

ELLYN L. BARTGES

Education:

Doctor of Philosophy. 2014
University of Illinois at Urbana-Champaign
Major: Kinesiology; Cultural, Pedagogical and Interpretive Studies
Specialties: Sport History, Sport Sociology
Minor: Gender & Women's Studies
Dissertation Title: Circle more before you land: An ethnography of feminist leader Dr. Charlotte West
Advisor: Synthia Sydnor, Committee: C.L. Cole, Norman Denzin, Melissa Littlefield and Amy Woods

Master of Arts, History. 2005
Western Illinois University
Advisor, Virginia Boynton

Bachelor of Arts, History. 1985
Iowa State University
Advisors: Clair Keller and Thomas Polito

Current

Employment:

Equity & Affirmative Action Director, St. Cloud State University, January 2010-Present

Duties of Director of the Office for Institutional Equity & Access, including Chief Diversity Officer, Title IX and ADA Compliance Officer.

Duties and skills span a comprehensive spectrum of responsibilities including but not limited to: Advise the President and Vice-Presidents (Academic Affairs, Finance & Administration, Student Life & Development, University Communications, Foundation and Alumni Affairs and Institutional Effectiveness) on matters of a broad continuum of diversity, compliance, hiring, recruitment, planning, Title IX, ADA, complaints, programming, outreach and equal opportunity concerns, issues and successes.

Budget management; supervise professional staff, an office manager, up to two graduate students and one student worker. Affirmative Action Planning; responding to State and Federal agencies on complaints and inquires. Collaborate with Directors from each of the supervisory units to plan for hiring, outreach and programming, provide support (financial and administrative) to key diversity Centers on campus in order to insure a broad spectrum of outreach is achieved through these Centers (American Indian Center, Woman's Center, C.A.R.E., LGBT Center, Graduate Studies, Power in Diversity Conference, Athletics, Holocaust and Genocide Prevention Center, Multi-Cultural Student Services Center, Center for International Affairs, Martin Luther King Day Breakfast, and St. Cloud Pride). Select, coordinate and ensure training for 4-5 Deputy Title IX Coordinators. Establish and nurture long term working relationships with Student Life & Development professional staff including Residential Life. Assist with as well as coordinate trainings campus wide on sexual assault, sexual violence, rape, stalking, harassment, relationship and domestic violent, sexual harassment, bystander intervention and every aspect of the work originally detailed in the OCR Dear Colleague Letter of April 4, 2011 and beyond. Out reach and documentation of our training to more than 16,000 students on campus as well as faculty and staff.

SCSU Committees:

- Member; Presidents Council;
- Management Team;
- Chair, Affirmative Action Advisory Committee;
- Chair, Gender Equity Advisory Committee;
- Co-Chair, ADA Advisory Committee
- Member, Diversity Advisory Council;
- Member, Athletics Advisory Committee;
- Member Diversity Task Force.

MnSCU System Collaborations:

- Affirmative Action Officers
- Chief Diversity Officers
- Title IX Coordinator
- Designated Officer (person on each campus responsible for managing all internal discrimination, hostile environment, and harassment complaints by employees).

Targeted Collaborations

Co-Author “*Insight Into Diversity* Higher Education in Diversity Award”. Four-time recipient

Collaborate with SCSU’s Veteran’s Center and Student Life & Development in achieving consistent recognition as a **Veteran Friendly** campus.

Host a compliance official from the Office of Civil Rights visiting our campus and arrange for her to speak to students, faculty and staff on what the Agency mission is and how it impacts students. This was part of the Agency’s outreach program but was funded by St. Cloud State. A very positive experience for our students to have a presentation by this Federal official and then have an opportunity to ask questions and mingle with her and administrators at a post talk reception.

Fund Raising Worked a connection at one of the largest home furniture chains in the state of Minnesota to have them donate new furniture for our four new and one existing newly named donor lactation rooms on campus. This had never been successfully done and we welcomed a new donor and local connection to our commitment to increasing our family friendly facilities. They also agree to provide new furniture every three years to keep it fresh and welcoming to the faculty, staff, students and visitor who use these spaces daily. This led to increase interaction and collaboration with the Student Parent Initiative Group, part of Student Activities.

