Program Workshop. Baltimore, MD.
- Hutchins, H.M.** (2016). Engaging HRD scholars in academic change projects: Reflections from the NSF ADVANCE grant program. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. Jacksonville, FL.
- Rainbolt, H.** & **Hutchins, H.M.** (2015). Coping with the imposter: The role of mentoring and other coping skills among academic faculty. University Forum of Human Resource Development Conference. Irish Institute of Training and Development. Cork, Ireland.
****Student co-author.**
- Hutchins, H.M.** & Rainbolt, H.** (2015). Who wears the mask? Exploring imposter phenomenon, work outcomes and social support among academic and medical faculty. Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. St. Louis, MO. ****Student co-author.**
- Hutchins, H.M.**, Chung, W., Chiaburu, D. & Harris, T.B. (2014). The Interplay of Trainer Style and Learner Goal Orientation on Training Outcomes. Annual meeting of the Southern Management Association Conference. Savannah, GA.
- Kovach, J. V. & **Hutchins, H.M.** (2014). Facilitating Problem-solving Using Action Learning. ASQ World Conference on Quality and Improvement. Dallas, TX.
- Hutchins, H.M.** (2014). Removing the Mask: Imposter phenomenon among Tenure-Track Faculty and Implications to HRD and Faculty Development. In Gedro, J. (Ed.) Proceedings of the Annual meeting of the Academy of Human Resource Development Research Conference in the Americas. Houston, TX.

Hutchins, H.M and Ilcus, L. (2013). INVITED. Maximizing Learning Transfer for Disaster Health Response. Invited presentation to the Learning in Disaster Health Workshop. National Center for Disaster Medicine and Public Health. Washington, D.C.

Hutchins, H.M., Nimon, K., Holton, E., & Bates, R.A. (2012). Assessing learning transfer system factors and transfer of training: A survey of law enforcement personnel. In Dirani, K. (Ed.). Proceedings of the 2012 Annual meeting of the Academy of Human Resource Development Research Conference in the Americas.

Chiaburu, D., Huang, J., **Hutchins, H.M.**, Gardner, R. (2012). Saints, Heroes, and their Motives: Trainees' perceived knowledge gain unrelated to the training domains. In Dirani, K. (Ed.). Proceedings of the 2012 Academy of Human Resource Development Conference. Academy of Human Resource Development.

Hutchins, H.M., Holton, E., & Bates, R.A. (2010). Assessing learning transfer system factors and transfer outcomes: A survey of law enforcement personnel. In Storberg-Walker, J. (Ed.). Proceedings of the 2010 Academy of Human Resource Development Conference. Bowling Green, OH: Academy of Human Resource Development.

Komawar, G., Nair.M., & **Hutchins. H.M.** (2010). A review and application of socio-cognitive learning theory in workplace learning: A primer for training professionals. In Storberg-Walker, J. (Ed.). Proceedings of the 2010 Academy of Human Resource Development Conference. Bowling Green, OH: Academy of Human Resource Development. ****Student co-authors.**

Chiaburu, D. S., Dunn, K.V., & **Hutchins, H.M.** (2009). Social support in the workplace and training effectiveness: a longitudinal analysis. *Proceedings of the Academy of Management Conference*. Chicago, IL.

Berthelsen, A.M.** & **Hutchins, H.M.** (2009, February). The Relationship between work/school conflict and academic and job performance: Does social support make a difference? In Chermack, T. & Storberg-Walker, J. (Eds.). Proceedings of the Academy of Human Resource Development Conference. Bowling Green, OH: Academy of Human Resource Development. ****Student co-author.**

Castillo, N.* & **Hutchins, H.M.** (2009, February). The role human resource development in crisis management planning and response: A case study of a retail organization. In Chermack, T. & Storberg-Walker, J. (Eds.). Proceedings of the Academy of Human Resource Development Conference. Bowling Green, OH: Academy of Human Resource Development. ****Student co-author.**

Hutchins, H. M., Wang, J., Garavan, T. (2008, May). Exploring the strategic role of HRD in organizational crisis management. Proceedings of the University Forum for Human Resource Development. Lille, France.

