

Gary L. Berte

Education

Doctorate - 1989

The University of Massachusetts

Amherst, Massachusetts

School of Education, Division of Applied Behavioral Sciences

Dissertation:

The Meaning Police Officers Make of Their Work: A Phenomenological Study of Police Occupational Stress

Master of Science - 1980

American International College

Springfield, Massachusetts

Criminal Justice Administration

Bachelor of Science - 1976

Westfield State College

Westfield, Massachusetts

Criminal Justice

Associate of Science - 1974

Springfield Technical Community College

Springfield, Massachusetts

Police Science

Employment

September 2006 to Present

Springfield College

Springfield, MA

Assistant Professor

Full-time tenured professor of Criminal Justice. Teach undergraduate courses in the Criminal Justice Program; Instructor in the Undergraduate Psychology Program (2006-2008).

Served on the Editorial Board of the peer-review journal: *Society for Public Safety*.

Areas of focus: Policing; Violence & Victimization; Criminal Procedure & Criminal Law.

March 2002 to September 2006

The Center for Psychological and Family Services

Springfield, MA

Psychotherapist

Full-time psychotherapist in community-based mental health clinic. Performed a variety of diagnostic, psychotherapeutic, and treatment services. Member of multidisciplinary team consisting of psychiatrists, clinical psychologists, psychotherapists and nurse practitioners. The clinic specialized in high-intensity inner-city populations; as well as being a referral resource for hospital emergency services, DCF, courts, schools, and primary care physicians. Worked daily with a population that presented with: suicidal ideation, drug addiction, depression, psychotic disorders, PTSD, victims and perpetrators of violence, criminal and delinquent behaviors, and personality disorders.

Fall 2002 to December 2006

Westfield State College

Westfield, MA

Adjunct Faculty, Psychology Department

Adjunct faculty teaching in the day-program. Tought four courses:

Theories of Personality, Adolescent Development, Theories and Strategies in Counseling, and Child Development.

Jan 2000 to March 2002

Robert F. Kennedy Children's Action Corp, Inc.

Boston, MA

Western Region Director

Responsible for the administrative, programmatic, and operational aspects of large community-based child-welfare agency. Multiple roles as: Director of private Chapter 766 middle school and high school with a therapeutic emphasis on adventure-education. Director of juvenile court diversion program and D.S.S. residential programs. Responsible for clinical coordination, program development, behavioral management systems, staff training, budgets, human resources, and political advocacy for at-risk children. Personal expertise in the development of interventions for delinquent behaviors that focused on sexually reactive and sexually abusive behaviors, fire setting behaviors, and aggressive acting-out behaviors. Recognized expert in program development for juvenile offenders.

May 1998 to December 1999

Haddam Hills Academy

East Haddam, CT

Quality Assurance Director/Trainer

Monitored programs at 60-bed residential treatment program for adolescent males who were on parole and committed to the Department of Children and Families. Conducted quality improvement audits; coordinated staff training; supervised treatment programs; and conducted medication reviews. Audited treatment plans. Goal was to provide a therapeutic community to address the problems of violent juvenile offenders.

2000 and 2001

Holyoke Community College

Holyoke, MA

Adjunct Faculty

Taught the following course: *Introduction to Psychology*

1995 to 1998

Brian House

Chester, CT

Consulting Psychologist

Provided consulting services to local school systems and delivered teacher training related to classroom management of the “acting-out” student.

1994 to 1999

The Founders School

East Haddam, Connecticut

Clinical Director of Treatment Services

Responsible for the overall management of clinical treatment, clinical staff training, and admissions selection at a residential treatment program. Supervised the Clinical Staff (LICSWs), Residential Program Staff (Youth Care Workers), and Educational Staff (Principal and Teachers). Supervised weekly clinical rounds that included M.D.s and R.N.s. Certified Therapeutic Crisis Intervention trainer.

1996 to 2002

Cornell University, College of Human Ecology

Ithaca, New York

Certified Trainer

Certified trainer in Therapeutic Crisis Intervention (T.C.I.).

1993 to 1998

Police Management Associates

Consulting Psychologist

Consulting psychologist to criminal justice agencies. Conducted management studies and made recommendations to improve community relations, training, and employee health-and-wellness. Published studies made available to the public.

1992 to 1995

Anna Maria College

Paxton, Massachusetts

Adjunct Professor

Taught the following graduate-level courses: *Abnormal Psychology, Organizational Theory and Behavior, Social Issues in Criminal Justice, Research Design in Criminal Justice, Ethics, Theories of Personality, and Psychological Assessment.*

1992 to 1996

Government of Jamaica

Montego Bay, Jamaica, West Indies

Consulting Psychologist

Member of multi-disciplinary U.S. team providing technical assistance to the Jamaican Constabulary Force. Goal: *Decrease the Use of Excessive Force.* Improve police performance through on-going assessment of police practices and the development of new training curricula, as well as identifying new recruitment goals (improved entrance standards and psychological evaluations of recruits).

1990 to 1992

Private Practice (d.b.a. Behavioral Technologies)

New England States

Psychotherapist

Engaged in private practice providing individual psychotherapy to individuals or families. Provide consultation to police agencies, executives, and attorneys.

