

CURRICULUM VITAE

Bruce W. Bergland

WORK EXPERIENCE

CHANCELLOR (July 1999 - Present)

Indiana University Northwest

Areas of Responsibility

- Serves as Chief Executive Officer of the campus. Responsible for the total operation of the campus. Works with the chancellors of seven other IU campuses and reports to the President of Indiana University.
- Responsible for supervision of an administrative organization involving the following functions:
 - Implementation of policies formulated on a university-wide or campus basis, including the recruitment, appointment, and promotion of all persons employed by the campus.
 - Communication between the institution and its public constituencies in the geographical region.
 - Preparation, review, approval, and implementation of budgets, fiscal plans, and academic programs.
 - Promotion and development of a campus environment that encourages intellectual achievement and excellence.
 - Development, utilization, and maintenance of physical facilities.
 - Translation of the University mission into long and short-term strategic plans and implementation of these plans through the cooperative efforts of appropriate individuals and groups.
 - Preservation of the primacy of the academic function in the total campus enterprise and promotion of academic standards, integrity, and growth.
 - Development and enhancement of community partnerships and relationships with collaboration on the economic and cultural needs of the Northwest Indiana community.

Selected Accomplishments

- Developed a shared vision for the institution using a process which involved over 800 faculty, staff, students and community members and which produced areas of excellence to guide programmatic development.
- Established a Strategic Planning Process focused on achieving the Vision including a broad-based Strategic Planning Committee.

- Initiated a Diversity Programming Group which coordinates the presentation of thirty-five programs focusing on issues related to diversity each year.
- Obtained funding for the institution's first endowed chair.
- Established the Office of Institutional Research.
- Established the Office of Contracts and Grants.
- Initiated a performance management system for all staff and administrative personnel.
- Initiated IUN's participation in AQIP (Academic Quality Improvement Process), a new approach to accreditation initiated by North Central.
- Developed a participatory budgeting process centered around a Campus Budget Committee.
- Initiated a comprehensive approach to space utilization and facility planning implemented by a Facilities Planning Committee.
- Established the Office of Diversity & Equity, hired its first director and established the Committee to Recruit and Retain a Diverse Faculty and Staff.
- Successfully completed fifth year comprehensive evaluation of my chancellorship.
- Implemented a program review and prioritization process which categorized all academic and nonacademic programs with regard to enhancement, maintenance or discontinuance.
- Implemented a Marketing Communications Plan focusing on establishing IUN's identity in Northwest Indiana.

VICE PRESIDENT FOR ACADEMIC AND STUDENT AFFAIRS, ACADEMIC DEAN, AND PROFESSOR OF BASIC AND APPLIED SOCIAL SCIENCES (August 1998 - July 1999)

VICE PRESIDENT FOR ACADEMIC AFFAIRS, ACADEMIC DEAN, AND PROFESSOR OF BASIC AND APPLIED SOCIAL SCIENCES (July 1997 - August 1998)

Trinity College of Vermont

Areas of Responsibility:

- Serves as Chief Academic Officer of the College and is directly responsible for all academic affairs, including:
 - The development and review of all programs and curricula, assignment and supervision of faculty, and the academic progress of students
 - Provision of executive leadership to Associate Vice President, department chairs, and directors
 - Development and administration of the budget for academic affairs
- Is directly responsible for the division of student affairs including residential life, academic advising, career development, campus ministry, interracial studies and security.
- Serves as principle advisor to the President and acts for the President in the President's absence

- Chairs the Academic Dean's Council and serves as Presiding Officer of the Faculty Assembly
- Serves as *ex officio* member of the Academic Affairs Committee of the Board of Trustees

Selected Accomplishments:

- Developed strategic foci for the academic program
- Initiated development of a participatory budgeting process for Academic Affairs
- Developed office of Graduate and Continuing Studies.
- Assumed lead responsibility for strategic planning process and produced a plan to complete the process.
- Chaired Task Force on Academic Programs for the Vision/Plan for Trinity.
- Developed entrepreneurial initiatives designed to improve summer revenue for the College
- Worked with faculty to develop new policies and procedures for faculty reappointment
- Initiated development of a comprehensive faculty development process
- Assumed, on a temporary basis, supervisory responsibility for Office of Admissions.

