

ACTION: **Approve Emeritus Status for Dr. Christy Hutchison (AP)**

Dr. Christy Hutchison, a faculty member from Peru State College who retired in May 2021, has been nominated for emeritus faculty status upon the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 17 years of teaching.
2. Earned the rank of full professor in 2014.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service is represented by her consistently high course evaluations at both the undergraduate and graduate levels, her mentorship of student research activities; her service on both the College's and the NSC System Office's Strategic Planning Committees; and her numerous publications and speaking engagements to share her own research. She was also selected as the NSCS Teaching Excellence Award recipient in 2011.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations is also reflected in her leadership in the College's 2011 Self Study process for Higher Learning Commission re-accreditation; her leadership roles, including President and Executive Board Member, for the Institution of Behavioral and Applied Management, and her leadership roles at the College, which include President of Faculty Senate Chair, Accreditation Steering Committee Chair, and President of the Education Association.

Chancellor Turman and PSC President Evans support Dr. Hutchison's nomination and recommend that emeritus faculty status be granted.

The System Office and Peru State College recommend approval of the Emeritus Status for Dr. Christy Hutchison (AP).

ATTACHMENTS:

- PSC Dr. Christy Hutchison Emeritus Nomination (PDF)

August 12, 2021

Dr. Paul Turman, Chancellor
Nebraska State College System
1327 H Street, Suite 200
Lincoln, NE 68508

Dear Chancellor Turman,

I'm writing to recommend the nomination of Dr. Christy Hutchison for emeritus status and forward her nomination to you for your support. Dr. Hutchison retired in May 2021 after serving the College since 2004. While at Peru State, she earned the rank of full Professor, had exemplary performance in the areas of teaching, scholarship/creative activities, and service. She also demonstrated leadership and collaboration, as required by Board policy for your consideration.

As you will read in the support letters from her Dean and colleagues, Dr. Hutchison was an excellent instructor. As evidence, she won the System Teaching Excellence Award in 2011. I was her direct supervisor for more than 2 years and read numerous student evaluations of her work. It was not uncommon to have students write that their course with her was one of the best ever. I even had a graduate student tell me as much at a recent Commencement ceremony. Her vita demonstrates a high level of scholarly work and exceptional service to the college and her discipline.

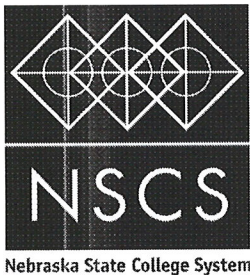
Dr. Hutchison is already contributing to the mission of the College as an adjunct instructor this fall. I have every confidence the high level of instruction she provided as a full-time faculty member will continue in this new role. She also presented at our Faculty Development Conference this summer and has offered to help as needed on other projects.

With this letter, please find the nomination form signed by Dean Amber Mahan, Dr. Hutchison's curriculum vita, and letters from three of her colleagues. I fully support her nomination and recommend that she be granted emeritus status by the Nebraska State College System Board of Trustees.

Sincerely,



Dr. Tim Borchers
Vice President for Academic Affairs



EMERITUS STATUS

PERU STATE COLLEGE NOMINATION FORM

Send nominations to Dr. Tim Borchers, Vice President for Academic Affairs

I wish to nominate the following individual for Emeritus status at Peru State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

Nominee Information

Name Dr. Christy L. Hutchison
Rank and Department Professor (Retired), School of Professional Studies
Address 3815 Pablo Lane Lincoln, Nebraska 68516
Telephone 402-770-6714

Primary Faculty Nominator Information

Name Dr. Amber Mahan
Title/Department Dean – School of Professional Studies
Address 600 Hoyt Street Peru, Nebraska 68421
Telephone 402-872-2232

I affirm that I am not a relative, spouse, or significant other of the nominee.