Consulting

- Title IX consultant/co-trainer at Concordia University (2013)
- Title IX consultant to Minneapolis College of Art & Design (2015)
- Title IX consultant to Minnesota State University Mankato (2015)

Past Employment:

Office of Equal Opportunity and Access, Western Illinois University
Assistant Equal Employment Opportunity Officer, April 2005 – January 2010
Equal Employment Opportunity Officer II, October 2004 – April 2005
Equal Employment Opportunity Officer I, January 2002 – October 2004

Duties and skills span a comprehensive spectrum of responsibilities including but not limited to:

- Maintain working relationships with President, Provost, Vice-Presidents, Deans, Directors, Chairs, faculty, staff, and other university personnel.
- Develop and implement plans to assure compliance with affirmative action programs for both employees and applicants.
- Organize and research data to prepare reports (in both statistical and narrative form) for the President and the WIU Board of Trustees.
- Meet deadlines for reports for presidential and Illinois Board of Higher Education (IBHE) requirements.
- Work with university legal counsel on complaints and legal matters concerning liability issues and exposure.
- Assist in monitoring local, state, and federal court actions and legislation regarding affirmative action, Title VII, Title IX, American with Disabilities Act, Civil Rights Act of 1964, and Family Medical Leave Act (FMLA).
- Provide guidance to college, unit, or departmental supervisors about affirmative action programs, standards, and objectives.
- Provide campus wide diversity and sexual harassment training and minority recruitment programs.
- Monitor search committees (n = 1000+) for full time faculty and staff employment in all aspects of the hiring process, including compliance with state and federal hiring regulations and procedures.

- Maintain and compile records and data on all job applicants to write narrative and statistical reports such as those required for SERA, Workforce Diversity and Underrepresented Groups.
- Evaluate data required for compliance with the university's Affirmative Action plan and the progress towards Affirmative Action goals.
- Investigate discrimination complaints (e.g., related to race, color, class, sex, creed, religion, age, national origin, marital status, disability, sexual orientation, gender identity and gender expression), sexual harassment, unfair or unequal employment, training, or career-advancement opportunities.
- Recommend corrective actions to resolve complaints.
- Monitor complaint agreements, settlements, and resolutions, and facilitate informal resolution of complaints.
- Conduct pre-employment assessment interviews as part of the Civil Service Trainee – Learner Program.
- Assist with visa issues and immigration applications for international faculty.
- Supervise Office of Equal Opportunity and Access staff, interns, and graduate students.
- Serve as a liaison between external agencies and departments and the Office of Equal Opportunity & Access.
- Establish working relationships with the community, minority organizations, individuals, and other interested groups.
- Represent the university in public events at local, regional, and national levels.
- Plan activities and recruiting events and solicit donations from university units.

Certifications:

- Trauma Informed Investigations & Prosecutions. End Violence Against Women International (April 2015).
- Certified Affirmative Action Professional (CAAP – 2006; Senior CAAP – 2012).
- Certified Title IX Coordinator, Association of Title IX Administrators (ATIXA) Training & Certification Program, August 2011 (Four day training on investigations and decision maker skills).
- Certified Title IX Professional, National Association of College and University Attorney's (NACUA).
- MnSCU Trained Discrimination, Harassment (1B.1) Investigator and Decision Maker.
- MnSCU Trained Discrimination Sexual Violence & Harassment (1B.3) Investigator and Decision Maker.

Publications:

- Bartges, E. L. (2016, Spring) Book Review. In the Shadow of Kinzua: The Seneca Nation of Indians since World War II by Laurence Hauptman. *The Oral History Review*. Journal of the Oral History Association, In Review.
- Bartges, E. L. (2015) Book Review. A Game of their Own: Voices of Contemporary Women in Baseball by Jennifer Ring. University of Nebraska Press, 2015. Lincoln, NE: AETHLON. *Journal of Sport Literature*, July 26, 2015. <http://www.uta.edu/english/sla/br150726.html>
- Bartges, E. L. (2011) "Title IX." In *Sports around the World: History, Culture, and Practice*. Santa Barbara, CA: ABC-CLIO, 2012.
- Bartges, E. L. (2011, Spring) If it doesn't play in Peoria. *Journal of Sport History*. North American Society for Sport History, 38, 1, pgs. 37-51.
- Bartges, E. L. (2007, Spring). Finding a faculty or administrative job in a college or university. *Illinois Committee on Black Concerns in Higher Education Newsletter*.
- Bartges, E. L. (2006, January). A lesson in diversity for tomorrow's coaches. *GLBT Campus Matters. Guidance for Higher Education*. Magna Publications: Madison, WI.