EXECUTIVE VICE CHANCELLOR AND PROFESSOR OF PSYCHOLOGY

(August 1995 - July 1997)

University of Hawaii - West Oahu

Areas of Responsibility:

- Administration of the day-to-day operations of UH-West Oahu
- Provision of executive leadership to deans, directors, faculty and staff for academic and non-academic programs, personnel and contract administration
- Development of and administration of campus budget
- Represents UHWO within the University and with external State and federal agencies, legislators and community
- Serves as the Chief Academic Officer for the development and review of academic programs at UHWO.

Selected Accomplishments:

- Initiated processes to develop a vision for UH-West Oahu
- Initiated cost benefit analysis of programs
- Initiated discussions focusing on improving teaching evaluation
- Developed self study for accreditation visit by Western Association of Schools and Colleges

- Worked with legislature, Governor’s staff, community and UH system to pass legislation obtaining land for new UH-West Oahu campus. Also, obtained \$3.2 million to provide buildings for a temporary site for the institution
- Initiated fundraising and public relations efforts for the institutional to include the institution’s first newsletter and a community advisory board
- Initiated efforts to improve articulation and relationships between UHWO and Leeward Community College.

INTERIM DEAN — COLLEGE OF ARCHITECTURE AND PLANNING

(April 1994 - August 1995)

University of Colorado at Denver

Areas of Responsibility

- Organization and structure of the College
- Budgetary planning and allocation of resources
- Faculty assignments and workload
- Faculty and staff personnel decisions, including promotions and salary increases
- Curriculum planning
- Academic advising
- Fundraising and outreach

Selected Accomplishments:

- Reorganized budget and organizational structure of the College
- Developed a focused, shared vision for the College
- Developed processes and procedures to improve articulation between Denver and Boulder campuses
- Developed a community-professional advisory board for the College

EXECUTIVE VICE CHANCELLOR

(July 1989 - April 1994)

University of Colorado at Denver

Areas of Responsibility:

- Planning and Information Management — (Planning and Institutional Research, Computing Services, Media and Telecommunication)
- Center for Educational Opportunity Programs (1992-94)
- Enrollment and Student Services (1989-93)
- During the transition year of 1989-90, responsibility included: Academic Affairs — six schools/colleges (Architecture and Planning; Business; Education; Engineering; Public Affairs; Liberal Arts and Sciences) plus Library, Graduate School, Office of Sponsored Programs, and Cooperative Education and Internships

Selected Accomplishments:

- Developed and implemented incentive funding plans for the College of Business and for the College of Liberal Arts and Sciences
- Initiated Total Quality Management in all divisions reporting to the Executive Vice Chancellor
- Reorganized Planning Division — eliminated major administrative positions
- Developed comprehensive recruitment and retention plans for CU-Denver
- Developed self-study for North Central Association accreditation
- Developed and obtained approval for five-year Master Plan for CU-Denver
- Developed and implemented a university-wide, required, undergraduate core curriculum

VICE CHANCELLOR FOR PLANNING (February 1988 - July 1989)

University of Colorado at Denver

Areas of Responsibility:

- Student Academic Services:
 - Academic Center for Enrichment
 - American Indian Education Program
 - Asian American Education Program
 - Associated Students
 - Black Education Program
 - Educational Opportunity Program
 - Pre-Collegiate Program
 - Student Activities
 - Testing Center
 - University Division
 - Veterans Affairs
 - Women's Resource Center
- Student Administrative Services:
 - Admissions
 - Data Systems
 - Records/Registration
- Financial Aid
- Planning and Institutional Research
- Computing Services

Selected Accomplishments:

- Developed and implemented a strategic planning process for CU-Denver
- Developed plan for reorganizing Student Administrative Services and Student Academic Services into a single division of Enrollment and Student Services
- Eliminated Dean of Students position
- Established and conducted a successful national search for the Associate Vice Chancellor for Enrollment and Student Services
- Established strategic planning task forces in spring of 1989. These task forces followed up on the original strategic plan and developed new initiatives
- Produced first Fact Book for CU-Denver