Hutchins, H.M. & Burke, L. A. (2007, February). Closing the gap between research and practice: identifying training practitioners' knowledge of transfer of training

research findings. In Nafukho, F. M., & Chermack, T. (Eds.). Proceedings of the Academy of Human Resource Development Conference. Bowling Green, OH: Academy of Human Resource Development.

Hutchins, H.M. & Hutchison, D. (2006, February). Enhancing e-learning research and practice in HRD: A review of multi-disciplinary contributions to e-learning research. In Nafukho, F. M., & Chen, Hsin-Chih. (Eds.). Proceedings of the Academy of Human Resource Development Conference (pp. 242-250). Bowling Green, OH: Academy of Human Resource Development. ****Student co-author.**

Barnir, A., Watson, W., & **Hutchins, H.M.** (2005, November). Modeling, self-efficacy, and entrepreneurial intent: A social role interpretation of gender differences. Paper presented at the Annual Meeting of the Decision Science Institute, San Francisco, CA

Hutchins, H. M. (2005, February). In Morris, M. L. & Nafuko, F. M. (Eds.). Exploring self-efficacy through relapse prevention strategies in management development training: Implications and suggestions for further methodological refinement. Proceedings of the Academy of Human Resource Development (pp. 1138-1145). Bowling Green, OH: Academy of Human Resource Development.

Hutchins, H. M. & Brewer, T. K. (2004, March). Relapse prevention strategies: Cognitive-behavioral skills for enhancing training transfer. Paper presented at the Annual Meeting of the International Society for Performance Improvement, *Tampa, FL*.

Hutchins, H. M. (2002, February). In search of OZ: Effect size reporting and interpretation in communication research. Paper presented at the Annual Meeting of the Southwest Educational Research Association, Austin, TX.

Hutchins, H. M. (2001, November). Using WebCT in the business communication course. Paper presented at the National Communication Association Annual Meeting, Atlanta, GA.

Hutchins, H. M. (1999, November). Enhancing business communication training using WebCT. Paper presented at the 64th Annual Meeting of the Association of Business Communication, Los Angeles, CA.

SPONSORED RESEARCH/GRANTS (\$4,008,283.00) SINCE 2004

FEDERAL GRANTS (FUNDED) - \$3,875,667.00

Sponsor: National Science Foundation – Mid-Career Grant

Purpose/Title: Towards a theory of engineering identity development and persistence of minoritized students with imposter feelings: A longitudinal mixed-methods study of developmental networks

Request: \$306,762 (\$50,917) for Dr. Hutchins as mentor/collaborator)

Investigators: Ghosh, R. (PI); **Hutchins H.M** (Senior Personnel)

Status: Under Review (9/1/2021-8/31/2024)

Sponsor: Social Science Research Council (SSRC) Just Tech Grants.

Purpose: Complicating the Digital Divide Among First-Gen College Students: How COVID-19 Impacted Academic and Career Persistence.

Amount: \$10,000

Award Period: 12/1/2020-7/1/2021

Investigator: Johnson, O. Greer, T., Stewart, B & **Hutchins, H.M.**

Sponsor: Texas A&M University System (Texas General Land Office)

Purpose: Measuring, Mapping and Managing Flood Risk: A Pilot Program in Texas

Total Award Amount: \$ 99,632.00

Award Period: pending

Investigators: Brody, S. (PI), Highfield, W., Sebastian, A., Dawson, C., **Hutchins, H.M.**

Sponsor: National Science Foundation

Title: Planning Grant: Engineering Research Center for Hurricane Urban Planning Hazards Research (HUPHR).

Total Award Amount: \$100,000

Award Period: 8/1/2018-8/1/2019

Role: Key Personnel (**Hutchins, H.**)

Investigators: Rifai, H. (PI), Reible, D., Pardue, J., Meija, R., Katner, A.