Signature of Primary Nominator

7/1/2021

Date

Signature of Academic Dean

7/1/2021

Date

Christy L. Hutchison, J.D.
Professor of Business and Law, Peru State College

AWARDS

Nebraska State College System George Rebensdorf Teaching Excellence Award (2011)
Peru State College Teacher Excellence Award (2011)
Best Paper Award, Mountain Plains Management Conference (2007)

CURRENT APPOINTMENTS

Peru State College

Professor of Business and Law
School of Professional Studies
2004-Present

Primary Courses:

Conflict Management and Mediation (Graduate)
Legal Environment and Contract Law
Commercial Law
Organizational Ethics
Leadership of Teams and Organizations
Employment Law

College of Saint Mary

Adjunct Professor
Doctoral Program in Education
2007-Present

Courses:

Leadership in Educational Organizations (Ed.D)
Legal Issues in Education (Ed.D)
Educational Leadership Practicum
Service on Dissertation Committees

Institute of Behavioral and Applied Management

Executive Board (2011-Present)
President (2009-2011)
Program Chair / President-Elect (2007-09)
Division Track Chair (2004-2007)

PREVIOUS TEACHING EXPERIENCE

University of Nebraska at Omaha

Adjunct Instructor / Lecturer
Graduate School of Education

Courses:

School Law (Graduate Education Program)

Pasco-Hernando Community College

Instructor / Administrator (split position)
Legal Assisting Program
New Port Richey, Florida
Served as Program Director and Advisor

Courses:

American Federal Law
Business Law I and II
Legal Research and Writing I and II
Real Property Law and Transactions
Wills, Trusts and Estates

ADMINISTRATIVE EXPERIENCE

President of Nebraska State College Education Association (2019-2021)

Served as leader of the statewide faculty collective bargaining association

Chair of Peru State College Faculty Senate (2013-2014)

Served as leader of Peru State College faculty and as liaison with college administration

Chair of Peru State College Accreditation Steering Committee (2009-2011)

Resulted in the continued accreditation of Peru State College by the Higher Learning Commission for the maximum award period of ten years.

College of Saint Mary, Nebraska

Vice President for College Relations and General Counsel

Served as legal counsel and managed public relations, strategic community partnerships, marketing, advertising, and publications development. Previously served as Vice President for Enrollment Services, managing student recruitment, admissions, financial aid and Lincoln Campus operations. Assisted with the College's North Central Association accreditation report and visit in 2001

Pasco-Hernando Community College, Florida

College Attorney

Performed all legal work and reported to the President – Also served as legislative liaison and presented legal training sessions for staff and faculty development

Director of the Legal Assisting Program / Instructor

Designed and implemented a legal assisting degree program and operated as program director - Designed curricula, scheduled courses, hired faculty and advised students – Served as faculty sponsor to student club – Taught two courses per term

Private Law Practice

Sole Practitioner Law Practice

Engaged in the private practice of law, concentrating in business acquisitions, corporate law, real property transactions, civil litigation, and wills, trusts and other estate planning mechanisms

Corporate Staff Attorney – Dun & Bradstreet Plan Services, Inc.

Managed legal issues for subsidiary of Dun & Bradstreet Corp. – Including contract development and review, administrative law, insurance law, corporate and employment law - Presented management training programs on employment discrimination

PROFESSIONAL ASSOCIATIONS

Nebraska State Bar Association (2002-Present)
Florida Bar Association (1985-Present)
Institute of Behavioral and Applied Management (2004-Present)
Education Law Association (2007-2008)
National Association for College Admission Counseling (2000-2004)
National Association of College and University Attorneys (1990-1999)