Grants:

- Sydnor, Synthia, et al: An Untold Story: U of I Female Faculty in the History of American Athletics and Sports Scholarship. Proposal for The Council on Gender Equity and the Office of the Provost grant funding to spotlight contributions of women at the University of Illinois. Funded 2010-2011. \$7,986.00

**Oral History
Collections:**

Abraham Lincoln Presidential Library (2013). Springfield, IL
A history of girl's high school basketball in Illinois, 1968-1977.
Collected and curated 40 plus hours of interviews with high school and collegiate coaches, administrators, players, and officials.
<http://www2.illinois.gov/aplpm/library/collections/oralhistory/girlsbasketball/Pages/default.aspx>.

**Refereed
Presentations:**

Bartges, E.L. & Finch, L.M. (2015, November). *An opportunity to play. Gender policies in sport, new topics and perspectives*. Paper accepted to the 8th Transnational Working Group for the Study of Gender and Sport. Basel, Switzerland. November 26-28, 2015. (Unable to present due to illness).

Bartges, E.L., et al. (2014) *The Bodily*. Paper presented at the International Congress of Qualitative Inquiry. Champaign, IL. May 20-23, 2014.

Bartges, E.L. (2012) *The life of Dr. Charlotte West: Athlete, professor, coach, administrator and ALAW President*. Paper presented at the North American Society for Sport History Annual Conference. Berkeley, CA. June 1 - 4, 2012.

Bartges, E.L. & Finch, L.M. (2011) *Manslaughter of a mascot*. A case study of the Western Illinois Westerwinds. Paper presented at the North American Society for the Sociology of Sport Annual Conference. Minneapolis, MN. Nov. 2-5, 2011.

Bartges, E.L. (2011) *Through a players eyes: The first DGWS national intercollegiate women's basketball championship*. Paper presented at the North American Society for Sport History Annual Conference. Austin, TX. May 27- 30, 2011.

Bartges, E.L. (2010) *Charlotte Lewis. Pioneer Player in Illinois Basketball History*. Paper presented at the North American Society for Sport History Annual Conference. Orlando, FL. May 28-June 1, 2010.

Bartges, E.L. (2009). *A "Pyramid of Success" for conducting sport history interviews*. Paper presented at the Oral History Association Annual Conference, Louisville, KY. October 21-23, 2009.

Bartges, E.L. (2009) *Frontier extreme thesis*. Paper presented at the North American Society for Sport History Annual Conference. Asheville, NC. May 22-25, 2009.

Bartges, E.L. (2009) *Keeping score: A coaches' autoethnographic journey*. Paper presented at the International Congress of Qualitative Inquiry. Champaign, IL. May 20-23, 2009.

Bartges, E. L. (2007). *What about the character of the girls??: Illinois Title IX pioneers*. Paper presented at the Girls and Women Rock: Celebrating 35 Years of Sport and Title IX International Symposium. Cleveland, OH. March 28-31, 2007.

**Non-Refereed
Presentations:**

Bartges, E.L. & Johnson, B. (2012). *"Dear Colleague Letter" levels the playing field for LGBTQ students at all levels*. Paper presented at the Midwest Bisexual Lesbian Gay Transgender Ally Annual College Conference. Ames, IA. February 10-12, 2012.

Bartges, E.L. & Thompson, W. (2009). *Open admissions: Western Illinois University's official LGBT student orientation*. Paper presented at the Midwest Bisexual Lesbian Gay Transgender Ally Annual College Conference. Bloomington, IN. February 13-15, 2009.

**Invited
Presentations:**

Selected examples of most relevant presentations demonstrating breadth of topics.