Sponsor: National Science Foundation (NSF 1409928)

Purpose: Center for ADVANCING UH Faculty Success

Total Award Amount: \$3,299,065

Award Period: 9/1/2014-8/31/2019 (no-cost extension granted through 2021)

Investigators: Khator, R. (PI), **Hutchins, H.M.**, Tedesco, J., Dunbar, B., Well, D.

Sponsor: National Science Foundation (NSF 0717860)

Purpose: Phase II development of an innovative multi-functional smart vibration platform. Course, Curriculum, and Laboratory Improvement (CCLI).

Funded Amount: \$315,999

Investigators: Song, G. (PI), **Hutchins, H.** Malki, Y.L. Mo, S. Leang-San

Status: 8/01/2007-8/31/2011

UNDER REVIEW

UNIVERSITY GRANTS (FUNDED) - \$71,912

Sponsor: UH COVID Grants, Division of Research

Purpose: Exploration of First-Generation College Students' COVID-19 Experiences Using McClusky's Theory of Margin

Funded amount: \$9,862.00

Investigators: Greer, T., Johnson, O., **Hutchins, H.M.** & Stewart, B.

Status: 9/1/2020-January 31, 2021

Sponsor: Undergraduate Quality Enhancement Grant

Purpose: Developing HRD Competencies Through Service Learning: An Instructional Design Project with the Girl Scouts of San Jacinto County

Funded Amount: \$9,750.00

Investigators: Greer, T. & **Hutchins, H.M.**

Status: 5/1/2012-4/30/2013

Sponsor: Undergraduate Quality Enhancement Grant

Purpose: Design and assess action research as research framework in a project management research course

Funded Amount: \$10,000

Investigators: **Hutchins, H.M.**, Kovach, J.

Status: 5/1/2011-4/30/2012

Sponsor: University of Houston, Educational Technology/Outreach Grant

Purpose: Develop online TRDE Graduate Program

Funded Amount: \$36,300

Investigators: Waight, C., **Hutchins, H.M.**, Greenwood, K., Goodson, C.

Status: 6/01/2005-8/31/2006

Sponsor: University of Houston, New Faculty Grant

Purpose: Funded research

Funded Amount: \$6,000

Investigators: **Hutchins, H.M.**

Status: 6/01/2005-8/31/2005

Sponsor: University of North Texas, Texas Infrastructure Grant

Purpose: Develop online MBA in Administrative Management program

Funded Amount: \$80,000

Investigators: D'Souza, D., **Hutchins, H.M.**, Davis, D., Johnson, L.

Status: 8/1/2002-8/31/2003

Sponsor: University of North Texas, Teaching with Technology Grant

Purpose: Develop online Business Communication course

Funded Amount: \$5,355

Investigators: **Hutchins, H.M.**, Insley, B.

Status: 6/1/2000-8/31/2000

INDUSTRY GRANTS (FUNDED) - \$60,704

Sponsor: Baylor College of Medicine

Purpose: Assessing Talent Development Needs of Pediatric Critical Care Faculty

Funded Amount: \$20,000

Investigators: Greer, T. W. & **Hutchins, H.**

Status: 1/1/2020-9/1/2020

Sponsor: Exxon Mobil Global Team

Purpose: Design and develop performance consulting program

Funded Amount: \$20,704

Investigators: **Hutchins, H.**, Molloy, J.