SELECTED PEER-REVIEWED PUBLICATIONS

- Hutchison, C. (2019). Academic Freedom in the College Classroom – A Collision of Interests. *Journal of Behavioral and Applied Management*
- Hutchison, C. (2019). You are the Judge! Classroom Speech and Academic Freedom. *2019 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management*
- Hutchison, C. (2018). Campus Speech and Politics in Nebraska. *2018 Proceedings of the 2018 Mountain Plains Management Conference*
- Hutchison, C. & Goebel-Lundholm, M. (2018). The Politics of Campus Speech and Academic Freedom. *2018 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management*
- Hutchison, C. (2017). Finding, Evaluating and Using Open Educational Resources 2017 *Proceedings of the 2017 Mountain Plains Management Conference*
- Hutchison, C. (2017). Anatomy of a Free Speech Lawsuit - Demers against Washington State University. *Journal of Behavioral and Applied Management*
- Hutchison, C. (2014). The Tweet of the Jayhawk: A Case Study in Faculty Free Speech Rights. *2014 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management*
- Hutchison, C. & Jackson, A. (2013). Open Educational Resources Workshop – A Case for Openness in Education. *2013 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management, 21*
- Hutchison, C., Jackson, A., & Kunkel, E. (2012). Flipping the Classroom Workshop. *2012 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management, 20*
- Hutchison, C. (2012). Academic freedom in the courts: A review of post-*Garcetti* cases 2006-2012. *2012 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management, 20*

Hutchison, C. & Kunkel, E. (2009). CU in court: The evolving law of student free speech. Accepted conditionally for publication in *American Association of School Administrators*.

Grotrian, S., Grotrian, J. & Hutchison, C. (2008). Online education - students speak out. *2008 Proceedings of the Annual Conference of the Institute of Behavioral and Applied Management*, 16

Hutchison, C. & Gatewood, K. (2008). Podcasting for business law teachers. *Midwest Law Journal*, 22 (4), 103-113

Hutchison, C. (2007). What is left of workplace freedom of speech for public employees after *Garcetti v. Ceballos*? *2007 Proceedings of the Annual Conference of the Institute for Behavioral and Applied Management*, 15

Hutchison, C. (2007). Academic freedom in the college classroom: New case developments. *Proceedings of the Mountain Plains Management Conference, 2007*

EDUCATION AND TRAINING

Harvard Program on Negotiation

Workshop on teaching conflict management, negotiation and mediation in an educational institution or corporate environment (2006)

Nebraska Office of Dispute Resolution

Completion of 30-hour Basic Mediation Training Program (2005)

Harvard Institute on Educational Management

Summer immersion program on various topics relating to current issues and best practices in management of colleges and universities (2003)

Stetson University College of Law

Graduated cum laude and was a member of the Law Review Staff and Mock Trial Team - Published a case note in the Stetson Law Review - Received the Best Oral Advocate Award for class - Rank #13 out of 122 graduates (1982-85)

University of Tampa

Graduated with Special Senior Honors and received a Baccalaureate Degree in Business Management (1980-82)

SELECTED SPEAKING ENGAGEMENTS

2019 Annual Conference of the Institute of Behavioral and Applied Management, San Jose, California – “*Classroom Speech and Academic Freedom*”

2019 United States Corp of Engineers Leadership Development Program, Omaha, Nebraska – ***“Ethics in Leadership”***

2018 Nebraska Business Development Center Program at University of Nebraska, Omaha, Nebraska – ***“Negotiation Strategies that Work”***

2018 Annual Conference of the Institute of Behavioral and Applied Management, West Long Branch, New Jersey – ***“The Politics of Campus Speech”***

2017 Nebraska Business Development Center Program at University of Nebraska, Omaha, Nebraska – ***“Ethical Decision-Making for Leaders”***

2016 Nebraska Business Development Center Program at University of Nebraska, Omaha, Nebraska – ***“Negotiation Strategies for Life”***

2016 Annual Conference of the Institute of Behavioral and Applied Management, San Diego, California – ***“Anatomy of a Free Speech Lawsuit - Demers against Washington State University”***

2015 Nebraska Business Development Center Program at University of Nebraska, Omaha, Nebraska – ***“Ethics for Leaders”***

2014 Annual Conference of the Institute of Behavioral and Applied Management, Orlando, Florida – ***“The Tweet of the Jayhawk: A Case Study in Faculty Free Speech Rights”***

