

ELENA M. BERNAL

Grinnell College
Nollen House, First Floor
1121 Park Street
Grinnell, Iowa 50112
(641) 269-3000

1221 Broad Street
Grinnell, Iowa 50112
(641) 990-8615

ADMINISTRATIVE EXPERIENCE

Grinnell College

Vice-President for Diversity and Achievement 2009 – Present

Special Assistant to the President for Diversity and Achievement 2007 - 2009

Interim Vice-President for Student Affairs Spring 2008

Bryn Mawr College

DIRECTOR OF INSTITUTIONAL RESEARCH

2001 – 2007

Reporting to the President and the senior staff, conducted research and provided analysis on key strategic issues for the College and created institution-wide framework and operations for the College's first institutional research office

- Examined student experiences and learning associated with intellectual and personal development outcomes
- Collaborated on research with institution-wide academic impact
- Served as a resource in support of assessment or planning efforts
- Tracked and forecasted optimized enrollment and revenue information
- Projects included
 - Co-authoring Middle States Commission on Higher Education Periodic Review Report (June 2004)
 - Developing the College's Equity Scorecard, an institutional self-assessment of educational outcomes by race/ethnicity that informs strategic actions to achieve equity beyond access. Based on the *Diversity Equity Scorecard Project* at the University of Southern California's Center for Urban Education
 - Leading Campus Climate Assessment process, including development of survey instruments and community building strategies to ensure inclusiveness for all faculty, students, and staff
 - Assessment of programs and partnerships such as Posse, Praxis (community-based learning program), and undergraduate science research fellowships and internships
- Service on Board of Trustees committees: Taskforce on Improving the Competitive Position of the College, Taskforce on Balancing the College's Mission and Resources, Taskforce on Optimal Enrollment, Diversity Working Group of the Board of Trustees, Ad-hoc Enrollment Management Committee, and the Student Life Committee
- Service on College committees: Council on Institutional Priorities, President's Diversity Council, OSCAR (PeopleSoft ERP) Policy Group, Enrollment Management Advisory Group, Enrollment Projections Taskforce, and the Administrative Office Heads group
- Service to the College community: On-Target mentor to multicultural students, advisor to Mujeres (Latina student organization)

Illinois State University

ASSISTANT TO THE VICE PRESIDENT AND DEAN OF STUDENT AFFAIRS

1994–1996

Member of Division of Student Affairs central office leading efforts to expand diversity beyond racial dichotomies to multiculturalism and liaison for all campus programs and services by and for Latina/o students, faculty, and staff

- Proposed avenues to address campus environment assessment findings regarding “isms” among & between students, faculty, and staff for the President's Commission to Combat Intolerance & Harassment
- Participated in steering Division-wide strategic planning process guided by ACPA's *Student Learning Imperative* to establish measurable student learning objectives for the Division of Student Affairs
- Created, coordinated, and co-presented “Color & Spice”, a comprehensive set of new student orientation programs focused on facilitating Latina/o and African American new students' transition into campus life

- Led Division of Student Affairs Professional Development Committee in creating a new professional development program based on a Division-wide needs assessment
- Co-created University's student leadership conference (LEAD)
- Served as university representative to the McLean County Human Rights Council, advisor to the Association of Latin American Students (ALAS), and co-founder of the Triangle Club (an LGBT/allies staff organization)

EDUCATION

Pennsylvania State University

PH.D. CANDIDATE, EDUCATION POLICY STUDIES, HIGHER EDUCATION PROGRAM

- Coursework completed; all but proposal and dissertation
- FIPSE/NAFTA Research Exchange Scholar, Universidad Autónoma de Aguascalientes, México
- American Educational Research Association (AERA) Div J: Postsecondary Ed, Graduate Policy Seminar

Illinois State University

M.S., EDUCATIONAL ADMINISTRATION AND FOUNDATIONS, COLLEGE STUDENT PERSONNEL *May 1996*

Grinnell College

B.A., SOCIOLOGY *May 1994*

- Spokesperson, Student Organization of Latinas/os (SOL)
- Student representative, President's Taskforce on Multiculturalism
- Associated Colleges of the Midwest (ACM) Minority Scholar
- Served as member of the Grinnell College Alumni Association Council (2004-2006)

SELECTED PUBLICATIONS

Cabrera, A.F.; Crissman, J.L.; Bernal, E.M.; Nora, A; Terenzini, P.T.; & Pascarella, E.T. (2002). Collaborative Learning: Its Impact on College Students' Development and Diversity. *Journal of College Student Development*, 43(1): 20-34.