Status: 9/1/2009-8/31/2010

Sponsor: Key Energy Services

Purpose: Design, develop and facilitate an internal coaching training program
Funded Amount: \$10,000
Investigators: **Hutchins, H.M.**, Waight, C.
Status: 1/1/2007-8/31/2007

Sponsor: Atos Origin (Technology Company)
Purpose: Analyze surveys regarding job competencies
Funded Amount: \$10,000
Investigators: Waight, C., **Hutchins, H.M.**, Ramos, M.
Status: 8/1/2006-7/30/2007

GRANTS IN SUPPORT OF UNDERGRADUATE RESEARCH

Sponsor: University of Houston Summer Undergraduate Research Fellowship
Purpose: Analyzing training professionals' learning preferences toward transfer of learning.
Funded amount: \$1,000, Summer 2009
Mentored Student: Sparsh Varma, Business

Sponsor: University of Houston Provost Undergraduate Research Scholarship
Purpose: Assessing the impact of relapse prevention as a training transfer intervention.
Funded amount: \$2,500, Spring 2007
Mentored Student: Silky Joshi, Psychology

TECHNICAL REPORTS

Hutchins, H.M. (2016). *Post-graduate Student Perceptions of the Research Culture: Findings and Recommendations*. Prepared for the Business School, Edinburgh Napier University, Edinburgh, Scotland.

Hutchins, H.M. (2009). *LEMIT Transfer Evaluation Study*. Law Enforcement Management Institute of Texas.

Hutchins, H. M. (2007). *Key Energy Rig Coach Evaluation Report*. Key Energy Services, Inc.

TEACHING, MENTORING & ADVISING

Course Development & Instruction:

- HRD 3340: Introduction to Training & Development
- HRD 6301: Global Leadership
- HRD 6303: Evaluation & Assessment
- HRD 6304: Research Design (2 classes: Traditional and Executive MS courses)
- HRD 6353: Methods of Adult Learning
- HRD 6354: Facilitating Group Processes
- HRD 6397: Capstone Seminar for Executive HRD program

DISSERTATION & THESIS ADVISING

Thesis Advisor:

- Jennifer Flores (Undergraduate Honors Thesis). "Overcoming imposter phenomenon in academic faculty: Using cognitive processing therapy to address distorted perceptions." Fall 2019.
- Alissa Church. "Employee uncertainty and downsizing: Can quality change communication make a difference?" Fall 2010.
- Alice May Berthelsen. "The Relationship between work/school conflict and academic and job performance: Does social support make a difference?", Spring 2009.
- Anne Wright. "First days breastfeeding class training program", Summer 2015.

Dissertation Committee (External Member):

- Jamie Sandoval, "Explaining it Away: The Impostor Phenomenon, Attributional Patterns, and other Motivational Cognitions among College Undergraduates", UH College of Education, Ongoing
- Ague Manongsong, "Developing positive identity of STEM women leaders: A longitudinal study on the impact of a leadership development and mentoring program in higher education", Drexel University, Ongoing
- Tamara Gayolan. "Enhancing transfer for well-structured and ill structured problems in online and blended learning environments", Drexel University, Ongoing
- Madhuri Kumar. "Human and organizational factors in implementing enterprise 2.0: A case study", Cappella University, Fall 2013

External Dissertation Reviewer

- Sonya Vandergoot. University of Adelaide, Australia, Factors effecting the transfer generalization and maintenance of interpersonal skills related to conflict management and leadership, March 2019
- Paul Lever. Swinburne University of Technology, Swinburne University, Melbourne, Australia. (served as external dissertation reviewer): August 2013

Thesis Committee Member

- Mayura Pandit. "Mentoring as an instructional approach in a graduate organization development course", Summer 2013
- Rucha Borgaonkar. "Captioning for classroom lecture videos", spring 2013
- Sheryl Kovach. "Exploring emotional intelligence training programs: What are their make

up?”, spring 2011.

- Dan Crandall. “A framework for business continuity planning (BCP) and disaster recovery planning (DRP) for small and medium-sized businesses”, spring 2008.