OTHER POSITIONS

<u>Position</u>	<u>Employer</u>	<u>Dates</u>
Acting Vice Chancellor for Planning	University of Colorado at Denver	July 1986 - Feb 1988
Special Assistant to the Chancellor	University of Colorado at Denver	Jan 1986 - July 1986
Assistant Vice Chancellor for Academic Affairs	University of Colorado at Denver	Nov 1983 - July 1986
Assistant to Vice Chancellor for Academic Affairs	University of Colorado at Denver	Mar 1983 - Nov 1983
Acting Dean of the School of Education	University of Colorado at Denver	Aug 1982 - Mar 1983
Acting Associate Dean of the Graduate School	University of Colorado at Denver	Sept 1981 - Aug 1982
Acting Coordinator of Research	University of Colorado at Denver	Aug 1980 - May 1982
Associate Professor of Education and Assistant Dean	University of Colorado at Denver	Sept 1978 - Aug 1982
Associate Professor of Education	University of Colorado at Denver	Sept 1972 - July 1995
Assistant Professor of Education and Psychology	Northwestern University	Sept 1971 - Aug 1972
Assistant Professor of Education	Northwestern University	Sept 1969 - Aug 1971

EDUCATION

<u>Institution</u>	<u>Major</u>	<u>Degree</u>	<u>Date</u>
Iowa State University	Psychology	B.S.	1966
Stanford University	Counseling	Ph.D.	1970

DISSERTATION

Behavioral and Psychological Outcomes of Counterconditioning in Increasing Classroom Participation: An Exploratory Study. Unpublished doctoral dissertation, Stanford University, 1970.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

- American Association of State Colleges and Universities
- American Council on Education
- Beta Gamma Sigma
- Coalition of Urban and Metropolitan Universities

CIVIC ACTIVITIES

Member, Board of Directors:

- South Shore Arts (2006 to Present)
- Urban League of NW Indiana

Member, Committees and Clubs:

- National Association for the Advancement of Colored People (NAACP) — Lifetime Member
- Northwest Indiana Empowerment Zone – Coordinating Council
- Northwest Indiana Forum
- Northwest Indiana Quality of Life Council
- University Club

PERSONAL INTERESTS AND HOBBIES

- Athletics — I participate recreationally in the following: basketball, football, golf, handball, ice hockey, running, and tennis
- Ballroom Dancing — I take lessons in the international style of ballroom dancing
- Reading about international affairs — I subscribe to and read the Economist and the journal, International Affairs
- Travel

PUBLICATIONS

- Bergland, B.W.
Career Planning: The use of sequential evaluated experiences. E.L. Herr (l.Ed), Vocation Guidance and Human Development, Boston: Houghton Mifflin Co., 1974; pp. 350-380.
- Bergland, B.W.
Police Officer Kit. Booklet prepared under U.S. Office of Education Contract, "Vocational Problem-Solving Experiences for Stimulating Career Exploration and Interest: Phase II." Stanford University, Stanford, California, 1967.
- Bergland, B.W.
Promoting adolescent career information-seeking and information-processing behaviors. Research in Education, 1975; 10, pp. 227-229.
- Bergland, B.W. and Chal, A.
Relaxation training and a junior high behavior problems. The School Counselor, 1972; 19, pp. 288-293.
- Bergland, B.W. and Krumboltz, J.D.
An optimal grade level for career exploration. Vocational Guidance Quarterly, 1969; pp. 29-33.
- Bergland, B.W. and Lundquist, G.W.
Vocational Exploration Group: Procedures and research. Colorado Personnel and Guidance Journal, Fall 1974; pp. 14-16.
- Bergland, B.W. and Lundquist, G.W.
The Vocational Exploration Group and Minority Youth: An experimental outcome study. Journal of Vocational Behavior, 1975; 7, pp. 289-296.
- Bergland, B.W. and Lundquist, G.W.
Vocational Exploration Group: An Experimental Outcome Study. Journal of Counseling Services, 1978; 2, (1), pp. 15-18.
- Bergland, B.W. and Quatrano, L.
Systems evaluation in counselor education. Counselor Education and Supervision, 1972; 12, pp. 190-198.
- Bergland, B.W.; Quatrano, L.W. and Lundquist, G.W.
Group social models and structured interaction in teaching decision-making. Vocational Guidance Quarterly, 1975; 24, pp. 28-36.
- Bohart, J.B. and Bergland, B.W.
The impact of death and dying groups on death anxiety in college students. Death Education, 1979; 2, (4), pp. 381-391.
- Hamilton, J.A. and Bergland, B.W.
A strategy for creating peer social models. Vocational Guidance Quarterly, 1972; 20, pp. 271-278.
- Hamilton, J.A. and Bergland, B.W.
A strategy for creating peer social models. Norman C. Gysbergs, Harry N. Drier, Jr., and Earl J.