2014 Nebraska Business Development Center Program at University of Nebraska, Omaha, Nebraska – ***“Professional Ethics in Economic Development”***

2013 Nebraska Business Development Center Program at University of Nebraska, Omaha, Nebraska – ***“Negotiation Strategy and Skill”***

2013 Army Corp of Engineers Leadership Development Program, Omaha, Nebraska – ***“Ethical Leadership”***

2013 Annual Conference of the Institute of Behavioral and Applied Management, San Diego, California – ***“Open Educational Resources Workshop – A Case for Openness in Education”***

2012 Women in Educational Leadership Conference, University of Nebraska-Lincoln, Lincoln, Nebraska – ***“Academic Freedom in the Courts”***

2012 Annual Conference of the Institute of Behavioral and Applied Management, Nashville, Tennessee – ***“Flipping the Classroom: A Workshop”***

2012 Annual Conference of the Institute of Behavioral and Applied Management, Nashville, Tennessee – ***“Academic Freedom in the Courts: A Review of Post-Garcetti Cases 2006-2012”***

2009 Nebraska School Education Association (NSEA) Higher Education Academy Conference - *"New Developments in Academic Freedom."*

2008 Women in Educational Leadership Conference, University of Nebraska-Lincoln, Lincoln, Nebraska – *"Academic Freedom in the College Classroom: New Case Developments"*

2008 Annual Conference of the Institute of Behavioral and Applied Management, Orlando, Florida – *"Online Education – Students Speak Out"*

2008 Nebraska State Faculty College, Peru State College, Peru, Nebraska
"Academic Freedom in the Public College Classroom: New Case Developments"

2008 Foundation Academy of the National Association of Educational Procurement in Denver, Colorado – Presented all law curricula to new members of the academy

2008 Annual Meeting of the National Association of Educational Procurement in Austin, Texas – *"Higher Education Purchasing and Contracting Law: Recent Case Decisions"*

2007 Nebraska State Faculty College, Wayne State College, Wayne, Nebraska – Panel member: *"Ten Best Practices in Online Course Design and Delivery"*

2007 Nebraska State Bar Association, Lunch & Learn Program, Lincoln, Nebraska
"Workplace Freedom of Speech for Public Employees"

2007 Annual Conference of Women in Higher Education, Omaha, Nebraska
"Negotiating Happiness – Interest-Based Negotiation Techniques"

2006 NOVA Therapeutic, Omaha, Nebraska – *"Mediation and Negotiation Strategies"*

2006 Annual Conference of Women in Higher Education, Omaha, Nebraska
"Recognizing and Seizing Career Opportunities"

2002 Annual Conference of the Missouri Association of Purchasing Professionals in Hannibal, Missouri – *"You are the Judge - Recent Case Law in Public Purchasing and Contracting."*

2001 Annual Conference of the Missouri Association of Purchasing Professionals in Lake Ozark, Missouri – *"How to Avoid Litigation in Public Bidding, Purchasing and Contracting"*

2001 Advanced Purchasing Institute, Houston, Texas, sponsored by the National Association of Educational Buyers – *"Legal Issues in Electronic Commerce"* and other advanced law curricula

CURRENT RESEARCH INTERESTS

Legal Issues in Higher Education

Academic Freedom in Colleges and Universities

July 1, 2021

Dr. Timothy Borchers, VPAA
Peru State College
Peru, Nebraska 68421

RE: Dr. Christy Hutchison Emeritus Status Nomination

I am writing to strongly recommend Dr. Christy Hutchison for Emeritus Status in accordance with the Nebraska State College System Board Policy 5017. I have known and worked alongside Dr. Hutchison for six years and found her to be an inspiring mentor to students and faculty alike, a dedicated researcher, and an engaged service advocate for Peru State College and the campus community. She is distinguished, caring, and a respected educator. The time and effort Dr. Hutchison has dedicated to this campus and community is second to none. Dr. Hutchison has been a full-time employee of Peru State College since 2004. She obtained the position of Assistant Professor in Business in 2004 on the tenured track, was promoted to Associate Professor in 2009, received tenure in 2010, and obtained the rank of Professor in 2014.

