

NCATE FACULTY DATA SUMMARY

PERSONAL INFORMATION

Caine, Bruce T. Ph.D.
Adjunct Professor
College of Arts and Sciences (Psychology)
College of Business Administration
Belmont University
June 2005

1. ACADEMIC DEGREES

College of William and Mary, Williamsburg, Virginia, Bachelor of
Science (Biology) 1966

University of Florida, Gainesville, Florida, Masters of Arts (Social
Psychology) 1975

University of Florida, Gainesville, Florida, Doctor of Philosophy
(Social Psychology) 1976
Dissertation: Leadership Orientation and Self-Presentation: A Leader's
Impression
Management Under Stress

SELECTED POST-DOCTORAL TRAINING

Seminar on Human Sexuality (Masters & Johnson, Kolotny, Biggs).
Institute for the Study of Human Knowledge and the Department of
Community Health, Albert Einstein College of Medicine, New York, NY,
Nov 77.

Symposium on Stress: Concepts and Management (Selye, Holmes, Mason,
Roseman) The Institute for the Study of Human Knowledge and the
Department of Community Health, Albert Einstein College of Medicine,
New York, NY, May 78.

Symposium on Approaches to Organizational Design/Redesign, US Army
Organizational Effectiveness School, Feb 82.

Seminar on Alcohol and Drug Rehabilitation, Kirksville College of
Osteopathic Medicine, Oct 84

Personnel Management for Executives (PME), (Army Corps of Engineers),
Scottsdale, AZ Jun 86

"Facilitative Leadership Program" Vanderbilt University Medical Center,
August, 1992

"Tennessee Quality Awards Examiner Training", National Center for
Quality, 1993

"Tennessee Quality Awards Trainer Certification" National Center for
Quality, 1994

MILITARY EDUCATION

Infantry, Officers Basic Course, Ft. Benning, GA 1996 (Honor Graduate).

CBR Officers Course, U.S. Army Schools, Europe, 1967.

Demolitions and Mine Warfare Course, U.S. Army Schools, Europe 1967 (Superior Student)

Military Assistance Training Course, Ft. Bragg, NC 1968.

Defense Language Institute, Ft. Bliss, TX 1968. (Vietnamese)

Infantry Officers Advance Course, Ft. Benning, GA 1973 (Honor Graduate).

Nuclear and Chemical Target Analyst Course, Ft. Benning, GA 1973.

U.S. Army Command & General Staff Courses, Ft. Leavenworth, KS 1980 (Honor Graduate)

Armed Forces Staff College, Norfolk, VA 1980.

Inspector General Course, Ft. Belvoir, VA 1985.

U.S. Army War College, Carlisle Barracks, PA 1986.

2. PROFESSIONAL EXPERIENCE (EDUCATION)

Peabody College, Vanderbilt University - Professor of the Practice, Aug. 1992 to Aug. 2005

Director, Leadership and Organizational Effectiveness Program, 1994 - 2002.

Courses taught: HOD 1100 Small Group Behavior; HOD 1200 Understanding Organization; HOD 2900 - Series, Human and Organizational Development Internships; HR

1300 Organizational Development; HOD 2700 Leadership Theory and Practice;

HOD 2710 Challenges of Leadership; HOD 2720 Advanced Organizational Theory; HOD 2740 Human Resource Management; HOD 2750 Managing Organizational Change; HOD 2755, Strategic Planning & Project Management, HOD 2780

Seminars In Leadership; HRD/DLO 3372 Consulting Skills, HRD/DLO 3373 Organizational

Development. DLO 3460 Strategic Leadership, DLO 3390 Operational Planning and Project Management

Belmont College, Behavioral Science Dept. Adjunct Professor - Jan. 1989 - 1999.

Courses taught: PSY 210 General Psychology; PSY 362 Group Dynamics; PSY 335 Industrial and Organizational Psychology, PSY 276 Life Cycle Human Development.

Vanderbilt University - Director, Army Officer Education. Aug.1988 - Aug. 1992 Courses taught: MS 112/113 Leadership Process in Organizations; MS 152 - Ethics and Professionalism, MS 251 - Leadership in Organizations; MS 252 Senior Seminar in Strategy

Vanderbilt University - Adjunct Instructor in Nursing, Aug. 1990 - Aug. 1992. Courses taught Nursing 286 -Introduction to Nursing Strategy; Nursing 286 Introduction to Nursing Leadership and Management.

Middle Tennessee State University - Psychology Department Adjunct Professor, Jan 1991 - May 1992, Course taught: PSY 221 - Social Psychology; PSY 460/560 Psychosexual Adjustment.