- Moore (Eds.) Career Guidance, Worthington, Ohio; Charles A. Jones Publishing Co., 1973; pp. 255-263.
- Hamilton, J.A. and Bergland, B.W.
Interactive relationships among student characteristics and group counseling methods. Psychology in the Schools, 1971; 8, pp. 50-55.
- Krumboltz, J.D. and Bergland, B.W.
Experiencing work almost like it is. Educational Technology, 1969; 9, pp. 47-49.
- Lundquist, G.W. and Bergland, B.W.
The elementary school counselor: A good educational investment. Colorado Education, 1975; 10, p. 4.
- Lundquist, G.W.; Bergland, B.W., and Marzano, R.
The extern program: An approach to counselor renewal. Counselor Education and Supervision, 1977; 17, (11), pp. 21-27.
- Marzano, R.; Lundquist, G.W. and Bergland, B.W.
Reading difficulties: Tools for the Elementary Counselor. Colorado Personnel and Guidance Journal, Fall 1976.
- Quatrano, L.A. and Bergland, B.W.
Group experiences in building planning strategies. Elementary School Guidance and Counseling, 1974; 8, pp. 173-181.
- Quatrano, L.A.; Bergland, B.W. and Lundquist, G.W.
Teaching elementary students to plan: A comparison and simulation and group counseling procedures. Colorado Personnel and Guidance Journal, Fall 1975.
- Quatrano, L.A.; Silverman, G.; Bergland, B.W. and Hall, P.
Equalizing opportunity: Training indigenous personnel as mental health counselors. Counselor Education and Supervision, 1975; 15, pp. 95-104.
- Torrez, D.; Bergland, B.W. and Lundquist, G.W.
The effect of the vocational exploration group on career decision-making behaviors of high school students. Journal of Counseling Services, 1979; 3 (2), pp. 22-27.

PAPERS AND SYMPOSIA

Bergland, B.W.

Behavioral School Counseling: Demonstration and Findings. Symposium presented at the annual meeting of the American Personnel and Guidance Association. March 1969, Las Vegas, Nevada.

Bergland, B.W.

Career decision-making strategies. Paper presented at the Winter meeting of the Colorado Association for Counselor Education and Supervision. February 1, 1974, Fort Collins, Colorado.

Bergland, B.W.

Employing Regression Analysis to Test Aptitude — Counseling Treatment Interactions. Paper presented at the annual meeting of the American Educational Research Association. March 3, 1970, Minneapolis, Minnesota.

Bergland, B.W.

Chairman, session entitled, "Group Counseling and Guidance." Annual meeting of the American Personnel and Guidance Association. April 8, 1974, New Orleans, Louisiana.

Bergland, B.W.

Increasing Discussion Class Participation via Counterconditioning and Role Playing. Paper presented at the annual meeting of the American Educational Research Association. February 1971, New York, New York.

Bergland, B.W.

Chairman, paper session entitled, "Interpersonal Communication in Counseling." Annual meeting of the American Educational Research Association. March 30, 1978, Toronto, Canada.

Bergland, B.W.

Chairman, discussion session entitled, "Irrational Components of Career Decision-Making." Annual meeting of the American Educational Research Association. April 16, 1981, Los Angeles, California.

Bergland, B.W.

Chairman, symposium entitled, "Outcomes of Career Guidance: What Are They and How Do We Measure Them?" Annual meeting of the American Educational Research Association. April 9, 1979, San Francisco, California.

Bergland, B.W.

"Promoting Adolescent Decision-Making Skills with Group Social Models and Structure Group Interaction." Paper presented at the annual meeting of the American Educational Research Association. April 17, 1974, Chicago, Illinois.

Bergland, B.W.

Chairman, presentation and discussion session entitled, "Research in Counseling: A Time for Change." Annual meeting of the American Educational Research Association. April 7, 1977, New York, New York.

Bergland, B.W.

“Stimulating Career Exploration in Grades Nine Through Twelve.” Paper presented at the annual meeting of the California Counseling and Guidance Association. February 1968, San Francisco, California.

Bergland, B.W.