SERVICE

UNIVERSITY-LEVEL

- Steering Committee, UH Strategic Planning Committee, 2019-current
- Senator, Faculty Senate, 2018-current
- Member, Research and Scholarship Committee
 - Chair, Research Excellence Awards Review Committee, 2019-current
- Center for ADVANCING UH Faculty Success: 2014-current
 - Lead Co-Principal Investigator, 2014-current
 - Co-chair, Professional Development & Engagement Committee, 2014- 2019
 - Member, ADVANCE Implementation Team, 2016-2018
 - Member, ADVANCE Project Management Team, 2014-current
 - Chair, Search Committee, Managing Director, Center for ADVANCING UH Faculty Success, 2015
 - Co-Facilitator, Gender Equity Advocate Workshops, 2019-current
- Cougar GLBT Ally, 2009-current
- Member, Dean’s Review Committee, 2019
- Member, Faculty Engagement and Development (FED) Advisory Board, 2016-2019
- Member, EOS Discrimination, Harassment and Misconduct Board, 2015-2018
- Search Committee Chair Member, Dean of Libraries Search Committee, 2014-2015
- Member, Provost Task Force for Promotion and Tenure Review, 2014-2015
- Member, UH QEP Proposal Review Committee, 2013-2014
- Faculty Chair, University of Houston Commission on Women (UCW), 2009-2011
- Chair, UCW Faculty Advancement Committee, 2011-2013
- Mentor (to Jami Kovach), UH Commission on Women’s Mentoring Project, 2006-present

College-level

- Member, College of Technology Dean’s Advisory Committee, 2014-2018
- Chair, Promotion and Tenure Committee, College of Technology, 2015-2018
- Member, Deans’ Review Committee, 2012-2013
- Member, Academic Services, College of Technology, 2009-2017
- Member, Committee on Undergraduate Research, College of Technology, 2007-2009
- Member, Undergraduate Academic Committee, College of Technology, 2007-2009
- Research Affiliate, Texas Manufacturing Assistance Center, University of Houston, 2006-2011
- Member, Scholarship Committee, College of Technology, University of Houston, 2004-

2006

- Faculty Sponsor, Organizational Leadership & Supervision Capstone Project, College of Technology, 2004-2007

Department-level

- HRD Department Chair, 2020-current
- HRD Department Chair (Interim), 2019-2020
- HRD Undergraduate Program Coordinator, HDCS Dept, College of Technology 2010-2019
- Chair, Search Committee, Human Resource Development, 2015
- Member, HDCS Promotion and Tenure Committee, 2010-current

CERTIFICATIONS, LICENSURES, COMPLETIONS

Faculty Success Program, National Center for Faculty Diversity and Development (NCFDD), January - May 2020

NCFDD Alumni Program 2020-current

4MAT System Level 1 Curriculum Training Certificate, About Learning, Inc., May 2001

SCHOLARLY SOCIETIES

Academy of Human Resource Development

- Founding and Lead Team, AHRD Mentoring Partner Program, 2014-current
- Board of Director, 2011-2017
- Vice President, Professional Development, 2014-2017
- Task Force on AHRD Awards, 2017
- Founder and Chair Faculty Learning and Development Committee, 2009-2010; Steering Committee Member: 2010-2019
- Professional Development Committee, 2007-2008
- Task Force on Certification, 2009-2010
- AHRD Malcolm S. Knowles Dissertation of the Year Award Committee, 2008-2009
- Track Reviewer, ongoing
- Associate Program Chair, 2007

Editorial Board

Human Resource Development Review, 2010-current

Human Resource Development Quarterly, 2013-current

New Horizons in in Adult Education & Human Resource Development, 2016-current

Journal of Industrial and Commercial Training, 2018-current

Reviewer:

Human Resource Development Quarterly

Human Resource Development Review, June 2006-current

New Horizons for Adult Education, April 2007-current
International Journal of Training and Development, January 2009-current
European Journal of Industrial Training, March 2007-current
Fulbright Core Program, 2019-current

PROGRAM AND TRAINING DEVELOPMENT (CONTRACT, CONSULTING, FULL-TIME)

Hutchins, H.M. (2012-2014). China Program Curriculum Development Team, Rice University. Coordinated and co-developed curriculum for Chinese Principals Knowledge Transfer Workshop.