Fort Ord, CA, Civilian and Military Professional Development Classes - September 1985 to 1988, including: "Basic Supervisor Development"; "Leadership and the Supervisory Challenge"; "Leadership and Personal Effectiveness for Junior Officers"; "Inspections and Assistance" (Assessing Unit and Individual Effectiveness); "How the Army Runs"; "Helping Solve Soldiers' Problems"; "Equal Opportunity Specialist Effectiveness"; "Communications and Influence."

Chapman College, Fort Ord Campus - October 1986 to 1988. Courses taught: PSY 323 Child Development; PSY 418 Community Mental Health; PSY 623 Adult Development; PSY 612 Family Systems and Dynamics.

Northeast Missouri State University, Professor and Head, Division of Military Science - August 1982 to June 1985. Course taught: MS 400 - 401 Seminar in Military Leadership, Ethics and Professionalism.

Northeast Missouri State University, Adjunct Professor of Psychology and Sociology - January 1983 to June 1985. Courses taught: SS 377 Developmental Psychology; SS 393 Sociology of the Family; SS 570 Advanced Psychological Research (Leadership Theory and Research Procedures).

United States Military Academy, Department of Behavioral Sciences and Leadership - January 1976 to June 1979. Instructor, Assistant Professor, Chief, Electives Committee. Courses taught: A Study of Organizational Leadership; Social Psychology; Marriage and the Family, Life-Span Human Development; Individual Research in the Behavioral Sciences.

Ladycliff College, Departments of Psychology and Continuing Education - September 1977 to June 1979. Courses taught: PSY 206 Social Psychology; PSY 203 Developmental Psychology; PSY 417 Readings in Contemporary Psychology; PSY 408/418 Human Sexuality, Marriage and the Family.

University of Florida, Department of Psychology - June to September 1975. PSY 418 Group Dynamics: The Psychology of Small Group Behavior. Military Science Department, Army ROTC June to December 1975. MS 401, Leadership Counseling.

MILITARY EXPERIENCE

Mechanized Infantry Platoon Leader, Federal Republic of Germany, 1966-67, responsible for individual and unit training, support, morale and professional development of 40 soldiers and the maintenance and accountability for over \$3 Million worth of equipment and vehicles.

Battalion Personnel Officer, Federal Republic of Germany, 1967-68, responsible for the administration, personal management, unit funds, military justice, and equal opportunity programs for a unit of 750 soldiers.

Assistant Corps Personnel Officer, Republic of Vietnam, 1968-69, responsible for manpower management, strength accountability, personnel planning, authorization documentation and records administration.

Battalion Combat Assistance Team Commander, Republic of Vietnam, 1969, responsible for training development, logistical support tactical employment advice, medical evacuation and leadership training for a Vietnamese Infantry battalion of over 600 officers and soldiers.

Mechanized Infantry Company Commander Federal Republic of Germany, 1969-70, responsible for the training, administration, supply, housing, discipline, morale, professional development and tactical planning for a unit of 140 soldiers and the maintenance of over \$25 million worth of equipment and vehicles.

Battalion Operations and Training Officer, Federal Republic of Germany, 1970-71, responsible for the development of long and short range training plans and professional development programs, training aids, fuel and ammunition management, training evaluations, operations plans and staff coordination for an organization of 850.

Brigade Personnel Officer, Federal Republic of Germany, 1971, responsible for personnel accountability, assignment recreation and family support programs for a military community of over 4,000.

Division Assistant Operations and Training Officer, Federal Republic of Germany, 1972, responsible for development of long range training programs, unit performance evaluation plans, innovative adventure/high challenge leadership development activities, and training publications.

Assistant Professor and Chair, Electives Committee, Department of Behavioral Sciences and Leadership, United States Military Academy, 1976-79, responsible for development and presentation of academic instruction, student research oversight, leadership development activities, academic counseling, and athletic coaching duties.

Brigade Operations and Training Officer, Ft. Riley, KS, 1980-81, responsible for operational planning, training professional development programs, community support taskings, operational readiness reporting, military schools, budgeting, coordination and liaison with NATO units for an organization of over 2,000 members.

Director Force Modernization Division/Installation Master Planner, Ft. Riley, KS, 1981-82, responsible for developing and initiating a 10 year, multi-dimensional modernization program, integrating major organizational restructuring, new equipment fielding, revised Operational doctrine, facilities realignment, transition training, displaced equipment processing, and personnel management innovations; conducted research and developed matrix systems.

Professor and Head, Department of Military Science, Northeast Missouri State University, 1982-85 responsible for design and presentation of leadership and management education, recruitment and evaluation of quality students, integration of Military Science with degree-Producing instruction and campus citizenship programs, physical and ethical development of cadets, and enhancement of instructional and counseling skills of military faculty.

