

BRUCE K. BARNARD

PROFESSIONAL WORK HISTORY

INSTRUCTOR

- Develop and deliver college courses, prepare class materials; creatively teach to stated objectives while providing “real world” perspective, and evaluating student progress.

Eastern Illinois University, Charleston, IL, Faculty

2004-2007 Adjunct Faculty, School of Technology and Dept. of Counseling and Student Development

2007-present Faculty, School of Technology, Organizational Development Program

2017- present Organizational Development Program Coordinator

- “Counseling the Chemically Dependent” in the graduate Counseling and Student Development program. (Graduate Faculty Appointment in Counseling and Student Development 2004 to 2008)
- “Productive Work Teams”, a review of research and practical skills focusing on teamwork and the implementation of self-directed work teams.
- “Strength-Based Organizational and Professional Development”, an overview of strength-based organizational development models including Appreciative Inquiry and Relationship Awareness Theory. .
- “Coaching and Mentoring for Critical Thinking”, skill development for supervisors.
- “Facilitating Learning and Project Groups” applying principles of facilitation in multiple settings.
- “Supervision in Organizations” an introduction to supervision.
- “Training Program Development” an introduction to training processes
- "Grant Writing" an introduction to the grant writing process

Parkland Community College, Champaign, IL, Part-Time Faculty, 2004–2007

- “Fundamentals of Substance Abuse Practice”, a practical overview of addiction policy, trends and practice. Course offered both online and on-campus.

CONSULTANT, Aug 2007 to 2018

Community Elements

501c3 nonprofit offering comprehensive behavioral health and supportive housing services.

- Project Director, Champaign County Reentry Program
- Project Director, Justice and Mental Health Collaboration Project
- Provide consultation regarding strategic planning, program development, organization development as well as staff and professional training and development..
- Assist the CEO and Board of Directors with goals and strategic environmental assessment.

Director of Adult Recovery Services, May 2006 to Aug 2007

PH-ACT Supervisor, Dec. 2005 to May 2006

- Direct adult services including residential group homes, independent housing programs, case management, psychosocial rehabilitation, crisis intervention, services for clients with co-occurring substance abuse and mental illness, and the TIMES Center for homeless men.
- Represent the Mental Health Center with funding sources, media, and the community.
- Completed start-up work on the Permanent Housing and Assertive Community Treatment program (PH-ACT), a multi agency initiative combining intensive case management and treatment services for homeless clients with mental illness, substance abuse, and HIV/AIDS.

- Led an agency-wide initiative to overhaul client access system, including recommendations for management information tools, staffing, and procedures to prepare for a transition to a full fee-for-service funding environment.

PRAIRIE CENTER HEALTH SYSTEMS • 1976-2005

501c3 nonprofit offering comprehensive addiction treatment and community corrections services

Associate Director for Champaign and Ford Counties, Urbana, IL, 2000-2005

Residential Facility Director, Champaign, IL, 1994-2000

Operations Manager, Urbana, IL 1979-1994

Substance Abuse Counselor, Champaign, IL, 1976-1979

(PRAIRIE CENTER HEALTH SYSTEMS)

- Instituted administrative reorganization to reduce the barriers between programs, incorporating a team structure, and enhancing communication and cooperation.
- Completed a successful conversion from grant-based funding to a fee-for-service model.
- Developed and implemented a plan for agency-wide, externally certified, in-service training and competency-based employee learning program.
- Initiated revisions to the client fee structure to maximize mainstream funding and offer an agency-funded sliding fee scale.
- Expanded corrections services, promoted development and implementation of drug court, and actively pursued inter-disciplinary and multi-agency collaborations.

ASSOCIATE DIRECTOR: ADMINISTRATIVE ROLE

- Managed all agency operations in 2 counties, including community corrections, residential substance abuse treatment, halfway house, outpatient and prevention; supervised over 70 staff in 15 programs;
- Generated \$500K per year in gross revenues through negotiated contracts with the Federal Bureau of Prisons, U.S. Courts and the Illinois Department of Human Services for community corrections services, correctional counseling services and HIV related services, respectively
- Successfully operated a 24-hour detoxification, substance abuse treatment, and community corrections program in a densely populated downtown community; consistently received accolades from nearby merchants and residents for our good neighbor policies.

ASSOCIATE DIRECTOR: PROGRAM DEVELOPMENT INITIATIVES

- Applied principles of productive work teams to a multi-disciplinary treatment team using an innovative harm reduction, community-based treatment model. Worked with community partners to build a coalition of 3 agencies to develop a similar model using a multi-agency treatment team.
- Established a working advisory group to improve correctional programs, recruiting key constituents and experts including the Chief US Probation Officer and local police to improve programming.
- Used a federal Shelter plus Care program to link addictions treatment and permanent housing, providing over 20 clients with safe, affordable housing options.

RESIDENTIAL FACILITY DIRECTOR:

- Supervised residential facility's clinical programs, personnel and operations, managing 39 staff in 5 programs.
- Expanded extended care and housing options through a coordinated effort with transitional housing providers, linking clients with services during their re-entry into the community; programs serve 20-30 clients per year; research indicates that over 70% of clients entering the Salvation Army Extended Care Program remained abstinent 1 year after leaving services.

OPERATIONS MANAGER:

- Supervised building maintenance, food service, clerical and medical records staff.
- Managed competitive bidding process, contracting and code compliance, remodeling, & maintenance
- Managed extensive remodel of the Champaign facility while maintaining full services to clients.
- Coordinated planning, bidding, remodeling, and startup of a 10, 000 sq ft outpatient facility.

EDUCATION

Eastern Illinois University, Charleston, IL

Master of Science in Technology, 2004

- Specialty in Training and Development
- Comprehensive Evaluation – Awarded “Pass with Distinction”
- Thesis: *Implications of Personal Recovery History for Training and Development of Addiction Treatment Workers*; nominated by the School of Technology for University’s Outstanding Thesis Award

Graduate Certificate in Work Performance Improvement, 2003

Bachelor of Science in Career and Organizational Studies, 2002

- Alpha Sigma Lambda Honor Society

CERTIFICATIONS

Certified Alcoholism Counselor,
Illinois Alcoholism Counselor Certification Board
Midwest Institute on Addictions

PUBLICATIONS

Co-author, *The Gemini House Manual: A Comprehensive Primer on Drug and Life Information*, Salsedo Press, 1975, second edition, 1978.

Champaign County Criminal Justice & Mental Health Project Manual, 2015

Final Report, Champaign County Justice and Mental Health Collaboration Project, 2017

COMMUNITY SERVICE

- Advisory Committee, Human Services Technician Program, Parkland Community College 2000-2005
- Chair and Director, Greater Community AIDS Project (2004 to 2012)
- Eastern Illinois Foodbank, founding board member, served as Board President (1985-1990)
- Trainer, East Central Illinois Police Training Institute 2004 to present
- Trainer, Crisis Line 2006 to present