#### TERI L. BLADEN

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**EDUCATION** 

Master of Science Kinesiology, School of Health, Physical Education, and Recreation

Indiana University-Bloomington, 1999

Bachelor of Arts French, College of Arts and Sciences

Indiana University-Bloomington, 1995

#### MANAGEMENT EXPERIENCE

• Over twelve years of success in campus recreation department leadership and management, and over twenty-five years success leading and managing programs (group exercise and mindbody, personal fitness training, fitness testing/assessment, strength and conditioning areas, instructional classes, incentive programs, wellness seminars/education, club sports, intramurals, outdoor programs, aquatics and safety, and special events) and services (marketing and facility operations).

- Adept response to COVID-19 outbreak.
- Guided team through activities to build on foundation of racial equity and inclusion.
- Served on Executive Planning Committees for facility design projects.
- Conducted departmental and program strategic planning, goal setting and assessment.
- Collaborated with university departments and local community to enhance student success.
- Collaborated with university departments (Academics, Student Affairs, Legal Counsel, Facility Management, etc.) to enhance department operational and service excellence.
- Approved and assessed department and program development, policies and procedures. Coordinated and interpreted participation reports, program evaluations and customer satisfaction surveys to incorporate into planning. Made program changes based on current research in industry to ensure attainment of yearly participation and financial goals.
- Managed budgets including establishing annual income targets and fees. Provided leadership and direction in equipment replacement management and long range planning; wrote up equipment specifications and purchase requisitions. Reviewed monthly financial statements and approved department expenditures. Recommended changes to fee structure to administration as needed.
- Maintained departmental records, equipment inventory reports and programming manuals.
- Recruited, supervised, hired, trained, scheduled, retained and evaluated full-time professional, classified, and hourly student staff.
- Assured high quality services by interacting with employees and participants, responding to comments and suggestions, and acting as a resource for members.
- Conducted presentations and lead staff trainings.
- Participated in marketing new and existing services and recruiting new participants.
- Contributed to facility renovation projects.
- Served on management teams to assist with organizational planning, assessment, collaboration, risk management and problem-solving.
- Maintained knowledge of all areas of responsibility. Anticipated and identified issues and areas of improvement, identified viable and logical solutions.
- Obtained and maintained appropriate industry and risk management certifications.
- Served on and chaired local, regional, and national committees.
- Participated in front-line services by serving as "on-call" professional staff and by leading group exercise classes, conducting fitness assessments/consultations and providing one-on-one training for members.

## **ACADEMIC EXPERIENCE**

Taught one- to three-credit courses at four-year and community college level covering how to teach group exercise, exercise testing and program design, aerobic conditioning, beginning conditioning and conditioning labs.

- Developed and assisted with development of curriculum.
- Prepared/graded exams and assignments, tracked grades, held office hours.

#### **CERTIFICATIONS**

American College of Sports Medicine, Certified Exercise Physiologist
American College of Sports Medicine, Certified Group Exercise Instructor
American Council on Exercise, Personal Trainer
American Red Cross, CPR/AED for the Professional Rescuer and First Aid
NIRSA –Leaders in Collegiate Recreation Registry of Collegiate Recreational Sports Professionals

#### **DETAILED EXPERIENCE**

#### **Director, Campus Recreation**

March 2009-present (interim August 2008-March 2009)