Installation and Division Inspector General, Ft. Ord, CA, 1985-88, responsible for long range planning and conduct of a systems-oriented inspection and assessment program addressing mission performance and the state of economy, efficiency, discipline, morale, and quality of life for a community of over 30,000 military and civilian members. Served as the confidential advisor my representative of the Commanding General, directing inquiry and assistance programs, and presenting leadership, human relations and personal effectiveness instruction.

Director of Army Officer Education, Vanderbilt University, 1988-1992, responsible for recruiting, enrolling, education and commissioning quality students for future leadership roles. Conduct research, designs and presents management, and organizational communications instruction; supervises budget and professional development programs, educational counseling, community involvement, and physical fitness and wellness activities.

AREAS OF SPECIALIZATION

Group Dynamics / Social Psychology / Team Building
Adult / Life Cycle Developmental Psychology
Marriage and the Family; Human Sexuality
Leadership Development and Followership Skills
Organizational Behavior and Organizational Theory
Organizational Development and Consulting Practice
Human Resource Management
Strategic and Operational Planning and Project Management
Organizational Communications
Conflict and Conflict Resolution
Stress Management and Job Burnout Prevention
Training Methods and Training Management
Professional Ethics and Standards
Performance Appraisal and Employee Development

3. MOST RECENT FACULTY AND ADMINISTRATIVE LOAD:

Fall 2004 and Spring 2005 - Teach three undergraduate courses each semester, advise 36 undergraduates, serve on two college Faculty Council committees, serve on two Ed.D. committees. Participate in alumni development programs and academic orientations for athletic recruits.

Fall 2005 - Teach three undergraduate sections, one in Psychology, two in Business Belmont University

OTHER RECENT COLLEGIATE ASSIGNMENTS

1996 Peabody Commencement Speaker
Officer Education Advisory Committee, Member 1996-2005, Chair 2000-05
University Traffic and Parking Committee
Faculty Advisor to Alpha Phi Omega Service Fraternity, 1995-2003
Faculty Advisor to Leadership Development Council
Peabody Faculty Council, 1996-98, Secretary 1997-98
Peabody Undergraduate Administrative Committee 1997-2000
Peabody Academic Standards and Procedures Committee 1999-2000
Peabody Curriculum Committee 1994-95, 2001-2004
Peabody Committee on Teaching, 2004-2005
Office of Voluntary Activities Advisory Committee
University Chair, Vanderbilt Community Giving Campaigns, 1991-92
Departmental Chair, Vanderbilt Community Giving Campaigns, 1991-2001, 2003
Departmental Chair, Staff and Faculty Campaign 1994-2001 & 2003
Faculty Review Committees (1996-98)
Freshman Orientations advisor, Team Leader Squirrel Camp (Freshman Orientation)
Honorary Vuceptor (Freshmen orientation advisor)
Guest Speaker for Recruiting, Admissions and Alumni Events
Mentor to Graduate Teaching Associates
Recruiter for Adjunct Professors/Teaching Associates

4. CURRENT AND FORMER PROFESSIONAL AND ACADEMIC ASSOCIATIONS

National Society for Experiential Education
Rotary International**
Military Officers Association of America**
American Society for Training and Development**
Phi Kappa Phi National Honor Society
Psi Chi, The National Honor Society in Psychology
Tennessee Speakers Association
U.S. Army War College Alumni Association
Association of the United States Army
Armor Association
Society of American Military Engineers
Boy Scouts of America**

5. CURRENT PROFESSIONAL ASSIGNMENTS AND ACTIVITIES

Conduct frequent leadership and personal development training workshops for non-profit, organizations, professional associations, student groups and governmental agencies, including new public school principals and assistant principals.

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6. PUBLICATIONS (Publication record begins in 1973)

Caine, B.T., Role Making and the Assumption of Leadership. In Associates, OML,

USMA (Ed) A Study of Organizational Leadership, Harrisburg, PA.
Stackpole Book, 1976, 362 -372.

Burgoon, M. et. al. (Caine, B.T.), Propensity of Persuasive Attack and Intensity of Pretreatment Messages as Predictors of Resistance to Persuasion. The Journal of Psychology, 1976, 92, 123 - 129.

Caine, B.T., Professional Writing. Infantry, November - December 1977, 39 - 40. Reprinted in Defense Force Journal (Australia) July - August 1978.

Caine, B.T., Leadership and the Concept of Responsibility. In R. Gabriel & P. Savage (Eds.) Manager and Gladiators: Directors of Change in the Army, The Hawkes Press, 1978, 103 - 119.

