

David Hutchins

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KK4LH0 · Amateur Radio

SUMMARY

Systems architect and technology leader with over 20 years of experience in identity and access management, infrastructure engineering, and team leadership in higher education. I build and steward systems that help organizations operate securely, reliably, and at scale — while helping the people behind those systems succeed.

EXPERIENCE

Assistant Director, Identity Solutions

[Year] – Present

University of Virginia · Information Technology Services

Title change earned through expanded responsibility — the role I'd grown into during the interim leadership period below.

- Lead the team responsible for identity, authentication, and access management infrastructure serving UVA's student, faculty, and staff population
- Oversee IAM platform strategy, governance, and technical operations for NetBadge — UVA's primary authentication service
- Direct PAM (privileged access management) expansion across the identity portfolio, reducing risk surface and improving audit posture
- Led the migration of identity's observability workloads from a homegrown Graylog / TICK / Elasticsearch stack onto enterprise Splunk and LogicMonitor platforms as UVA's central services matured — consolidating onto shared infrastructure without degrading operational visibility
- Provide technical leadership, organizational strategy, and staff mentorship; partner with peers across UVA ITS on cross-portfolio initiatives

Manager, Identity Architecture & Solutions

[Year] – [Year]

University of Virginia · Information Technology Services

- Led the team designing and operating UVA's enterprise identity and access management platform
- **Co-led the Identity portfolio at director level for ~18 months** during an extended director search, partnering with a peer manager to provide stability, strategic direction, and stakeholder representation across UVA ITS — drawing on prior Director-level experience (UVACollab) and MOR Associates leadership training
- Drove NetBadge modernization — rehomeing UVA's authentication platform and aligning for tighter identity integration
- Designed and implemented identity governance frameworks for access provisioning, lifecycle management, and de-provisioning
- Carried the proven UVACollab infrastructure pattern into Identity — adapted from bare metal to Docker Swarm running on VMware VMs from UVA's central virtualization group, again paired with the Graylog/TICK observability stack until enterprise services arrived
- Contributed to IAM standards adoption (SAML, OIDC, SCIM) across the institution

Director, UVACollab Applications

2020 – [Year]

University of Virginia · promoted from Systems & Software Engineering Manager

- Led the technical organization responsible for UVACollab — UVA's primary collaboration and learning platform serving the entire university community
- Continued stewardship of the bare-metal Docker Swarm infrastructure I had designed in the prior role — the platform operated reliably through the entire wind-down without a single self-induced outage
- Helped guide the multi-year platform-retirement effort, partnering with the UVACollab Retirement Steering Committee to migrate users to modern collaboration services with minimal disruption
- Managed platform reliability, performance, and availability for a large, diverse university user base through the wind-down period
- Coordinated development, operations, and stakeholder communication across a complex multi-year program

Computer Systems Senior Engineer

2016 – 2020

University of Virginia · UVACollab

- **Re-architected UVACollab's deployment and supporting infrastructure** shortly after joining UVA — designing and implementing a 12-node Docker Swarm cluster on bare metal across two Dell M1000e blade chassis in two physical data centers, giving the platform true site-level redundancy
- That infrastructure carried UVACollab in production **from 2016 until retirement** — only ever absorbing downtime that originated in adjacent systems or networks; the Swarm itself never crashed

- **Designed and implemented a complete rewrite of UVACollab's search subsystem** — moving from Sakai's deprecated ES-embedded pattern to an external Elasticsearch backend with a redesigned indexing pipeline (multiple find-then-extract passes for better content fidelity) and a custom Java Elasticsearch plugin that pushes Sakai's authorization checks into the search aggregation layer, so results respect site- and tool-level access controls with correct counts and result sets. Code at github.com/dnhutchins/es-plugin
- Originated the homegrown observability stack (Graylog, TICK, Elasticsearch) on the UVACollab platform — there was no enterprise log/metrics service available at the time, and a platform of that scale needed real visibility. This is the pattern I later carried into the Identity portfolio
- Senior engineering responsibility for the broader UVACollab platform — application stacks, performance, and day-to-day operations
- Bridged hands-on systems engineering with team leadership and architectural decision-making, setting the stage for the management roles that followed

Systems Administration & Web Application Development

2002 – 2016

Norfolk State University · Manager (2013–2016), Senior Systems Administrator (2002–2013)

- Built career foundations in systems operations, infrastructure reliability, and service delivery — managing servers, networking, and end-user computing for the university community
- Promoted to lead the systems administration and web application development function — managing staff, infrastructure strategy, and platform development
- Developed the operating instincts that have shaped everything since: careful change management, rigorous documentation, and treating reliability as a service to people, not a property of machines

SPEAKING & STANDARDS WORK

ARMS & SARM — Originator & Co-author

2025 – Present

Internet2 / InCommon community proposal

- Originated and co-authored **SARM** (System for Attestation & Recertification Management), a draft interoperability specification modeled on SCIM — addressing the IAM governance gap that no existing standard covers
- Developed **ARMS**, the open-source reference implementation, including a protocol inspector that lets any institution validate their data source against the spec
- Drove community engagement and cross-institutional collaboration across the higher-ed identity community
- Presented at **InCommon BaseCamp 2026** to strong turnout; the project has since attracted cross-institutional collaborators

TECHNICAL SKILLS

IDENTITY & IAM

SAML / OIDC / OAuth

CAS / Shibboleth

SCIM provisioning

PAM platforms

Identity governance

INFRASTRUCTURE

Linux (RHEL, Ubuntu)

Docker / Docker Swarm

Networking fundamentals

Cloud platforms

Virtualization

OBSERVABILITY

Splunk

LogicMonitor

Graylog

TICK Stack (InfluxDB)

Elasticsearch

Platform migration

SOFTWARE DEVELOPMENT

Java (Sakai codebase)

Elasticsearch (incl. custom plugins)

Architectural rewrites

API & integration design

Open-source code stewardship

LEADERSHIP

Team management

Technical mentoring

Strategic planning

Stakeholder communication

Program management