- Bartges, E.L. (2015 November) "Gender Equity in Education". Invited guest lecture for doctoral graduate class HIED 804: Diversity and Social Justice in Higher Education. St. Cloud State University.
- Bartges, E.L. (2015 October) "The Hiring Process and Affirmative Action". Invited guest lecture for doctoral graduate class HIED 634: Human Resource Issues in Higher Education. St. Cloud State University.
- Bartges, E.L. & LaDue, L. (2015 March) "The importance of accessible lactation rooms to student parent success and satisfaction in their higher educational choice and experience". Invited speaker at the St. Cloud LaLeche Community Board of Directors Annual Meeting. St. Cloud Community Hospital.
- Bartges, E.L. (2015 April) "IX. Three high risk areas for administrators". Invited guest lecture for doctoral graduate class HIED 624: "Legal and Ethical Aspects of Higher Education." St. Cloud State University.
- Bartges, E.L. (2013, 2014, 2015 November) "History and Purpose of Affirmative Action". Invited guest lecture for graduate class in Criminal Justice Public Safety Executive Leadership PSEL 660: Human Resource Management for Public Safety. St. Cloud State University.
- Bartges, E.L., (2012, November). "Brief History of Title IX and its impact on Students". Invited guest lecture for senior Kinesiology majors Kinesiology 442: Body, Culture and Society. University of Illinois, Urbana, IL.
- Bartges, E.L. & Waldron, J. J. (2011, November) "Hazing & Sexual Harassment: Not cool, not okay, not at SCSU". Workshop for intercollegiate athletics, club sports and Greek life. St. Cloud State University.
- Bartges, E.L. (2010, November) "STOP: Sexual Harassment in the Workplace". Workplace Justice: Woman at work. Women on Wednesday speaker series. St. Cloud State University
- Bartges, E.L. (2010, October) "Qualitative Research Methods: Oral History and writing an ethnographic dissertation". Guest Lecture for HIED 809: Higher Education Research Methods. St. Cloud State University.
- Bartges, E.L. (2010, June) "Women as Others" Summer Leadership Institute for Women in Higher Education. The Challenges of Agency: Empowering Women to Lead. St. Cloud State University.
- Bartges, E.L. (2010, April) "The History of Affirmative Action and Why it Matters". Guest Lecture for Philosophy 211: Philosophy & Feminism. St. Cloud State University.
- Bartges, E.L. (2007, September) "Title IX past and present. Where do we go from here?" Guest Lecture for Women's Studies 190: Introduction to Women's Studies. Western Illinois University.
- Bartges, E.L. (2007, March) Title IX pioneers in Illinois: "What about the character of the girls?" Women's History Month presentation at Western Illinois University sponsored by the Western Illinois University Women's Center.
- Bartges, E. L. (2006, May) Finding a faculty or administrative job in a college or university. Panel discussion at the annual spring conference of the Illinois Committee on Black Concerns in Higher Education, Chicago.
- Bartges, E. L. (2006, May) Best practices and innovations in recruitment and hiring minority faculty at Western Illinois University. Presidential panelist for Dr. Al Goldfarb at the annual spring conference of the Illinois Committee on Black Concerns in Higher Education, Chicago.
- Bartges, E. L. (2004, April). Expanding domestic partner benefits at Western. Brown Bag Lunch Presentation Western Illinois University Awareness Week, Macomb, IL.
- Bartges, E. L. (2004, February). Tri-States Public Radio/Women's Center Title IX panel discussion. National Girls and Woman in Sport Day, Macomb, IL.

Honors & Activities:

- Recipient of Respect for Law Award – St. Cloud Optimist Club, 2012
- Recipient of Roberta Parks Travel Award – North American Society for Sport History, 2012
- Recipient of Roberta Parks Travel Award – North American Society for Sport History, 2011
- Recipient of Roberta Parks Travel Award – North American Society for Sport History, 2010
- Golden Key International Honorary, University of Illinois, November 2009
- Recipient of a Oral History Association Research Award – October 2009
- Recipient of a Roberta Parks Travel Award – North American Society for Sport History, 2009
- Recipient, Phi Kappa Phi *Love of Learning* Graduate Scholarship, 2007. Only recipient from an Illinois public college or university: <http://www.phikappaphi.org/Web/Scholarships/loveoflearning.html>
- Phi Kappa Phi Academic Honorary
- Recipient, Western Illinois University Provost's Graduate Research Award, 2005
- Recipient, Graduate Teaching Assistantship, The Pennsylvania State University, 1986 – 1988
- Recipient, Graduate Research Assistantship, The Pennsylvania State University, 1986
- Phi Alpha Theta, International History Honorary Society
- Dean's List, Iowa State University
- Varsity Tennis Team, Iowa State University