Caine, B.T., and Schlenker, B.R. Role Position and Group Performance as Determinants of Egotistical Perceptions in Cooperative Groups. The Journal of Psychology. 1979, 101, 149 -156.

Caine, B.T., Mastering the Military Mid-Life Transition. Parameters, 1980, Vol. X (3), 70 - 77.

Caine, B.T., Total Force Modernization: Life at the Bottom of the Totem Pole. Military Review, 1983, 63 (1), 17 -25. Reprinted in Army Organizational Effectiveness Journal, 1983, 7 (3 - 4), 13 - 25 and Commanders Call, May 1983.

Caine, B.T., Compassion: The Noblest of the Soldierly Values. Army, September 1987, 52 - 55.

Caine, B.T., An Internal Assessment of Leadership During Transition: Multi-dimensional Change and the Human Dimension. In F. Kirkland, et. al., Unit Manning System Field Evaluation, Technical Report #5, Walter Reed Army Institute of Research, Aug 1987.

Caine, B.T., By the Books: Leadership, Cohesion and the Military Novel. Armor, Sep - Oct 1990, VOL. XCIX No 5, 48 - 52.

Caine, B.T., & Studebaker, F.E., Risks of Excellence: The Salieri Effect. Army, January 1991, Vol. 41 (1), 16 - 20.

Caine, B.T. What Can I Learn From Doing "Grunt Work" National Society for Experiential Education, Winter 1994, Vol. 19 (2), 6 - 7 & 22 - 23.

PUBLICATIONS, Con't

Caine, B.T. Military Training Doctrine: Philosophy and Practice, Encyclopedia of Education, 2d Ed. 2002

Caine, B.T. Professional Military Education, Encyclopedia of Education, 2d Ed. 2002

Caine, B.T. U.S. War Colleges, Encyclopedia of Education, 2d Ed. 2002

TRAINING WORKBOOKS AND INSTRUCTIONAL MANUALS

"Understanding Organizations" A multi-session original workbook for undergraduates. Seven editions, 1993-98

"Leadership Theory and Practice" A multi-session original workbook undergraduate. Nine editions, 1993-2005, 105-120 pages

"Human Resource Management" A multi-session original workbook for undergraduates. Four editions, 1998-2004, 120 pages

"Managing Organizational Change" A multi-session original workbook for undergraduates. Seven editions, 1998-2005, 80-110 pages (

"Goals and Leadership". Training manual developed for state welfare fraud investigators and automation specialists, 1993 - 94. 98 pages.

"Goal Synthesis" Workshop manual developed for the University of Tennessee Center for Government Training. Three edition, 1995-97. 59 pages.

"Dynamics of Team Building" Workshop manual developed for the office of the State Auditor of New Jersey, 1997. 76 pages.

"Leadership and Supervision" workshop manual developed for University of Tennessee Center for Government Training, 1997-98.

"Personal Empowerment" workshop manual developed for University of Tennessee Center for Government Training, 1997-98.

"Leading Organizational Change" workshop manual developed for University of Tennessee Center for Government Training, 1997-98.

"Strategic Planning and Goal Synthesis" workshop manual developed for University of Tennessee Center for Government Training, 1997-98.

TRAINING WORKBOOKS AND INSTRUCTIONAL MANUALS, Con't

"Personnel Policy and Practices", Workshop Manual for county and city managers and personnel specialists, UT Center for Government Training, November 1999

"Performance Appraisal: Practices and Procedures" Workshop Manual for county and city managers and personnel specialists, UT Center for Government Training, November 1999

"A Journey of Self-Discovery -Doing Your Best With What You've Got ", a self-assessment and personal awareness workshop manual adapted for numerous non-profit, educational, and commercial clients, 1994-2005

"Decision Making for Academic Professionals" Workshop Manual for New Vice-Principals' Academy, Tennessee Department of Education. Used twice annually, 2002-2005

"Understanding Conflict. A Leader's Common Sense Approach" Workshop Manual for New Principals' Academy, Tennessee Department of Education. Used twice annually, 2002-2005

"Understanding Leadership and Followership" Workbook Manual for New Principals' Academy, Tennessee Department of Education. Used twice annually, 2002-2005

"Organizational Communication", a simulation based assessment workbook, for New Principals' Academy, Tennessee Department of Education. Used twice annually, 2002-2005

"Leadership, Followership and Gaining Control of Change" Workshop Manual for Office of Admissions, George Mason University, July 2002.