Hutchins, H.M. (2008-2011). Knowledge Transfer Program for Libyan Engineers AECOM-Government of Libya, sub-contract through Rice University

Hutchins, H.M. (2008). Leadership Development Training Program. Key Energy.

Hutchins, H.M. (2007). Key Energy Coaching Program Train-the-Trainer Program and Coach Training Program. Program Materials and Training Facilitation.

Hutchins, H.M. & Burke, L.A. (2007). Training Transfer Module. Developed for the Society of Human Resource Management (SHRM), Alexandria VA. Retrieved <https://www.shrm.org/academicinitiatives/universities/teachingresources/Documents/Transfer%20of%20Training%20Activities.pdf>

Instructional Designer (Contract)

Department of Management, College of Business Administration, University of North Texas, 2002-2003

- Worked with graduate faculty to design (6) online graduate courses as part of the Online Administrative MBA program

National Implementation Trainer

CellStar, Corp., Dallas, TX, 1995-1996

- Interviewed, hired (100+) new sales representatives; helped develop and conduct nationwide sales training for wireless communication representatives; developed point-of-sale curriculum for nationwide retail stores training and rollout.

CONSULTING & TRAINING (WORKSHOP, TRAINING SESSIONS)

Shell Oil, Global Commercial and Chemical Team, Houston TX (Nov. 2011).

- Designed and facilitated a half-day session on performance consulting and training transfer.

Houston Texans, Front Office Managers, Houston TX (May 2011).

- Designed and facilitated a half-day session on effective meetings, small group dynamics, and facilitation.

Exxon Mobil, Global Training & Education Service Group, Houston, TX (Oct. 2009)

- Designed and facilitated a 3-day training on performance consulting

Exxon Mobil, Global Education & Training Service Group, Houston, TX (Apr. 2009)

- Facilitated a discussion on support and measurement of training transfer in enterprise learning.

Chinese Risk and Safety Managers, Houston, TX (Jan. 2009)

- Co-trained with Peter Bishop, Ph.D. on Strategic Foresight for Crisis Planning. University of Houston Continuing Education.

Law Enforcement Management Institute of Texas (LEMIT), Huntsville, TX (2011)

- Assessing training transfer and perceptions of transfer climate using the Learning Transfer System Inventory. Funded research (data collection and analysis) and consulting.

Key Energy, Houston, TX (Oct. 2008)

- Designed and developed a leadership training program.

Waste Management, Houston, TX (June 2008)

- Consulted learning specialists on how to support training transfer in organization.

Key Energy, Houston, TX (Jan.-Aug. 2007)

- Consulted on developing a performance coaching program for new hires
- Designed and facilitated train-the-trainer session for performance coaches

Atos Origin, Houston, TX (Aug. 2006), with Waight, C. & Ramos, M.

- Consulting on survey design for performance appraisal

Sinopec Industries, Houston TX (Mar. 2005)

- Designed and facilitated training on performance appraisal methods

Army, Air Force Exchange Services (AAFES), Dallas, TX, (Sept. 2002; June 2003)

- Developed and presented training courses on business communication skills

Neiman Marcus Corporate, Dallas, TX (Oct. 2001; Feb. 2001)

- Developed and presented training courses on meeting facilitation and business communication skills

INVITED RESEARCH PRESENTATIONS, WORKSHOPS & KEYNOTES

Research Presentations

Hutchins, H.M. (2020). Debunking Your Flawed Logic By Challenging your Inner Critic. Talk presented to the University of Houston Law Center, September 25, 2020.

Hutchins, H.M. (2020). Overcoming Your Inner Critic. Talk presented to the University of Houston College of Pharmacy, August 31, 2020.

Hutchins, H.M. (2019). Imposter Phenomenon: Overcoming Your Inner Critic. Talk

presented to the UH HEALTH Institute, April 10, 2019.