Weber State University Department of Campus Recreation, Ogden, UT

- Responsible for overall administration and operation of campus recreation department comprising fitness and wellness, outdoor programs, club sports/intramurals, aquatics and safety, marketing, and special events
- Oversight and management of ~\$1.6 million budget with over 50 accounts.
- Adept response to COVID-19 outbreak: rapid decision-making and communication of cancelled programs, identified and implemented virtual resources and programs, navigated fair payment of hourly staff while closed; transitioned pro staff to working from home, analyzed/reported on financial impact of closure; developed and implemented Reopening Plans meeting national, state, and institutional pandemic guidelines.
- Guided team through activities to lay foundation of racial equity and inclusion (NIRSA's 21-Day Racial Equity Habit Building Challenge © for Campus Recreation; review and discussion of NIRSA's "Equity, Diversity & Inclusion: A Resource Guide for Leaders in Collegiate Recreation").
- Partnered with Career Services on Career Readiness Initiative, applying NACE competencies to student employee development.
- Partnered with International Student and Scholar Center to hire international students to diversify staff.
- Partnered with groups supporting historically underrepresented students to engage those students in outdoor and other recreational activities to enhance their engagement, retention, and persistence to graduation.
- Served on Executive Planning Committee for \$8 million Outdoor Adventure & Welcome Center facility
  project: expanded outdoor equipment rental center/new equipment fleets, drive-through equipment
  storage, Adventure Program trip staging area, trip planning and resource area, new Rope Access
  Technical Training Center, 15' bouldering walls, 55' climbing wall, indoor simulated bailout window wall,
  confined space rescue area, rooftop rappelling and rigging area, three-story catwalk system for scenario
  rigging, Technical Training Classroom; partnered with Enrollment Services on new WSU Welcome Center
  incoming students.
- Partnered with Facilities Management to develop and implement a 9-hole disc golf course on campus.
- Served on Executive Planning Committee for \$11 million Wildcat Center facility project: 20,000 square feet including strength and cardio area, two group exercise studios, locker rooms, sport clubs space, reception/office space, storage, gaming area.
- Served on Executive Planning Committee for \$4 million Davis Fitness Center facility project: 8250 square feet fitness center with strength and cardio area, two group exercise studios, reception/office space.
- Create and maintain meaningful partnerships with Department of Health, Physical Education and Recreation as well as other academic departments.
- Conduct student-centered learning outcome assessments and apply to department strategic planning.
- Collaborate with Athletic Training faculty in securing certified athletic trainer to assist with Club Sports and academic mentoring.
- Supervise eight exempt staff, one non-exempt staff and 100+ hourly student staff

## **Adjunct Faculty**

August 2009-April 2012

Weber State University Department of Health Promotion and Human Performance, Ogden, UT

- Teach PEP3270, a 2-credit course on how to teach group exercise (develop curriculum, prepare and grade exams, work one-on-one with students during office hours).
- Mentor, supervise, train, and provide support to PE1010-12 Aerobic Conditioning instructors.

# Assistant Director Fitness and Wellness Programs October 2005-December 2007

Arizona State University Department of Campus Recreation, Tempe, AZ

- Oversaw 16,000+ square foot strength and cardio areas, average weekly usage level of approximately 4000 participants, 70+ weekly group exercise and mindbody classes, personal training program, instructional classes, wellness clinics/workshops and LivWELL Assessment Center.
- Lead development and implementation of LivWELL Assessment Center providing fitness testing (submaximal aerobic capacity, flexibility, muscular strength/endurance, body composition) to university community; ordered supplies and equipment, established registration and scheduling protocols, trained Assessment Center Specialists, conducted fitness testing protocols and communicated results.
- Supervised one full-time program coordinator, 2 graduate assistants and 60+ hourly and contracted staff.
- Recommended and monitored the \$175,000 Fitness and Wellness operating budget.
- Developed Quik Fit Program: "On the Road" fitness testing for health fairs and on-site visits to departments and residential halls.
- Contributed to renovation of tennis court into 3400 square foot outdoor strength and cardio area.
- Served as liaison for contracted service providers (i.e., massage therapy, physical therapy).
- Taught certifying American Red Cross classes: CPR/AED for the Professional Rescuer, First Aid.

## **Assistant Director-Fitness Activities**

## June 2004-July 2005

Indiana University Division of Recreational Sports, Bloomington, IN

- Planned, organized and evaluated 100+ weekly group exercise and mindbody sessions offered at two facilities.
- Recruited, hired, trained, supervised, evaluated and scheduled 40 group exercise instructors and 15 mindbody instructors (yoga, tai chi, pilates, middle eastern belly dance).
- Supervised, mentored and provided professional development for one graduate assistant and four full-time program assistants.
- Contributed to renovation of group exercise studio.

## **Interim Program Director-Fitness**

## November 2002-November 2003

Indiana University Division of Recreational Sports, Bloomington, IN

- Oversaw two 12,000 sq. ft. strength and conditioning areas with average weekly usage level of approximately 55,000 participants, 100+ weekly group exercise and mindbody sessions, and personal training program.
- Supervised two assistant directors, 2-4 graduate assistants/program assistants and 100+ hourly wage staff.
- Recommended and monitored the \$270,000 fitness operating budget.
- Developed fitness training education resources to contribute to the Fitness/Wellness resource area.
- Served as Advisor for Fitness Council; met monthly to receive feedback/input on overall fitness program.