" Preventing Job Burnout - A Self-Leadership Assessment", Workshop Manual adapted numerous clients including the Tennessee Department of Vocational Education, Residence Hall Advisors, Vanderbilt University, Vanderbilt Alumni Association, and Leadership Highlands, 2003-2005

"Goal Synthesis - A strategic assessment and planning workshop", used with numerous clients including American Red Cross Regional Office, Brentwood Rotary Club, Battleground Academy, and Peabody College Library, 1995-2004

"Be, Know, Do - A Model for understanding Leadership and Followership", Workshop Manual adapted for numerous clients including Leadership Vanderbilt, Verizon Wireless, and American Academy of Medical Management, Region III. 1998-2005

COMMERCIAL TRAINING VIDEO PRESENTATIONS

Caine, B.T., Goal Synthesis, Collegiate Conferences, Inc. Madison WI, 1996.

Caine, B.T., So You Think You've Got Troubles..., Collegiate Conferences, Inc., 1997

Caine, B.T., T.R.M.M. - Totally Random Mediocrity Management (A lighthearted spoof on simplistic management programs), Collegiate Conferences, Inc., Madison, WI., 1997.

8. PAPERS PRESENTED

"Service Learning for Undergraduate in Human and Organizational Development," 1996 Education Directorate Mini-Convention, American Psychological Association Aug. 1996.

"Doing Dewey": Experiential Learning Partnerships in a Multi-Disciplinary Undergraduate Program", Second Annual Conference on Human and Organizational Studies, George Washington University, Nov. 1996.

32nd National Conference on Student Services, November 1997, two papers presented. "So you think you've got problems..." (effective stress management and time use) and "T.R.M.M. - Totally Random Mediocrity Management" (spoof of Mgt. models).

33rd National Conference on Student Services, university student leaders and staff administrators, two presentations, "Are you the leader of a Learning Organization", and Strategic Self-Leadership", 26-29 March 1998 (Orlando, FL).

19th Annual Southern Industrial Relations and Human Resources Conference, The Law School, Vanderbilt University. "Learning from Success", October 15-17 1998

34rd National Conference on Student Services, two presentations, "Are you the leader of a Learning Organization" and "Strategic Self-Leadership", Washington, DC, Nov. 21-23, 1998.

4th Annual Leadership Teaching Conference, "Organizational Effectiveness Unlimited: A Semester-long Simulation for Leadership Skill Development", March 27, 1999

35TH National Conference on Student Services, university student leaders and staff administrators, three presentations, "Are you the leader of a Learning Organization", "Effective Followership", "Dialogue on Leading Learning Organizations", April 9-11, 1999

29th Annual Conference of the International Society for Exploring Teaching Alternatives, "Simulated Organizations and Experiential Learning: Teaching consulting skills, HR management & leading change" Arizona State University, Tempe, AZ, October 14-16, 1999

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8. RESEARCH: My research focuses on the development of enhanced teaching and training materials. The training manuals and workshop guides listed above are sample products of my research efforts.

CURRENT RESEARCH INTERESTS

Performance Appraisal - Organizationally Appropriate Methods
Followership in teams and organizations - Enhancing effective fellowship

Strategic Leadership - Leadership Transitions and Implementing One's Vision

Improving Project Management Skills Training - Telling & Selling Your Story

Performance Feedback - Improving Experiential Learning & Using After Action Reviews

Parenting as Leadership - Integrating research and theory from two fields

Linking Organizational Leadership and Organizational Learning
Social influence and social exchange processes in long term groups (including families)

Multi-dimensional change and Organizational Development techniques
Consulting skills and professional practices
Human Resource Management - Adult development and career management

Ethics and professionalism in complex organizations.
Leadership potential assessment (assessment center methodology).
Applied Systems Thinking- Strategic Planning & Facilitating goal based strategy development.

Personal Empowerment - Stress, Wellness, and Exercise

EARLIER RESEARCH INTERESTS

Training design and management.

Mental retardation and self-concept assessment.

Community development and quality of life.

Human territoriality and personal space.

Group decision making

Persuasion and attitude change.

Professional ethics and attributions of responsibility.

Personal Wellness . Body fat composition and physical fitness.

Academic assessment and scholarship achievement (value-added process).

Human sexuality and gender-role development.

Self-presentation and credibility in the leadership process.

In the past 13 years, I have made 115 professional presentations to a wide range of groups and organizations . I have completed 13 major consulting projects, and conducted 76 professional workshops for organizations ranging from city fire departments and municipal managers to non-profit volunteers and boards of directors, from auditors and fraud investigators to student leaders and school administrators. Each of these activities both reflects my research and contributed to the further development of my understanding of a variety of issues in human performance and development.