Terenzini, P.T.; Cabrera, A.F.; & Bernal, E.M. (2001). *Swimming Against the Tide: The Poor in American Higher Education*. New York: College Entrance Examination Board.

Bernal, E.M.; Cabrera, A.F.; & Terenzini, P.T. (2000). The Relationship between Race and Socioeconomic Status (SES): Implications for Institutional Research and Admissions Policies. In *Removing Vestiges: Research-Based Strategies to Promote Inclusion*. Washington, DC: American Association of Community Colleges.

Bernal, E.M.; Cabrera, A.F.; & Terenzini, P.T. (2000). Class-Based Affirmative Action Admissions Policies: A viable alternative to race-based programs? *Institute for Higher Education Law and Governance Monograph Series* (00-03). Houston: University of Houston Law Center.

SELECTED PRESENTATIONS

Bernal, E.M. (2007, March). *Determining Success: Assessment of a Community-Based College Access Partnership between Bryn Mawr College and the Posse Foundation*. Paper presented at the biennial meeting of the Consortium on Financing Higher Education (COFHE) Institutional Research Conference, Cambridge, MA.

Bernal, E.M.; Rickard, J.; & Tidmarsh, K. (2004, October). *Programs for Low-Income Students: Institutional Research*,

Admissions & Financial Aid, and Student Life. Presentation at the Consortium on Financing Higher Education (COFHE) Fall Assembly Meeting, Swarthmore, PA.

Bernal, E.M.; Cabrera, A.F.; & Terenzini, P.T. (2000, May). *The Relationship between Race and Socioeconomic Status (SES): Implications for Institutional Research and Admissions Policies.* Paper presented at the annual meeting of the Association for Institutional Research (AIR), Cincinnati, Ohio.

Richardson, S.; & Bernal, E.M. (2000, April). *Capitalizing on our Past, Shaping a Richer Future: A history of student affairs in the 20th century.* Presentation at the annual conference of the American College Personnel Association (ACPA), Washington, DC.

Bernal, E.M.; Cabrera, A.F.; & Terenzini, P.T. (1999, November). *Class-Based Affirmative Action Admissions Policies: A viable alternative to race-based programs?* Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), San Antonio, Texas.

Cabrera, A.F.; Nora, A.; & Bernal, E.M. (1998, November). *Collaborative Learning: Preferences, Gains in Cognitive and Affective Outcomes, and Openness to Diversity among College Students.* Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Miami, Florida.

Bjorklund, S.A.; Bernal, E.M.; Campbell, S.E.; & Parente, J.M. (1998, November). *Equity in engineering? Faculty and students' perceptions of classroom climate for women and minority students.* Paper presented at the annual meeting of the Association of the Study of Higher Education (ASHE), Miami, Florida.

Bernal, E.M.; & Flores, R.M. (1996, March). *Diferencias: Diversity among Latinos.* Presentation at the annual conference of the National Association of Student Personnel Administrators (NASPA), Atlanta, GA.

RESEARCH AND TEACHING EXPERIENCE

Praxis Program, Bryn Mawr College

FIELD SUPERVISOR

Spring 2004 & Fall/ Spring 2005-06

B425: Praxis III - Independent Study

Center for the Study of Higher Education, Pennsylvania State University (UP)

GRADUATE RESEARCH ASSISTANT

1997-1999

- Analyzed and archived quantitative and qualitative datasets and previous research regarding the academic preparation, access to college, and postsecondary persistence and success of low-income, racial/ethnic minority, and first-generation college students.

Education Policy Studies: Higher Education Program, Pennsylvania State University (UP)

TEACHING ASSOCIATE

Fall 1998 & Fall 1999

HIED 556: Higher Education Students and Clientele

Sociology/Education Policy Studies: Education Theory & Policy, Pennsylvania State University (UP)

TEACHING ASSISTANT

Fall 1997

SOC/EDTHP 406: Sociology of Education

University Office for International Programs, Pennsylvania State University (UP)

GRADUATE RESEARCH ASSISTANT

1996-1997

- Directed an international students needs assessment, including developing a survey instrument and database, benchmarking programs and services, and early phases of analyses
- Focused efforts to increase student of color participation in study abroad programs

PROFESSIONAL AFFILIATIONS

Association for Institutional Research (AIR)

Association for the Study of Higher Education (ASHE)

Liberal Arts Diversity Officers (LADO)

National Association of Student Personnel Administrators (NASPA)