#### **Assistant Director-Fitness Training**

## April 2002-June 2004

Indiana University Division of Recreational Sports, Bloomington, IN

- Oversaw Strength and Conditioning (S/C) areas: implemented S/C participant programming (personal training, incentive programs, circuits and special events); kept equipment downtime to a minimum via equipment inspections, internal work requests and collaboration with facility support in organizing and cleaning equipment.
- Recruited, hired, trained, scheduled, supervised and evaluated 50-60 strength and conditioning consultants and 20 personal trainers operating within two buildings.
- Supervised, mentored and provided professional development for 1-2 graduate/program assistants.

## **Assistant Director, Fitness/Wellness**

## August 2000-March 2002

University of Northern Colorado Department of Campus Recreation, Greeley, CO

- Oversaw 6,000 square foot strength and conditioning area, 50+ weekly group exercise and mindbody classes and personal training program (including fitness testing).
- Recruited, hired, trained, supervised, evaluated and scheduled 40+ fitness/wellness hourly staff including strength and conditioning consultants, personal fitness trainers, group fitness instructors and specialty instructors.
- Supervised, mentored and provided professional development for one graduate assistant, three student program assistants and three interns.
- Was appointed lead person to develop university-wide wellness model with Student Health Center, Department of Community Health and Nutrition, Department of Kinesiology, Student Activities, UNC Police Department, etc.
- Created Wellness Wednesdays lecture series: recruited and scheduled speakers covering diverse wellness topics (smoking cessation, stress management, healthy eating, etc.)
- Oversaw fitness and wellness incentive program (P.O.W.E.R.) promoting healthy lifestyles and activity.
- Developed cooperative programming with local area fitness/wellness associations.
- Maintained UNC Campus Recreation Center as host site for national certification organizations (AFAA, NSCA).
- Assisted in supervision and evaluation of cancer rehab exercise specialists utilizing Campus Recreation facilities.

# Fitness Center Manager, IBM Boulder

## April 2000-August 2000

MountainWest Corporate Health, Boulder, CO

- Opened and oversaw new 6,000 square foot corporate fitness center with 1400 potential members.
- Interacted with and assisted in advising equipment vendors in fitness center set up.
- Devised membership enrollment process.
- Set up comprehensive membership tracking and assessment software (HealthCalc).
- Set up member database for web-based payment procedure.
- Conducted marketing efforts for new facility including presentations, bulletin board displays, internal television spots and brochure development.
- Conducted fitness assessments for aerobic capacity, flexibility, strength, body composition.
- Hired, trained, supervised and scheduled fitness center staff (Assistant Manager, Fitness Specialists).
- Created all documentation required for new fitness center (membership applications, health history forms, policies and protocols, etc.).

#### **Interim Marketing Coordinator**

#### September 1999-April 2000

Colorado State University Lory Student Center, Fort Collins, CO

- Developed and coordinated all aspects of marketing for a \$16 million operation.
- Created positive and productive relationships between the Marketing Office and Student Center constituencies.
- Created and implemented specific ad campaigns to generate revenue for Student Center constituencies (e.g., Campus Bookstore, Campus Dining).
- Managed a \$167,000 departmental budget.
- Recruited, hired, supervised, and scheduled four graphic designers, one accounts/billing employee, and one graduate assistant.

# **Adjunct Faculty**

#### January-April 2000

Front Range Community College, Fort Collins, CO

- Taught one-credit conditioning labs covering aerobic and strength conditioning.
- Developed course curriculum.
- Prepared/graded exams and assignments, tracked grades, held office hours.

#### **Assistant Director-Fitness**

#### June 1997-June 1999

Division of Campus Recreation, University of Illinois, Champaign, IL

- Planned, organized and evaluated over 80 group exercise classes offered weekly for students,
- faculty, and staff.
- Recruited, hired, trained, supervised, evaluated and scheduled 40 group exercise and mindbody instructors.
- Oversaw Personal Fitness Training Program (hired, trained, supervised 12 Personal Fitness Trainers) June 1997-July 1998.
- Developed curriculum for and instructed a two-credit Kinesiology course, Techniques of Teaching Group Exercise; conducted all duties pertaining to class (prepared/graded exams, held office hours).
- Conducted weekly fitness assessments in collaboration with SportWell Center (McKinley Health Center).
- Supervised graduate assistants, interns and hourly student employees.
- Developed cooperative programming with local area fitness/wellness associations.

