

NICOLE HINES, MSN, RN, CIC

Executive Director, Institutional Health & Wellness

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PROFESSIONAL SUMMARY

Compassionate and visionary healthcare leader with 30 years of progressive experience in nursing, infection prevention, occupational health, and whole-person wellness program development. Skilled in designing and sustaining institution-wide wellness strategies that strengthen belonging, build resilience, and promote health equity across diverse communities. Recognized for leading with emotional intelligence, creativity, and a deep service ethic that centers wellbeing as an essential institutional value.

CORE COMPETENCIES

- Institutional Wellness Program Development & Start-Up
- Leadership & Organizational Strategy
- Infection Prevention & Control (CIC Certified)
- Clinical Compliance & Regulatory Standards
- Public Health Surveillance & Epidemiology
- Employee & Occupational Health Program Management
- Emotional Intelligence & Culture Stewardship
- Collaborative Partnership & Stakeholder Engagement

PROFESSIONAL EXPERIENCE

Executive Director, Institutional Health & Wellness

Texas Tech University Health Sciences Center | January 2023 – Present

- Established the institution's first dedicated Wellness Space, providing access to quiet reflection, red light therapy, massage chairs, oxygen bars, and vibration platforms.
- Coordinated mobile wellness outreach, engaging 9,000+ students and employees annually and ensuring equitable access across campuses.
- Co-developed Leadership & Wellness training for new institutional leaders to support a healthy leadership culture.

- Expanded wellness access to rural regions through traveling modalities and outreach partnerships.
- Utilize participant feedback and utilization trends to drive continuous quality improvement and alignment with campus needs.

Flu Vaccine Education Strategy:

Lead education and health culture messaging to address post-COVID vaccine hesitancy, prioritizing informed choice, trust-building, and ongoing engagement to raise vaccination participation over time.

COMMUNITY IMPACT & SERVICE

Wellness Education & Outreach Leadership — TTUHSC | Ongoing

Coordinate and deliver wellness education and whole-person engagement programming across the state. Strengthen campus and community wellbeing through prevention-focused education, resource access, and culturally responsive outreach.

Food Access Support – Helping Hands Pantry — TTUHSC | Ongoing

Support institutional efforts to reduce food insecurity by promoting access, awareness, and compassion-based resource support for students and employees.

Director of Donor Relations, Purpose Medical Mission (2008–2021)

Strengthened international medical outreach and sustainable community health initiatives in Cameroon through donor engagement and community health education.

Founder, Operation Clean Hands (Lubbock ISD Partnership) (2008–Present)

District-wide initiative reducing absenteeism by improving hand hygiene access and age-appropriate education. Earned the TAPE Gold Award for Community Partnership.

Founder, “To-Go” Disaster Preparedness Bags (LEPC Partnership) (2007–Present)

Coordinate annual production of 200 emergency preparedness kits distributed through faith-based organizations to support community response and recovery during disaster events.

PREVIOUS PROFESSIONAL ROLES

Senior Managing Director, Office of Institutional Health — TTUHSC (2019–Present)

Managing Director, Office of Institutional Health — TTUHSC (2010–2019)

Nurse Specialist (Research/Infectious Disease) — Covenant (2008–2010)

Infection Control Practitioner — Covenant (2005–2008)

Epidemiologist — Tarrant County Public Health (2003–2005)

Division Manager, Tuberculosis Program — Tarrant County Public Health (2000–2003)

Director of Nursing — Caprock Home Health (1997–2000)

Staff Nurse (Med-Surg) — Covenant (1995–1997)

EDUCATION

Master of Science in Nursing — Lubbock Christian University (2009)

Bachelor of Science in Nursing — West Texas A&M University (1997)

Diploma in Nursing — Methodist Hospital School of Nursing (1995)

CERTIFICATIONS

- Certified in Infection Control (CIC)
- Mental Health First Aid

PROFESSIONAL MEMBERSHIPS

- Texas Nurses Association
- American Nurses Association
- APIC – Association for Professionals in Infection Control
- Sigma Theta Tau International Honor Society of Nursing
- WELCOA – Wellness Council of America

PUBLICATIONS

Targeted screening for tuberculosis combining GIS and genotyping technology (co-author).

A Clinical Trial of a New All-in-One Peripheral Short Catheter. *Journal of the Association for Vascular Access* (2009) 14 (1): 46–51. DOI: 10.2309/java.14-1-8.