



## RESUME

ROGER J. BERGH

### EDUCATION

University of Notre Dame Law School, South Bend, IN

1975, Doctor of Jurisprudence (J.D.), Special emphasis on educational law, administrative law, labor law, contracting, legislation -- legal writing, legal counseling. Legal Aid Society of South Bend. Performed duties of attorney in working with indigent clients.

Michigan State University, East Lansing, MI

1972, Bachelor of Arts (B.A.), Major: Communications  
Special emphasis on speech, psychology, and political science. Representative to Dean's Committee on Policy. Assisted in the teaching of several speech courses. Lecturer in a "Systematic Desensitization" program to help individuals overcome their fear of public speaking.

Lansing Community College, Lansing, MI

1969

### PROFESSIONAL EXPERIENCE

The Vermont State College System,\* Waterbury, Vermont.

Present position: Office of the Chancellor, Director/Personnel

The Chancellor is the chief executive officer of the system and the individual to whom each college president is responsible. The Office of the Chancellor is composed of four Directors (Personnel, Budget, Planning, and Facilities) who work very closely with the Chancellor, each other, the executive officers of each college, and the Board of Trustees of the Vermont State College System.

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\*The Vermont State College System is a public corporation established by Vermont State Statute. VSC consists of three senior institutions: Castleton State College, Johnson State College, and Lyndon State College. Programs lead to degrees at three levels, i.e., Associate, Bachelors, and Masters. The two-year institutions, Vermont Technical College and the Community College of Vermont offer the Associate degree exclusively.

The responsibilities of the Director of Personnel Services include:

- 1) General assistance to the Chancellor in the management of the personnel resources of the Vermont State College System.
- 2) Guidance and direction to appropriate officers of system colleges to insure consistent interpretation and proper application of all collective bargaining agreements, personnel handbooks and manuals, other personnel policies and procedures of the Vermont State College System.
- 3) Development of strategies/positions on behalf of the Vermont State College System for purposes of collective negotiations. Coordination of administration of collective bargaining agreements on a system-wide basis. Represent the Chancellor in all such activities including negotiations and, as necessary, in grievance hearings. Operating liaison with college officials and labor representatives.
- 4) Development and maintenance of personnel classification and compensation systems for the Vermont State Colleges.
- 5) Identification, organization, development, etc., of training and professional development programs which support provisions in collective bargaining agreements and/or which reflect the system's need for competent personnel.
- 6) Development and coordination of the Vermont State College Affirmative Action Program (including representing the Chancellor and the system on matters involving state and federal agencies).
- 7) Oversight and evaluation of the ten-year staffing plans of each college. Analysis and development of proposals for staffing levels, workload, and scheduling. Review and maintenance of faculty tenure, promotion, appointment and reappointment criteria and policies for consideration by the Board of Trustees.
- 8) Conducting training/information sessions for administrative/supervisory personnel, and establish consultation process' with colleges. Establish regular lines of communications and review/approval with college officials having major responsibilities affecting both academic and non-academic personnel.
- 9) Evaluation of the effectiveness of the present formal approaches to providing information to employees.
- 10) Coordinate review/evaluation of system staff benefits programs (Note: this area of responsibility has been recently reassigned to the Director of Personnel Services from the Director of Budgets).

Participating member in the Vermont State Colleges' Council of Presidents, chaired by the Chancellor.

Lake Superior State College, Sault Ste. Marie, MI

A general overview (December, 1979 to July, 1981):

As Vice President for Employee and Labor Relations (and previously, as Director of Employee and Labor Relations), the primary duties were most clearly defined in relationship to the four major areas of responsibility:

#### Employee Relations

Served as administrator for all academic and non-academic collective bargaining agreements and served as liaison for unions certified to represent Lake Superior State College employees. Coordinated all related activities. Advised, guided, and assisted all department heads and front line supervisors to insure consistent interpretation and administration of labor contract provisions and all corresponding rules, policies, and/or procedures.

#### Personnel

Planned and directed the activities of the College's personnel department including employment, staff benefits, training, unemployment and workers' compensation programs. Formulated and implemented new and revised policies and procedures. Coordinated activities with insurance carriers. Directed claims administration and participated in unemployment and workers' compensation appeals and hearings.

#### Affirmative Action

Monitored and coordinated all aspects of the College's affirmative action program. Updated the affirmative action plan to assure compliance with federal and state laws. In cooperation with appropriate federal and state agencies, coordinated all activities necessary for the proper processing of Civil Rights Charges by the College.

#### Legal Resource - Legal Referral (Other Characteristic Duties)

Served as the College's representative to the Michigan State Colleges and Universities Legal Officers Council; coordinated activities and disseminated information as related to such activities. (Note: The Michigan State Colleges and Universities Legal Officers Council is a forum for information exchange and an advisory body to the Michigan State Colleges and Universities Presidents' Council. Membership in the Legal Council is limited to the Legal Officer representing each of Michigan's thirteen public four-year institutions.)