“Systems Evaluation in Counselor Education.” Paper presented at the annual meeting of the American Personnel and Guidance Association. April 7, 1971, Atlantic City, New Jersey.

Bergland, B.W.

Chairman, symposium entitled, ‘The Present Status of Holland’s Career Typology.’ Annual meeting of the American Educational Research Association. April 18, 1974, Chicago, Illinois.

Bergland, B.W.

“The Vocational Exploration Group Experience: Demonstration and Discussion.” Program presented at the annual meeting of the Colorado Personnel and Guidance Association. October 1973, Denver, Colorado.

Bergland, B.W. and Lundquist, G.W.

“Vocational Exploration Group: Personalizing Job Exploration.” Paper presented at the annual meeting of the American Personnel and Guidance Association. April 10, 1974, New Orleans, Louisiana.

REVIEWS AND REPORTS

Bergland, B.W. and Lundquist, G.W.

Jefferson Hall L.E.A.A. Project: Summative Evaluation Report. May 1, 1974.

Bergland, B.W.

Promoting career adolescent information seeking and information processing behaviors with group social models and structured group counseling. Final report of project sponsored by U.S.O.E. Project No. 0-E-114, July 1, 1974.

Bergland, B.W.

Review of the Counselor and Youth Employment by William Bingham. Personnel and Guidance Journal, 1974; 52, p. 631.

Lundquist, G.W. and Bergland, B.W.

Final Report for Adams County District 14, Title I Reading and Language Development Project. June 1976.

Lundquist, G.W.; Bergland, B.W. and Marzano, R.

1975-76 Final Report for Denver Public Schools’ Bilingual Bicultural Education Project. July 1976.

Moore, F.B.; Lundquist, G.W.; Bergland, B.W.; Torrez, D. and Marzano, R.

Summative Evaluation Report of the ESAA Bilingual Program — Academic Year 1976-77. Submitted to Denver Public Schools — July 1977.

SELECTED ACTIVITIES AND HONORS

Staff member for New York State Education Department Guidance Leadership Workshop entitled, "Applying PPBS to Guidance and Counseling." June 28-30, 1970. Racquette Lake, New York.

Evaluation consultant to the Law in American Society Project in the Chicago Public Schools.

Member of the Program Committee for American Educational Research Association (A.E.R.A.), 1973 Annual Meeting (Division E).

Member of Program Committee of A.E.R.A. 1974 Annual Meeting (Division E).

Chairman, Nominations Committee for A.E.R.A. Division E, Counseling and Human Development, 1975.

Evaluation consultant L.E.A.A. Project, Jefferson Hall, Arvada, Colorado.

Member, Advisory Council for Colorado Computerized Vocational Information System.

Colorado coordinator for field testing nutrition units for National Dairy Council.

Member, Program Committee for A.E.R.A. 1975 Annual Meeting (Division E).

Secretary-Treasurer of Colorado A.C.E.S.

Evaluation consultant of Project M.O.V.E., Denver Community College.

Member, Editorial Board for the Counselor Education and Supervision Journal.

Member, Program Committee for A.P.A. 1975 Annual Meeting (Division 17, Counseling Psychology).

Training consultant for Vocational Exploration Group

Evaluation consultant Adams county, District 14, Title I Reading and Language Development Project.

Evaluation consultant for Bilingual Bicultural Education Project in Denver Public Schools.

Staff member for staff development workshop for Grand Junction (Colorado) School District.

Program chairman for A.E.R.A. 1976 Annual Meeting (Division E).

Member, Colorado State Guidance Liaison Committee.

Member, Association Nominating Committee for A.E.R.A. 1977.

Program Chairman for A.E.R.A. 1977 Annual Meeting (Division E).

Proposal Reviewer for Education and Work Program of the National Institute of Education.

Program Coordinator for Counselor Education Program at University of Colorado at Denver.

Member, Program Committee for A.E.R.A. (Division E, Counseling and Human Development).

Member, Editorial Board for Journal of Counseling Services.

Participant, Creative Management Conference — November 1985.

Participant, Nantucket Institute for Enrollment Management — June 1986, June 1987.

Participant, National Conference on Student Retention — July 1987.

Member, Golden Key National Honor Society — 1986-Present.

Board of Trustees, Kent Denver School

Denver Public Schools — School Improvement and Accountability Council

Leadership Denver Association - Leadership Denver Class of 1987

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