University Teaching Experience:

Instructor, University College, Fall, 2015

St. Cloud State University
College 150: Skills and Strategies for Success

Instructor, Department of Kinesiology, 2005 – 2006

Western Illinois University
Kinesiology 371: Philosophy of Coaching

Instructor, Department of Health, Recreation, and Physical Education, 1991 – 1992

University of North Carolina at Charlotte
General education basketball activities class in the physical education department

Graduate Teaching Assistant, Department of History, 1986 – 1988

The Pennsylvania State University

- Pennsylvania history to large lecture sections of undergraduate students at Penn State

Research Assistant, Department of History, 1986

The Pennsylvania State University

- Researched 19th century historical data for history professor funded by national research grant from the Kraft Corporation.

**College
Coaching
Experience:**

Full-Time Division I Head Softball Coach, 1990 – 1994

University of North Carolina at Charlotte

Wide range of duties of head coach including:

- On and off field coaching
- Supervised one assistant coach and up to sixteen players
- National and international recruitment of potential incoming collegiate student-athletes from high schools and junior colleges
- Developed a recruiting schedule of potential student-athletes in four to five year cycles with clear back-ups and contingency plans in order to maintain the strength and growth of the program over a sustained period of years
- Assessed athletic and academic skills of potential student-athletes for a successful transition to college life away from home
- Guided 1993 team to #5 National Softball Coaches Association (NSCA) National GPA Ranking
- Budgeting and purchasing
- Facilities planning
- Awarding scholarships
- National Collegiate Athletic Association (NCAA) compliance, which involved extensive record keeping and documentation
- Daily practice planning
- Game scheduling
- Arranging all aspects of team travel, including ground and air transportation. Facilitated meals, accommodations, entertainment, and local sightseeing as part of the student-athletes' educational process
- Scouting and preparing reports of future opponents and preparing the team from these reports
- Arrangements of official on-campus visits of student-athletes. Planned required travel, meal, housing and entertainment arrangements under scrutiny of athletic director responsible for enforcing NCAA guidelines
- Academic assistance to student-athletes
- Community sports clinics for 4th through 12th graders
- Camp organization, scheduling, budget, regional camper recruitment, staff hiring and supervision, and implementation of sport instruction
- Fund raising
- Public speaking
- Advocate for my team with the administration

Full-Time Division I Assistant Basketball Coach, 1990 – 1993

Part-Time Division I Assistant Basketball Coach, 1989 – 1990

Volunteer Division I Assistant Basketball Coach, 1988 – 1989

University of North Carolina at Charlotte

Duties and responsibilities were primarily the same as previously mentioned for softball, with varying levels of responsibility and specific to basketball

Volunteer Division I Assistant Coach, Basketball, 1986 – 1987

The Pennsylvania State University

Program finished season ranked 13th in the country.

**Coaching
Experience:**

Macomb High School, Macomb, IL

Duties and responsibilities covering all aspects of coaching competitive high school sports program such as:

- Supervision of staff with all levels of participants (junior high, freshman, junior varsity, and varsity teams)
- Budgeting and purchasing for the entire program
- Supervision of facilities
- Training staff in case of emergencies
- Provide a safe space for student-athletes to compete and practice
- Practice planning and daily scheduling
- Establish and enforce team rules
- Teach athletic skills and mental aspects of the game to all levels of competitors
- Keep accurate records
- Maintain good relations with parents of my players
- Maintain appropriate relations with my players
- Maintain good relations with the media
- Write press releases
- Contact media regularly with game scores and statistics
- Weekly appearance on coaches' show aired on the radio
- Public speaking at the Macomb Downtown Athletic Club weekly during the season
- Selection of equipment necessary for the program and the development of the players
- Communicate with my supervisor regularly during the course of the season
- Assist athletes in the college recruiting process
- Advocate for my athletes at conference award meetings
- Organize and conduct summer camp
- Hire coaches for summer program
- Develop publicity brochures and posters for summer program
- Solicit donations to the high school basketball program

Head Coach Girls Varsity Tennis Team, 2000

Macomb High School, Macomb, IL

Head Coach Girls Junior High 8th Grade Basketball, 1999 – 2000

Macomb High School, Macomb, IL

Assistant Varsity Coach/Head Junior Varsity Girls Basketball Coach, 1998 – 2000

Macomb High School, Macomb, IL

Assistant Varsity Coach/Head Junior Varsity Girls Basketball Coach, 1995 – 1997

Roseville High School, Roseville, IL

Head Coach, Girls Varsity Basketball, 1987 – 1988

Tyrone Area High School, Tyrone, PA

Duties and responsibilities for these other coaching positions were primarily the same as the Macomb High School Head Basketball Coach description, with varying levels of responsibility and specific to each sport.