Coordinated all activities relating to the entering into and administration of CETA contractual agreements. Served as the College's liaison with CETA on such matters (in cooperation with any departments that may be involved). Served as the College's representative to the E.U.P. Employment and Training Consortium Tri-County Planning Council.

Acted as a resource person to members of the College administration on various legal matters; assisted College counsel on appropriate matters at the direction of the President.

When directed by the President, reviewed College contracts, (affiliation (student internship) contracts, continuing education agency agreements, data processing contracts, musical licensing agreements, etc.); served as liaison with College counsel on such matters.

Assisted members of the College administration in the drafting of policies and/or procedures.

Researched specific legislation at the direction of the President.

Saginaw Valley State College, University Center, MI

A general overview (1976 to 1979):

January, 1979 to September, 1979:

Assistant to the Vice President for Academic Affairs,\* served as liaison with the faculty and general assistant to the Vice President for Academic Affairs. Responsible for the investigation and proper resolution of specific student/faculty, faculty/faculty, and administrator/faculty problems. Special projects as assigned by the Vice President for Academic Affairs: researched, interpreted, advised, and/or drafted appropriate response (letter, policy, procedure, contract, form, etc.). Provided general administrative support to the Office of the Vice President for Academic Affairs.

Member of the Council of Academic Deans and Directors. Advised the Deans on various matters including those relating to the faculty contract.

Member of the Steering Committee for North Central Association for Accreditation in preparation for the College's self-evaluation.

Member of the Task Force on Academic Reorganization.

Member of the Faculty Reappointment and Tenure Commission (appointment recommended by the administration and approved by the faculty).

\*Measured success in various special assignments (see "Other Characteristic Duties," below), including especially those relating to a Presidential appointment as a member of the administration's negotiating team to bargain with the Faculty Association, those relating to an appointment as Coordinator of Judicial Programs dealing with a wide range of student conduct problems, and those other projects/activities which involved a close working relationship with representatives of Student Government, prompted the Vice President for Academic Affairs to request my being "loaned" to the Office of Academic Affairs. During that last year at the College, I was housed in three offices: Academic Affairs, Dean of Students, and Personnel, with primary attention being given to the resolution of various student and faculty problems.

1976 to 1978:

As Assistant Director of Personnel (and previously, as Assistant to the Director of Personnel):

Assisted Director in the development and drafting of personnel policies/procedures. Primarily responsible for staff relations for non-faculty employees, i.e., clerical, technical, physical plant, administrative/professional staff. Grievance handling for those employee groups.

Added responsibilities in conjunction with presidential appointment as member of the administration's negotiating team to bargain with the Faculty Association. Drafted language for most administrative proposals.

1976 to 1979:

Other Characteristic Duties (including special assignments for the President and for members of the President's Cabinet):

As authorized by the President, and in cooperation with appropriate federal and state agencies, coordinated all activities necessary for the proper processing of Civil Rights Charges by the College. Handled disciplinary cases and "sensitive" administrative or faculty problems. (Investigated complaints, drafted appropriate correspondence, conducted necessary hearings, acted as liaison to the press as related to these specific matters). Appointed by the President to assist in the development of the College's policies in its implementation of Michigan's Freedom of Information legislation. Advised the departments as to the legal requirements with regard to specific requests made by the general public or by the press. As designated by the President, responsible for the College's implementation of Section 504 of the Rehabilitation Act of 1973. Worked with Student Government, faculty, and the Bureau of Facilities (Department of Management and Budget, Lansing) in conjunction with this charge. As directed by the President, acted as liaison with local township officials, the County Equalization Department and the State Tax Commission on problems centering on the taxation of specific College-owned property.

Under the general direction of the Vice-President for Administrative Affairs and the Dean for Student Services, responsible for the administration of the College's judicial program. In conjunction with the Department of Campus Life, the Director of Public Safety, and personal counselors or faculty members, when involved, worked for resolution of student conduct problems. As requested by the Vice-President for Administrative Affairs, assisted the Department of Financial Aid in drafting the College Work-Study Manual: wrote procedures for hiring, dismissal, evaluation, hearings, grievances, etc., and assisted Registrar's Office in drafting College's FERPA (Family Educational Rights and Privacy Act of 1974) policy. Advised this Office as to legal requirements as related to specific requests. As authorized by the Vice-President for Business Affairs, contact person for levies, garnishments, unemployment

hearings, bankruptcies (as related to non-payment of student loans).  
Responsible for administration of College's music licensing agreements.  
Provided necessary information to BMI, ASCAP, SESAC as required by  
contract. Researched, interpreted, drafted certain contractual agreements.

#### COMMUNITY ACTIVITIES

College (SVSC) representative to the Saginaw Chapter of Chamber of Commerce,  
State Affairs and National Affairs Committees.

Member of the Board of Directors of the Saginaw Chapter of National Campfire  
Girls.

Member of the Rotary Club of Sault Ste. Marie.

Member of the Tri-County Youth Council.