#### **PUBLICATIONS**

- American College of Sports Medicine. American College of Sports Medicine's Health & Fitness Journal. Bladen, Teri. "Exercise for the (Mental) Health of It!" Wolters Kluwer Health, Inc. 2019;23(1):3.
- American College of Sports Medicine. ACSM's Resources for the Group Exercise Instructor. Bladen, Teri and Forster, Liza. "Teaching Your Class: A Quick Guide". DeSimone, Grace (Ed). Lippincott Williams & Williams: 2011.
- American College of Sports Medicine. ACSM's Resources for the Group Exercise Instructor. Moir, Gavin and Bladen, Teri. "Kinesiology, Anatomy, and Biomechanics". DeSimone, Grace (Ed). Lippincott Williams & Williams: 2011.

## PROFESSIONAL ASSOCIATIONS

American College of Sports Medicine, Professional Member IDEA, Association for Fitness Professionals NIRSA –Leaders in Collegiate Recreation Utah Women in Higher Education Network (UWHEN)

#### AWARDS/RECOGNITION

Served as one of three panelists for Campus Rec Magazine's COVID-19 virtual roundtable answering questions regarding COVID-19 response and reopening procedures. July 2020.

Featured in 2019 March/April edition of Campus Rec Magazine's "Six Questions with..." segment. "Outstanding Team Award-Campus Recreation" Weber State University Student Affairs Awards Luncheon, April 2014.

"Outstanding Team Award-StrengthsQuest Advisory Committee" Weber State University Student Affairs Awards Luncheon, April 2014.

"Assessment Award-Campus Recreation" Weber State University Student Affairs Awards Luncheon, April 2013.

"Woman of Wit" Weber State University Women's Center March 2011.

#### **ACTIVITIES/VOLUNTEER**

- American College of Sports Medicine Co-editor "ACSM's Resources for the Group Exercise Instructor"
   Edition 2. Lippincott Williams & Williams. Anticipated publication date spring 2022.
- American College of Sports Medicine Committee on Certification and Registry Boards/Group Exercise Instructor Sub-committee. Co-authored two chapters in "ACSM's Resources for the Group Exercise Instructor" (2011); text reviewer for "ACSM's Resources for the Personal Trainer" (2013). March 2010-March 2017.