1992 to 1994

The Institute at Newton

Springfield, Massachusetts

Psychotherapist

Responsible for providing psychotherapeutic treatment to children and adolescents at a community-based mental health clinic. Specialized in the treatment areas of abuse/neglect, trauma, impulse control and delinquency. Received two-years of weekly clinical supervision.

1990 to 1992

Amherst College

Amherst, Massachusetts

Director of Public Safety/Chief of Police

Administration position responsible for the management of public safety and Chief of Police of an armed campus-police department.

1982 to 1990

Commonwealth of Massachusetts, Department of Public Safety

Needham, Massachusetts

Police Academy Trainer

Assess, design and deliver a curriculum related to police training in western region.

1992

Western New England College

Springfield, Massachusetts

Assistant to the Director of Criminal Justice Programs

Assisted in the development of a graduate-level criminal justice program. Recruited faculty.

1992 to 1993

Citizens for Effective Community Policing

Springfield, Massachusetts

Consulting Psychologist and a Founding Member

Consultant and advisor to community group chartered by city government to work with police and community leaders to develop public policies that improve police-community relations by utilizing police officers as social change agents.

1988 to 1990

The Commonwealth of Massachusetts

Boston, Massachusetts

Senior Director for Criminal Justice Training Academies

Responsible for program redesign and development of new training standards while directing the day-to-day operations. Assumed duties during a time of legal and moral controversy surrounding the death and multiple training injuries of police recruits. Rebuilt training program while under extraordinary public and political scrutiny at the state and national levels. Developed and supervised the first Western Massachusetts C.C.O.C. class (County Correctional Officer Class) as well as initial planning for the new Hampden County correctional facility in Ludlow.

1990 to 1992

Community Organized Police Support, Inc. (C.O.P.S.)

Springfield, Massachusetts

Executive Director

Responsible for creating and directing the operations of the Nation's first non-profit organization designed to provide psychological services to law enforcement agencies, officers, and their families. Funded by a grant from the Davis Foundation.

1992 to 1998

University of Massachusetts

Amherst, Massachusetts

Teaching Associate

Instructor of sections of *Theories of Juvenile Delinquency*. Nominated for the "Teacher of the Year Award."

1988 to 2001

Holyoke Community College

Holyoke, Massachusetts

Adjunct Faculty

Instructor of *Juvenile Delinquency* and *Introduction to Psychology*.

1987

University of Massachusetts

Amherst, Massachusetts

Training Consultant

Designed and presented training program to police executives and the campus community in the aftermath of the 1986 baseball World Series student-riot.

1986 to 1989

Westfield State College

Westfield, Massachusetts

Adjunct Professor

Instructor of several courses in the Criminal Justice Department.

1988

Corporation for Public Management

Springfield, Massachusetts

Training Consultant

Designed and implemented psycho-educational program for the World of Work program which assisted women on public assistance to enter the workforce.

1988

Equity Institute

Amherst, Massachusetts

Training Consultant

Assess, design and deliver psycho-educational training program to senior management of an urban police department. The department was under a court order to address community complaints of racism and violence within the department. Members of the department were allegedly members of the Ku Klux Klan.

1973 to 1986

City of Springfield

Springfield, Massachusetts

Police Officer (Disabled Retiree)

Police Cadet, Patrol officer, mounted patrol, motorcycle patrol, community relations, academy instructor, peer counselor, member of Stress Unit and Post-Incident Trauma Team, and vehicular-homicide investigator.

1973

Smith & Wesson Firearms Academy

Springfield, MA

Certified Firearms Instructor as well as Advanced Firearms Instructor Certifications

Publications

"*Police Culture and Stress*" in the Australian Journal of Criminology; Vol. 2, No. 4,
April/May, 1991

Contributor to the award winning 2015 documentary film *The Hunting Ground*.

Honors

Marine Corps Educator – 2011

Marine Corps Training Command

Quantico, VA

Recognized by the Commanding General, Marine Corps Training Command, as a college educator who supports the mission of the Marine Corps and assisted veterans currently enrolled in higher education.

Received as an honored guest for a one-week assignment at Quantico, VA, to view and review officer training and education programs. Attended session at the Marine Corps University with national and international military and civilian educators.

Professional Presentations

- United States Department of Labor Symposium
 - *Practical Solutions to the Problems of Drug Abuse in the Workplace*

- New Attitudes Law Enforcement Seminars First Annual Occupational Stress Seminar
 - *The Meaning Police Officers Make of Their Work*

- Tufts University and Baystate Medical Center Conference
 - *Medics in the Drug War: Saving a Partner - Substance Abuse in Our Own Ranks*

- National Institute of Occupational Safety and Health Law Enforcement Symposium
 - *Setting Up a Police "Employees Assistance Program"*

- Northeast Colleges Alcohol Network Conference Annual Conference
 - *Liability and Employee Substance Abuse*

- Northeast Association of Criminal Justice Sciences Annual Conference
 - *Supply-Side Policing: Trickle Up, or Trickle Down? Who Is Responsible for Violent Street Crime?*

- Northeast Association of Criminal Justice Sciences Annual Conference
 - *Toward A New Definition Of "Terrorism" Within A Civil Society (Violent Street Gangs)*

- The Academy of Criminal Justice Sciences National Conference (Denver, CO)
 - *Panel Presenter: Comparative Value of Police Academy Training v. College Education "Educate the Recruit, or Recruit the Educated?"*