Since joining Peru State College, Dr. Hutchison has taught a variety of courses. Those courses include BUS 251 Legal Environment and Contract Law, BUS 252 Commercial Law, BUS 353 Organizational Ethics, BUS 460 Employment Law, BUS 493 Team Design and Performance, and CJUS 498 Contemporary Legal Issues at the undergraduate level. She also taught MGMT 533 – Conflict Management and Mediation at the graduate level and served as the faculty mentor on several MGMT 696/697 Research Projects. As a faculty mentor, she guided students through the research process, and then she makes a recommendation on their final grade assignment.

Dr. Hutchison has performed at the optimal level for teaching since 2004. Her student evaluations are higher than the college average for courses taught on campus and online. In Spring of 2021, a student from her BUS 493 Team Design and Performance wrote, “I have learned SO MUCH in this class which is funny considering at the beginning of the semester I thought I wouldn’t learn a thing. I love Dr. Hutchison’s teaching methods with ted-talks, case studies, books, and discussions on our thoughts. I like to hear others’ insights as I find it better to look at all views before making a decision. Dr. Hutchison does a great job teach that. She is one of the brightest professors here on campus.” Dr. Hutchison ranked high in all categories, however; ranked the highest grading assignments and feedback, communication, availability to help students, and overall instructor rating. Summer of 2015, a student from her BUS 493 course wrote, “I really enjoyed the instructor. I enjoyed the course and found many things that I can use in my professional and personal life.”

Another student wrote, "This course has been very enjoyable. Dr. Hutchison is well-organized and does a fine job teaching leadership. It's very evident she puts forth the time and effort necessary to effectively teach, and it's truly been a pleasure to have her as my instructor this semester." Even at the beginning of her academic journey, Dr. Hutchison received high remarks from her students. In 2004, a student from her BUS 351 Commercial Law course wrote, "I have never been so impressed with a professor before. I have never had such an awesome instructor at UNL. She graded hard but fair. I felt I earned my grade and I feel I have learned more about how the world works and how I can fit in it. WOW. Thank you, Peru and Dr. Hutchinson!" It is important that I specifically quote our students, as at Peru State College, they come first.

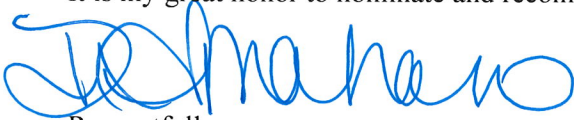
Dr. Hutchison's teaching evaluations remained strong throughout her tenure receiving satisfactory (the highest marks given) remarks annually. In 2020, Interim Dean Timothy Borchers, wrote, "Professor Hutchison has had another strong year as an effective teacher, scholar, and college citizen." In 2015, Dean Gregory Galardi wrote, "Dr. Hutchison continues to be an excellent teacher and consistently evaluates and improves courses each semester. Many students have very positive comments about her teaching style." In 2010, Dean Gregory Galardi wrote, "Dr. Hutchison continues to lead the College Self-Study process for the Higher Learning Commission. Dr. Hutchison also serves on the Strategic Planning Committee. Both roles are critical to the future of Peru State College. Thank you for your hard work on these committees." In 2004, Dean Todd Drew wrote, "Christy's presentation style is professional and polished, yet conveys accessibility her students seem to appreciate. She has an engaging classroom exercise which was designed to develop occupational skills and that was thoughtfully conceived and well managed." Despite the year or Dean, Dr. Hutchison continued to put Peru State Students first as noted by each of the above comments.