## **ACTIVITIES/VOLUNTEER (continued)**

- NIRSA Volunteer: Chair, Directors Institute Content Team 2019. Chair, Region VI Conference Planning/Sessions & Speakers subcommittee 2019. Annual Service Award Committee 2016-17; National Conference 2017 (Fitness Forum Proposal Reviewer, Registration); National Conference 2016
- (Registration, "I Write for NIRSA"); Utah State Director April 2010-April 2014; Regional Award of Merit Review Team 2014.
- Utah Women in Higher Education Network (UWHEN) Chair-elect of UWHEN State Board of Directors 2020-21. Serving as WSU Institutional Representative to UWHEN State Board of Directors 2018-23. Served on Annual Leadership Conference Planning Committee 2019 and 2020. Served on WSU Chapter Mission Planning subcommittee 2018.
- Volunteer, American Red Cross Northern Utah. Teach certifying classes in CPR/AED for the Professional Rescuer, Lay Responder First Aid and CPR/AED. January 2008-April 2013.
- Volunteer, American Red Cross Northern Utah. First Aid team member for Ogden Marathon. May 2011.
- TRX Group Suspension Training Course May 2011.
- *IDEA Awards Judge.* Served as judge for IDEA Program Director of the Year. February 2009 and February 2005.
- American College of Sports Medicine Certified Personal Trainer<sup>SM</sup> Instructor. Conduct 25-hour certification preparation workshops through Fitness Education Network. April 2006-April 2008.
- *IDEA Task Force.* Reviewed proposals of kids/teens fitness programs for inclusion on IDEA website. January 2008.
- *PAC10 Fitness Challenge*. Involved in conference-wide activity incentive program to motivate campus communities to physical activity. Fall 2007.
- *IDEA Program Director Membership Committee (Chair, 2004-07).* Recommend actions that help IDEA meet the needs of fitness professionals in the Program Director category. July 2001-July 2008.
- YogaFit® Teacher Training Level 1. March 2006.
- *ACSM Health/Fitness Instructor Examiner.* Serve as station examiner for national certification exam. June 2004-June 2005.
- CorePole™ Master Trainer. July 2004.
- National School of Recreational Sports Management Level I. June 2004.
- Power Walking for Fitness. Conducted five-week course taught through IU Division of Continuing Studies. Fall 2003.
- State Farm Health Fair. Conducted basic fitness assessments for State Farm employees; opportunity for student staff experience. Fall 2001.
- Cancer Exercise Specialist Training Workshop. Attended training conducted by Rocky Mountain
  Cancer Rehabilitation Institute to develop competencies in the practice of assessing, prescribing and
  conducting exercise interventions for cancer patients/survivors who exhibit cancer treatment-related
  fatigue symptoms. Summer 2001.
- Body Attack Instructor Training. Body Training Systems certification in boxing/martial arts-based group fitness format. Spring 2001.
- Lory Student Center Wellness Series. Developed programs (walking, massage, etc.) to enhance Student Center employees' overall wellness. Fall 2000.
- Precision Cycling Instructor Training Workshop. Summer 1999.
- Healthy Weight Management Program. Collaborative work with SportWell/McKinley Health Center; discussed behavior modifications with clients in regards to physical activity and exercise with a goal of attaining or maintaining healthy weight. Fall 1998.
- The Body Walk. An interactive event where local elementary students "walk" through the body and learn its various functions. Fall 1998.
- *Fitness Lectures/Workshops*. Give lectures/lead discussions on health and fitness related topics for university and community groups as needed. Ongoing.

#### PRESENTATIONS/WORKSHOPS conducted

- "Leadership in Action: Q&A with UVU President Tuminez" Facilitated state UWHEN virtual interview with Dr. Astrid Tuminez. January 2021.
- "Stretch Break" Conducted two virtual workshops to enhance students' and community's physical and mental wellbeing during Finals Week. December 2020.
- "Yoga at Your Desk" and "Stretch Break" Virtual workshops to keep students and community engaged during COVID-19 closures. April 2020.
- "Wellbeing: Strategies to Thrive!" NIRSA Region VI Conference, University of Utah, October 17, 2019.
- "Wellbeing: Strategies to Thrive!" Utah NASPA Conference, Westminster College, October 6, 2017.
- "Hiring International Students for On-Campus Jobs: A How-To for Student Affairs Professionals"
   International Students Symposium, Weber State University, November 2016.
- "Performing at Your Best" International panel for student leaders. University of Tasmania, June 2016.
- "Yoga at Your Desk" Division of Student Affairs StrengthsQuest workshop, Weber State University, February 2016; Division of Student Affairs meeting, Weber State University, September 2011; Diversity and Unity Center stress buster event April 2011.
- "Wild World of Wibit: Adventures in Programming (When Everyone Thinks You're Crazy)" NIRSA Region VI Conference, November 2015.
- "GA/Professional Panel" NIRSA Region VI Student Lead-On, November 2014; NIRSA Region VI Student Lead-On, November 2010.
- "StrengthsQuest Well-being" Weber State University, May 2014, June 2014.
- "StrengthsQuest Mythbusters" Weber State University, July 2013.
- "StrengthsQuest Level 1" training Weber State University, October 2012.
- "Fitting in Fitness for Academic Success" Academy of Leadership conference. Weber State University, August 2010.
- "Fight or Flight: The Body's Reaction to Stress and How to Handle It" Presentation to academic class, Weber State University, January 2020, September 2018, January 2017; Co-presentation for Academy of Leadership conference, Weber State University, August 2009.
- "Yoga for Relaxation" Conducted 30-minute yoga sessions for students at "Stress-Free Zone" during finals week. Arizona State University, May 2006.
- "Outstanding Relational Service" Presentation to 175+ student staff members on creating positive experiences for members covering behaviors, physical presentation and word usage whether in person or on the phone. Arizona State University, January 2006.
- "Group Treadmill Workshop" 6-hour staff training covering the science behind group treadmill workouts, walking and running technique, coaching and cueing technique, equipment usage, workout design, music selection and injury prevention. University of Illinois, April 2005.
- "Serenity Now!" IU Bloomington Advisor Council meeting, focus on relaxation techniques, February 2005.
- "Choreography Basics" 2.5-hour staff training covering Hi-Lo and Step formats, 32-count phrasing, with practical application and evaluation. University of Illinois, January 2004.
- "KickBoxing Basics" 2.5-hours staff training focusing on technique, style, cueing, practical application and evaluation. University of Illinois, January 2004.
- "Yoga in the Office" Women in the Workplace Conference, Bloomington, IN. November 2003.
- "Get Fit: For the Health of It!" University of Northern Colorado Campus Recreation Wellness
  Wednesdays series, September 2001; University of Northern Colorado Eating Disorders Awareness
  Week, February 2001; University of Illinois Eating Disorders/Body Image Awareness Week, February
  1998.
- "Health and Fitness: Women's Issues" University of Northern Colorado Nursing 200-Women's Health Care academic course. February 2001.
- "Keeping Those Fitness Resolutions" University of Northern Colorado Hansen-Willis Residence Hall, January 2001.
- "Shape Up for Summer Part I: Cardio." Front Range Community College Lecture Series, April 2000.
- "Shape Up for Summer Part II: Strength Training." Front Range Community College Lecture Series, April 2000.

