

Jennifer Hines, Ph.D., BCBA
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AREAS OF EXPERTISE

Applied Behavior Analysis | Graduate Education & Curriculum Design
Online Pedagogy | Program Evaluation | Neurodevelopmental Disorders
Policy Development & Implementation | Systems Change Leadership

EDUCATION

Ph.D. in Organizational Leadership

Chicago School of Professional Psychology, Chicago, IL
March 2026

Postgraduate, 225 hours in Applied Behavior Analysis

Florida Institute of Technology, Melbourne, FL
August 2010

M. Ed. in Special Education

Specialization in Behavior Disorders
Texas State University, San Marcos, TX
August 2002

BA in Social Work

University of Texas, Austin, TX
May 1998

CERTIFICATIONS

Board Certified Behavior Analyst

Certificate #1-11-7948

Teaching Certificate in Special Education

Lifetime, K-12 (Texas)

HIGHER EDUCATION TEACHING EXPERIENCE

A& M University, San Antonio, TX

Applied Behavior Analysis Program
Adjunct Professor (2024-Present)

- Supervise and mentor undergraduate and graduate students through their year of practicum in various clinical settings.

- Continuously revising and updating course content to meet student needs.
- Develop and implement innovative online instructional modules to enhance student engagement and learning outcomes.

St. Edward's University, Austin, TX

Applied Behavior Analysis Program

Clinical Assistant Professor and Adjunct Professor (2019-2024)

- Co-architect of the ABA Verified Course Sequence (VSC) for the graduate degree program in Applied Behavior Analysis
- Course developer of EDBA 6316: Organizational Behavior Management
- Course developer of EDBA 6309: Child Development, A Behavioral Approach
- Course developer of EDBA 6317: Practicum I in ABA
- Course developer of EDBA 6319: Practicum II in ABA
- Supervise and mentor undergraduate and graduate students through their year of practicum in various clinical settings.
- Designed competency-based rubrics ensuring alignment with BACB Task List and fieldwork requirements.

COURSES TAUGHT

A& M University

Undergraduate Teaching

EDBA 4310: Practicum I in ABA

EDBA 4320: Practicum II in ABA

EDBA 3302: Research Methods

EDBA 4308: Personnel Supervision

Graduate Teaching

EDBA 5310: Practicum I in ABA

EDBA 5320: Practicum II in ABA

St. Edward's University

Graduate Teaching

EDBA 6309: Child Development, A Behavioral Approach

EDBA 6316: Organizational Behavior Management

EDBA 6317: Practicum I in ABA

EDBA 6319: Practicum II in ABA

EDIN 6375: Advocacy Support and Strategies for Students with Disabilities

MSOL 6375: Advocacy & Inclusivity in Organizations

TEACHING PHILOSOPHY

My teaching philosophy centers on competency-based education that bridges theory and practice. I employ case-based learning, authentic assessment, and reflective supervision to prepare ethical, effective behavior analysts equipped for diverse professional contexts.

ABA PROFESSIONAL COUNCILS & COMMITTEES

- Secretary and Treasurer of the Texas Association for Behavior Analysis
- Executive Council Member of the Texas Association for Behavior Analysis
- Chair of the Texas Association for Behavior Analysis, Professional Issues and Development Committee
- Chair of the Texas Association for Behavior Analysis, Public Dissemination Committee
- Former Advisory board member to the Texas Association for Behavior Analysis, Public Policy SIG
- Former Advisory board member of the Texas Association for Behavior Analysis, Public Policy Telehealth Task Force
- Former Member of the Texas Association for Behavior Analysis, Organizational Behavior Management SIG
- Former Member of the Austin Autism Task Force
- Former Member of the Texas Interagency Autism Committee for the Health and Human Services Commission

ADDITIONAL WORK EXPERIENCE

Dr. Jen Consulting (2026-Present)

Founder, Behavior Analyst, Consultant

Autism Speaks (2024-Present)

Consultant for National Lifespan Team

Texas Workforce Commission (2016-2022)

Division of Vocational Rehabilitation

State of Texas Neurodevelopment Disorders Specialist

Department of Assistive and Rehabilitation Services (2011-2016)

Division of Vocational Rehabilitation

State of Texas Autism Specialist

Inspire Behavior Therapy (2008-2022)

Founder, Executive Director, Behavior Analyst

Liberty Hill Independent School District (2005-2008)

District Behavior Specialist and Teacher Trainer

Round Rock Independent School District (2004-2005)

District Parent and In-Home Trainer

District Autism Team

Round Rock Independent School District (2003-2004)

McNeil High School

Special Education Teacher

Austin Independent School District (2001-2003)

Davis Elementary School

Special Education Teacher

Austin Independent School District (2000-2001)

Burnet Middle School

Special Education Teacher

Department of Protective and Regulatory Services (1998-2000)