Hutchins, H.M. (2018-ongoing). Overcoming Your Inner Critic: A Faculty Workshop On Managing Imposter Cognitions. Offerings: UH Faculty Engagement and Development Center (October, 2018; February, 2019); AHRD 2019 Preconference (February, 2019); UH Library Faculty (July, 2019)

Hutchins, H.M., Sublett, L.W. & Penney, L.M. (2018). Coping with the imposter: Gender differences and implications to job outcomes. University of Houston Empower Women's Leadership Conference, Houston, Texas.

Spitzmueller, C. & **Hutchins, H.M.** (2018, March 13). Determining national benchmarks for ADVANCE initiatives: How Does Gender Diversity at your institution compare to National Averages? Webinar presentation to the ADVANCE Implementation Network (AIM).

Hutchins, H.M. (2016). Academics and the imposter phenomenon: What is it and how do you address it? Presentation to Department of Psychology Doctoral Colloquium, University of Houston

Hutchins, H.M. (2015). Understanding Imposter Phenomenon: Implications to Work and Social Support. American Society of Quality (Houston chapter), Houston, TX

Hutchins, H.M. (2013). Lifting the Mask: Understanding Imposter Phenomenon and Implications to Talent Management. Women in Energy Network (Houston Chapter). Houston, Texas

Hutchins, H.M. (2010). Enabling positive training transfer via metrics and support partners: A key to evidence-based HRD. Presentation to International HR Roundtable, Houston, TX.

Hutchins, H.M. (2010). Post-tenure female faculty experiences. AHRD Webinar Participant.

Hutchins, H.M. (2009). The transfer triangle: Diagnosing, supporting, and assessing transfer of learning. Presentation to Exxon Mobil Upstream Training Group.

Hutchins, H.M., & Waight, C.L. (2009). Research on learning during mergers and acquisitions and training transfer: What are the implications for practice? Presentation to the Houston Organization Development Network.

Hutchins, H.M. (2009). To transfer or not: Effective practices in supporting transfer of learning. Presentation to Healthcare Information and Management Systems Society, Houston, TX.

Hutchins, H. M. (2007). Leveraging training and development resources for hurricane preparedness. Texas Manufacturing Assistance Center Meetings (Galveston, Wharton, TX)

Hutchins, H. M. (2006). Front-end analysis to support and empower transfer. Presented as a Professional Development Seminar. ASTD Houston Chapter, Houston TX.

Hutchins, H. M. & Hutchison, D. (2006). Hit the e-Learning trifecta: Designing usable, engaging, and reliable e-Learning courses. Presented to ASTD e-Learning Special Interest Group, Houston TX.

Hutchins, H. M. (2006) Disaster preparedness of Gulf Coast organizations: Survey results from Hurricane Katrina. Presented to ABS Quality Evaluations Meeting on Hurricane Preparedness and Business Continuity, Galveston, TX. In association with UH TMAC.

Hutchins, H.M. (2005). Engaging adult learners in CPE E-learning courses. Invited presentation to National Association of State Boards of Accountancy (NASBA), New Orleans, LA.

Hutchins, H. M. (2005). An eye toward transfer: Considering transfer of learning throughout the design, facilitation, and evaluation of training initiatives. Paper presented at the ASTD-Houston Chapter Fall Symposium, Houston, TX.

Training and Teaching Presentations

Hutchins, H.M. (2011) *Meeting Facilitation*. Emanu El Synagogue Board of Director Meeting. Designed and facilitated a session on meeting effectiveness. Houston TX .

Hutchins, H.M. (2008). *Project leadership*. Address to undergraduate mechanical engineering course. Rice University.

Hutchins, H.M. (2008). *Critical competencies of project leadership*. Address to Symbiosis International University (SIU) faculty and students. SIU multiple campuses. Pune, India.

Hutchins, H.M. (2008). *Engaging adult learners in face-face and e-Learning settings*. Address to Symbiosis Centre of Management and Human Resource Development. Pune, India.

PROFESSIONAL AFFILIATIONS

- Academy of Human Resource Development
- Association for Women in Science (National, Gulf Coast) Member
- Association of Talent Development (National Member)