#### PRESENTATIONS/WORKSHOPS (continued)

- "Intro to Functional Fitness" Front Range Community College Staff Training, January 2000.
- "Programming Trends in Fitness" Illinois Intramural-Recreational Sports Association, October 1998.
- "Music and Cueing" Twin City Fitness/Wellness Association Instructor Workshop, March 1998.
- "CardioBox Workshop" Twin City Fitness/Wellness Association Instructor Workshop, March 1998.

## **CONFERENCES/MEETINGS**

- American College of Sports Medicine Annual Meeting. San Francisco, CA 2012.
- American College of Sports Medicine, Mid-Winter Meeting. Indianapolis, IN 2017. Indianapolis, IN 2015. Indianapolis, IN 2013. Indianapolis, IN 2012. Indianapolis, IN 2011.
- American College of Sports Medicine, Health and Fitness Summit. Orlando, FL 2004. Las Vegas, NV 2001. San Diego, CA 2000. New Orleans, LA 1999. Austin, TX 1998.
- Arizona Intramural-Recreational Sports Association State Conference. October 2006. October 2005.
- Big Ten Conference. Minneapolis, MN 2003. East Lansing, MI 2002.
- IDEA, World Fitness Conference. San Diego, CA 2018. Los Angeles, CA 2016. Los Angeles, CA 2015. Los Angeles, CA 2013. Los Angeles, CA 2012. Los Angeles, CA 2011. Los Angeles, CA 2010. Anaheim, CA 2009. Las Vegas, NV 2008. San Diego, CA 2007. Las Vegas, NV 2006. Las Vegas, NV 2005. San Diego, CA 2004. Anaheim, CA 2003. San Diego, CA 2002. San Francisco, CA 2001. Las Vegas, NV 1999. Orlando, FL 1998. Anaheim, CA 1997.
- IDEA, World Fitness Mind/Body Preconference. Orlando, FL 1998. Anaheim, CA 1997.
- NIRSA National Conference. Boston, MA 2019. Denver, CO 2018. National Harbor, MD 2017.
   Kissimmee, FL 2016. Grapevine, TX 2015. Nashville, TN 2014. Las Vegas, NV 2013. Tampa, FL 2012. Las Vegas, NV 2011. Anaheim, CA 2010. Charlotte, NC 2009. Louisville, KY 2006. Orlando, FL 2005. Cleveland, OH 2003. San Antonio, TX 2002. Louisville, KY 1997.
- NIRSA Region VI Conference. October 2019. October 2018. November 2017. November 2015. November 2014. November 2013. November 2012. November 2011. November 2010. November 2009. November 2008.
- PAC 10 Recreation Conference: Activating Student Wellness. June 2007.

Professional References included in additional document