Dr. Christy Hutchison continues to display an extraordinary understanding of research methodology while researching legal issues in education, including academic freedom, constitutional rights for all, affirmative action in school admissions, and negotiations. She has been published 15 times in peer-reviewed journals to include the Journal of Behavioral and Applied Management, American Association of School Administrators, and the Midwest Law Journal with at least four of those publications in collaboration with colleagues at Peru State College. She has taken part in 30 speaking engagements as recently as 2019. Dr. Hutchison took a sabbatical in Spring of 2019 resulting in a publication: Academic Freedom in the College Classroom – A Collision of Interests in the Journal of Business and Applied Management – ISSN 1930-0158.

While at Peru State College, she has held several leadership roles on and off-campus. Dr. Hutchison has served as President, Executive Board Member, Program Chair, and Division Chair for the Institute of Behavioral and Applied Management. She has served as the President of Nebraska State College Education Association, as Peru State College Faculty Senate Chair, and as Chair of Peru State College Accreditation Steering Committee. While committed to her students, Dr. Hutchison was a faculty advisor to both Business and Pre-Law students, judged numerous contests on campus, is an active Higher Learning Commission Committee member, and active steward for the campus. In addition to service to the college and community, she continues to be a member of the Nebraska State Bar Association, Florida Bar Association, and the Institute of Behavioral and Applied Management.

Dr. Christy Hutchison is a superb candidate for this award. She fulfills all requirements set forth by board policy and continues to serve as an adjunct professor at Peru State College. Her leadership and mentorship skills set her above the rest, but her ability to engage with students in a manner that drives them to be successful is not a skill that can be taught easily. It is for this reason she received the Nebraska State College System's Teaching Excellence Award in 2011. Her tenacity for research and collegial approach makes her well-deserving of this acknowledgement.

It is my great honor to nominate and recommend Dr. Christy Hutchison for Emeritus Status.



Respectfully,
Dr. Amber Mahan
Dean –School of Professional Studies

July 25, 2021

Board of Trustees
NCSC 1327 H Street, Suite 200
Lincoln NE 68503

Esteemed Colleagues,

I write in support of the award of Emeriti status to Dr. Christy Hutchison. I know Dr. Hutchison's service to the Nebraska College System, Peru State College, her colleagues and students to represent all values exemplary in higher education. Dr. Hutchison served Peru State College in many and varied capacities. She consistently served as role model as a leader in within the academic community and a role model for both colleagues and students.

Dr. Hutchison modeled leadership in many capacities. Her contributions to the Institute of Behavioral and Applied Management (IBAM) included numerous presentations of research and leadership of round table discussions related to current topics relevant to academic freedom particularly as related to free speech in academic settings. She presented independent research at conferences and while frequently collaborating with Dr. Hutchison, I had the opportunity to recruit and nurture younger members in attendance at IBAM conferences to assume and train for future leadership roles within the organization ensuring consistency in quality leadership leading the organization into the future. Indeed, she accepted the seven-year journey required to reach the status of President of the organization.

Dr. Hutchison accepted responsibilities well beyond requirements. In addition to leading numerous committees, participating in numerous strategic planning endeavors, representing faculty in Nebraska State Education Association positions, she wrote the Higher Education Committee Report, a daunting undertaking. Dr. Hutchison always accepted difficult roles when asked completing important documentation, leading necessary change, often providing inclusive opportunities for others to participate and sometimes attending to the majority of work on her own.

Throughout her tenure at Peru State College Dr. Hutchison collaborated across the college system and collaborated across the Peru State Campus. Dr. Hutchison helped in the organization of several multi-campus opportunities for faculty to present and share research. She consistently collaborated with colleagues at Peru State College for research presentations at conferences. She helped establish the "Growing Ideas" series on the Peru State College campus which honored another of our colleagues, Dr. Bill Snyder. Along with Dr. Kristy Nies, a seminar on evaluating online resources for accuracy and factual content was developed and presented to students.