Child Protective Services

Investigator

Home and Community Waiver Services (1993-1998)

ABA In-Home Therapist

PROFESSIONAL CONTRIBUTIONS

- Authored the first public policy on Applied Behavior Analysis for Vocational Rehabilitation
- Advisory to the Health and Human Services Commission on their draft policy for ABA coverage through Medicaid
- Authored the first autism endorsement for employment specialists through the University of North Texas
- Authored the first autism premium policy for an employment specialist for Vocational Rehabilitation
- Established the first statewide autism team for Vocational Rehabilitation
- Established specialty caseloads for Autism for Vocational Rehabilitation
- Established a new service to provide wrap-around supports for autism in all environments for Vocational Rehabilitation
- Developed and authored the policy on a new assessment to ensure the best-fit work environment for someone with autism
- Established the first autism psychological battery for Vocational Rehabilitation

- Established funding source for post-secondary programs specializing in autism through Texas Tech University and UNT
- Launched partnerships with Dell, HEB to pilot paid internships for students with autism
- Launched the first transition pilot that partners with a high school to provide comprehensive transition planning
- Collaborated with the largest staffing agency in Texas to provide high level entry positions
- Co-Established with Dr. Scott Standifer the first national quarterly conference call for state autism vocational coordinators
- Authored the district autism and lifeskill curriculum for Liberty Hill Independent School District
- Co-Authored the first district autism intervention program, S.C.O.R.E.S for Austin Independent School District

PUBLICATIONS & PROFESSIONAL WRITING

Hines, J. (2014). *Environmental Work Assessment: Diagnostic Protocol for Developmental Disabilities*. Texas Department of Assistive and Rehabilitation Services.

Hines, J. (2013). *Applied Behavior Analysis Policy for Vocational Rehabilitation Services*. Texas Workforce Commission.

Hines, J. (2008). *District Autism and Life Skills Curriculum*. Liberty Hill Independent School District.

INVITED SPEAKER ENGAGEMENTS

2019: Featured speaker for Texas Association for Behavior Analysis Conference

2018: Featured speaker for Oklahoma State Autism Conference

2018: Featured speaker for the Texas Association for Behavior Analysis Conference

2018: Featured speaker for McNeese University Autism Conference

2017: Featured speaker for the Autism Speaks Law Summit

2017: Featured speaker for the Texas Rehabilitation Association Conference

2016: Featured speaker for the Burkhardt Center Transition

2016: Featured speaker for the Texas Workforce Commission Annual Conference

2016: Featured speaker for the Texas Association of Behavior Specialists Conference

2015: Featured speaker for the Texas RehACTion Network

2015: Featured speaker for the Texas Association of Vocational Adjustment Coordinators

2015: Featured speaker for the Texas Association for Behavior Analysis Conference

2014: Featured speaker for the 10th Annual Texas Diversity Leadership Conference

2013: Keynote speaker at the Texas State Transition Conference

2012: Featured speaker on a National Facebook Live Chat for Autism Speaks

2012: Keynote speaker for the Texas RehACTion Network

2012: Featured speaker for the Regional Transition Conferences for Department of Assistive Rehabilitation

2012: Featured speaker for a University of North Texas Webinar Series

2012: Featured speaker for the Texas State Autism Conference

TRAINING DEVELOPED

2019: Burnout in Counselors: How to Re-Engage
2018: Neurodevelopmental Disorders: Changes to the DSM-5
2014: Environmental Work Assessment: A New Diagnostic Tool for Consumers with a Developmental Disorders
2014: Developmental Disorders 201: Best Practices in VR
2014: The World of D's: Best Practice for Developmental Disorders
2013: Autism: An Asset at the Workplace
2013: No, I Am Not Rainman or Sheldon and Yes, I Can Work!
2013: Board Certified Behavior Analysts: How Our Profession is Needed in Public Vocational Rehabilitation
2013: Autism and How It Is Changing Vocational Rehabilitation
2013: A Real Look at Issues Facing Transitioning
2012: Autism 201
2012: How to Effectively Reduce Challenging Behaviors in Individuals with Down Syndrome
2012: Supporting Transition for Students with Autism Spectrum Disorder
2008: Challenging Behaviors in the Classroom: The Teacher Must Establish Instructional Control
2008: Why Does My Child Do That? Understanding "Why" Behaviors Occur
2007: How to Use Applied Behavior Analysis in Your Classroom
2006: Effectively Teach Reaching to Children with Autism Spectrum Disorder

GOVERNMENT COUNCILS & GRANTS

- Appointed member of the Council for Higher Education Opportunities for Persons with IDD
- Appointed member of the Texas Autism Council
- Appointed member of the Texas Council of Developmental Disorders
- Co-authored the expansion of the Texas Autism Grant to provide Applied Behavior Analysis for ages 3 to 15 years.
- Active contributor for the Statewide Autism Planning Grant