**Secondary
Teaching/Work
Experience:**

Substitute Teacher, December 1994 – April 1995

Macomb School District 185, Macomb, IL

Substitute teacher at all grade levels in a variety of subjects.

Learning Resource Assistant, March 1995 – December 2001

Macomb School District 185, Macomb, IL

Conducted research for junior and senior high school teachers on a variety of topics in their curriculum. Taught classes on library usage and the topics researched for faculty. Cataloged new books.

**Camp & Activity
Experience:**

Western Illinois National Girls' and Women in Sport Day, 2002 – 2004
Macomb, IL

Responsible for coordinating and leading girls' basketball activities during a regional Girl Scouting event, held in conjunction with the WIU Women's Center.

Macomb Bomber Basketball Camp, Director, 2000 – 2003
Macomb, IL

Responsible for all organizational aspects of creating and running multiple sessions of a basketball camp for girls ages 5-18. Design and distribute brochures, develop annual budget and cost points, hire and supervise staff, develop and implement instructional programming, schedule, secure and supervise facilities and equipment, and acquire insurance and on-site medical expertise.

Basketball Camp Coordinator and Coach, 1997 – 1999
Girl Scouts of the USA

National sports camp held at Smith College, Northampton, MA (1999)
National sports camp held at Converse College, Spartanburg, SC (1997, 1998)

Director: 49er Softball Camp and Coach, 1991 – 1994
University of North Carolina at Charlotte

Responsible for all organizational aspects of creating and running multiple sessions of a softball camp for girls ages 5-18. Design and distribute brochures, hire and supervise staff, determine annual budget, equipment, facility's needs, and price points in order to make a profit, develop and implement instructional programming, schedule, secure, and supervise facilities and equipment, and acquire insurance and on-site medical expertise.

Softball Camp Coach and Counselor:

- Furman University, Greenville, SC (1992, 1993, and 1994)
- United States Military Academy, West Point, NY (1993)

Basketball Camp Coach and Counselor:

- University of North Carolina at Charlotte (1989 – 1993)
- University of Tennessee at Knoxville (1989 – 1994)

**Academic
Advising
Experience:**

Head Softball Coach, 1990 – 1994
Assistant Basketball Coach, 1988 – 1993
University of North Carolina at Charlotte

Duties of academic advisor to softball and basketball programs including:

- Course and program advisement
- Class scheduling
- Knowledgeable of graduation/degree requirements and other university policies concerning academic progress and probation for all academic departments on campus
- Pre-screening admissions for incoming freshman student-athletes during the recruiting process. Required some unofficial transcript evaluation
- Counsel student-athletes on majors and monitor their academic progress on an individual basis
- National Collegiate Athletic Association (NCAA) compliance
- Monitor and maintain all academic general record keeping and provide the clerical duties involved in that process for as many as 30 student-athletes at a time
- Supervise athletic study hall four nights a week
- Provide tutoring in selected subjects

Foreign Language Skills: Previous experience/education in reading, speaking, and writing German.
Maintain intermediate level of reading fluency in German.

Professional Memberships:

- American Association for Access, Equity & Diversity (AAAED)
- Association for Title IX Administrators (ATIXA)
- National Association of Diversity Officers in Higher Education (NADOHE)
- National Association for the Advancement of Colored People (NAACP)
- American Historical Association
- North American Society for Sport History
- North American Society for the Sociology of Sport
- Oral History Association

Community Service:

- Invited search committee member (n=8) for the Minnesota State College and University System (MnSCU)
Founding Chief Diversity Officer
- Collegiate Black Male Initiative Work Group
- C.A.R.E. Leadership Team-Community Anti-Racism Education Initiative St. Cloud State University
- Big Brothers Big Sisters of McDonough County Bowl for Kids' Sake (Top Fund Raiser 2005, 2006, 2007)