Dr. Hutchison's teaching was exemplary and innovative. Her use of current legal cases helped students understand the necessity of understanding contemporary legal issues and rulings. She facilitated bringing the Nebraska Supreme Court to Peru State College allowing students to gain a greater grasp of jurisprudence in the state of Nebraska. She connected with students interested in attending law school, advising them which courses would best prepare them for a legal career and counseled them how to evaluate law schools to determine best fit. Her use of case studies, providing students occasion to

analyze, research, discuss and draw conclusions were always stimulating delivering an enriching learning experience. Indeed, she received the outstanding teacher award at Peru State College and was named the outstanding teacher in the Nebraska State College System.

Most importantly, from my perspective, Dr. Hutchinson modeled, for all those around her, what it means to be a servant leader. She modeled for students and colleagues what it means to be an integral participant in life, what it means to be a life-long learner and a contributor to society. When organizing opportunities for students to be engaged in community efforts she organized a program for volunteer students to help literacy efforts for foreign employees of a local plant. She always listened to student concerns advising how to resolve issues. She was always available to students, driving many to local communities for appointments or airports to catch flights home or inviting students to her home for holiday meals. She was particularly aware of the needs of international students serving as sponsor for an international student organization, often helping them integrate into the experience of American college student. She was available and welcoming to everyone who sought her out.

Dr. Christy Hutchison represents everything indicated by the title Emeriti; her contributions to her field, to her school, and to her students are exemplary. I have been honored to be her colleague. Dr. Hutchison has been, and always will be, a proud representative of the Nebraska State College System and Peru State College.

Sincerely,



Dr. Mary Goebel-Lundholm
Peru State College

August 3, 2021

Dr. Paul Turman, Chancellor
Nebraska State College System
1327 H Street, Suite 200
Lincoln, NE 68508

Dear Dr. Turman:

It is a pleasure to write a supporting letter of recommendation for Dr. Christy Hutchison to be awarded Emeritus Status after her recent retirement from Peru State College. As I am aware, this awarded status is open to those individuals who are recognized for their significant contributions and dedication to their respective higher education institution.

I have had the pleasure of knowing Dr. Hutchison in a variety of capacities, a few of which I will discuss in more detail. When I was initially employed by Peru State College, I was the Director of the Peru State College Lincoln Center. At the time of Christy's hiring, she taught night classes at the Lincoln location. Soon thereafter, the Lincoln Center lease ended, and we both transferred our roles to the main campus in Peru and became faculty colleagues. During my transition to the instructor role and through each step of the promotion process, I valued Christy's mentorship. Her professionalism and collegiality is second to none.

During the last several years as faculty colleagues, Christy is one individual within the School of Professional Studies who I could always depend on when needing to discuss current issues in the department, ideas for the future in our area of emphasis, or even involvement in speaking to various student groups I work with (such as Phi Beta Lambda or COLL 101 students). She truly valued her role as a faculty member, and students reacted to her teaching positively. It was quite often that in discussions with students, positive comments would be made regarding her teaching style, her availability, or simply her knowledge in the field. In addition to her superior work as a faculty member, her academic advising was of highest quality. Whether on-campus students or online students, she guided their educational path in superior fashion.

One additional setting in which I have worked with Christy is in her various leadership roles serving beyond the institution. A few years ago, she was President of the Institute of Behavioral and Applied Management (IBAM), and I served as Treasurer at the same time. She was a flawless leader of this organization, and speaking as a member of that organization for several years prior, IBAM was moving forward rather than staying stagnant due to her hard work and dedication. She did not take her leadership role lightly, and worked tirelessly to leave the organization in good standing. More recently, Christy took the initiative to serve as President of the State College Education Association (SCEA) board. She was able to guide and steer the diverse group of individuals from all three campuses in a professional manner, putting many practices into place for future leaders to emulate.

Speaking individually, and on behalf of many others who have had the privilege to work with Dr. Christy Hutchison within the School of Professional Studies and at Peru State College in general, I am confident in stating her being awarded Emeritus Status by the Nebraska State College System is of great merit. If you desire any additional information, please contact me via phone at 402-872-2420 or by emailing sgrotrian@peru.edu.

With best regards,

Sheri Grotrian, Ph.D., MBA
Professor of Business
Peru State College