

BILL MILLARD, Ed.D.

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- ☐ Academic Leader and Teacher
- ☐ Leadership Scholar
- ☐ Recognized Theorist on Life Calling and Purpose
- ☐ Human Individuality Research Authority
- ☐ Business Innovator and Leader
- ☐ Public Speaker and Writer

ACADEMIC PREPARATION:

Ed.D. in Organizational Leadership (formerly Institutional Management), Graduate School of Education and Psychology, Pepperdine University, Malibu, California, 1991

Concentration: Community Leadership

Dissertation: Strategies for the Mobilization and Integration of Laity into Ministry

Advisor: Dr. Ervin Harlacher

M.S. in Geology, Geology Department, Brigham Young University, Provo, Utah, 1982

Concentrations: Sedimentation and Stratigraphy

Thesis: Geology of the Southwestern Quarter of the Scipio North (15-Minute) Quadrangle, Millard and Juab Counties, Utah

Advisor: Dr. Lehi Hintze

M.A. in Curriculum and Instruction, School of Education, Loma Linda University, Loma Linda, California, 1976

Concentrations: Secondary Education, Religion

Thesis: The Effect of the Father on the Child's Attitude Toward God

Advisor: Dr. John Sipkens

B.A. *cum laude* in History Atlantic Union College, South Lancaster, Massachusetts, 1970

Concentrations: Curriculum – Pre-Law; Major – United States History; Minor – Greek

PROFESSIONAL EXPERIENCE:

Executive Director / Professor of Leadership Studies. 1999-Present

Center for Life Calling & Leadership at Indiana Wesleyan University, Marion, Indiana

- Entrepreneurial creator and ongoing leader of an innovative university center that guides students to discover and have confidence in an overriding purpose and direction for their lives and then to develop this into world changing leadership.

- Division Chair equivalent overseeing the development of an undergraduate Bachelor of Science in Leadership degree. Professor of Leadership Studies teaching leadership courses within the program.
- Chair of the General Education Committee for the College of Arts and Sciences. Have served in this role for three years, with two years of prior committee membership.
- Committee member and catalyst for the development of a doctoral program in organizational leadership. Professor of Leadership Studies teaching leadership courses within the program.
- Graduate teacher in leadership courses for the Master of Science in Management program

Leadership Consultant, 1991-Present

Global Leadership Consulting, Ventura County, Californian and Marion, Indiana

- Provider of consulting services to businesses and organizations in the area of leadership development, organizational mobilization, strategic planning, and change implementation.

President and Founder, 1988-Present

- Life Discovery, Inc., Ventura County, California
 - a nonprofit organization that researches and trains on the behavior and development of individuals, organizations and leaders
- Life Discovery Interactive, Marion, Indiana
 - a for-profit business that focuses its efforts on developing technologies to facilitate personal discovery. While Life Discovery Interactive and Life Discovery, Inc. are separate, independent entities, they work through close collaboration to make the *IMAGE* assessment and its applications accessible to the general population via the internet's online technology and through software packages

Professor, 1994-1999

University of Phoenix, Coloardo and Southern California Campuses

- Fulltime Faculty Member in the Schools of Undergraduate and Graduate Business & Management teaching leadership, management, organizational behavior and human motivation courses

Community College Instructor, 1995

Pikes Peak Community College, Colorado Springs, Coloardo

- Geology instructor teaching Geology of the National Parks

Corporate Geologist, 1982-1988

Unocal Corporation, Orcutt and Ventura, California

- Exploration and Development Geologist; Exploration Computer Coordinator for a major international petroleum corporation

High School Teacher, 1974-1980

La Sierra Academy, Riverside, California

- High School Religion and Social Studies Teacher, Earth Science Field Studies Director, and Student Body Advisor for a private secondary school
- Co-authored the development of a secondary school curriculum in religious studies
- Created and directed a earth science field studies program

PUBLICATIONS:

- (2009) *Explorer's Guide: Starting Your College Experience with a Sense of Purpose*. 2nd. Ed. Dubuque, Iowa: Kendall/Hunt Publishing Company.
- (2006) "Servant-Leadership—a Needed Z-axis for two-dimensional leadership thinking" in G.P. Barnes (Ed.), *Servant First* (Chapter 12). Indianapolis: Precedent Press.
- (2006) "Life Calling: A Purpose-based Approach to the College Experience." *Koinonia Magazine*, Spring.
- (2006) Millard, B., and Poff, D. *Introduction to Life Calling*. Marion, Indiana: Center for Life Calling and Leadership.
- (2004) "Discovering a Life Calling: A purpose-guided approach to navigating college transitions." *Life Calling Explorations*. Republished by the Lilly Endowment Inc. at <http://www.ptev.org/indexer.aspx?sect=about&tid=-11&iid=14>, Fall.
- (2004) "Discover Your Life Calling: Unleash the Power of Purpose in Your Life." *Life Calling Explorations*. Republished by the Lilly Endowment Inc. at <http://www.ptev.org/indexer.aspx?sect=about&tid=-11&iid=14>, Summer
- (2004, 1994) *ChangeQuest: A Process for Modifying Your Organization*. Ventura, California: Life Discovery Publications.
- (2001-2003) Millard, B., Webb, L.K, and Hannibal, B. *Life Calling, Work and Leadership*. Marion, Indiana: Center for Life Calling and Leadership.
- (1992-2003), *Intrinsic Motivation Assessment Guide & Evaluation*. Santa Paula, California and Marion, Indiana: Life Discovery Publications.
- (1992-2003), *IMAGE Career Compatibility Profile*. Santa Paula, California and Marion, Indiana: Life Discovery Publications.
- (2002, 1994, 1988) *Servant-Leadership: Not Just a Pious Pursuit—It Works!* Ventura, California: Life Discovery Publications.
- (2002, 1995), *Servanthood—A Right Attitude Necessary for Effective Leadership*. Ventura, California: Life Discovery Publications.
- (1997, 1994, 1991) *Discover Your Uniqueness and Value!* Ventura, California: Life Discovery Publications.

- (1996) *LifeQuest: Planning Your Life Strategically*. Ventura, California: Life Discovery Publications.
- (1996) *JobQuest: Designing a Strategic Plan for Your Career*. Ventura, California: Life Discovery Publications.
- (1996) *FutureQuest: Discovering and Implementing Strategies for Your Future*. Ventura, California: Life Discovery Publications.
- (1996, 1991, 1989) *When the Spirit Comes*. Ventura, California: Life Discovery Publications.
- (1994, 1992) *Strategic Concerns Evaluation*. Ventura, California: Life Discovery Publications
- (1994, 1990), *The Servant Leadership Assessment Tool*. Ventura, California: Life Discovery Publications.
- (1983) "Geology of the Southwestern Quarter of the Scipio North (15-Minute) Quadrangle, Millard and Juan Counties, Utah." *Brigham Young University Geology Studies*, Volume 30, Part 1.

RECENT PROFESSIONAL PRESENTATIONS (Past 5 years)

- "Investing the College Experience with a Sense of Purpose"
20 August 2007
Trevecca Nazarene University Faculty Retreat (all day symposium)
Nashville, Tennessee
Bill Millard
(Presentation by invitation)
- "Investing Your Life with a Sense of Purpose"
10-12 April 2007
North Central University Faith and Learning Symposium (3 chapels, 5 forums)
Minneapolis, Minnesota
Bill Millard
(Presentation by invitation)

- “Teaching on Purpose: The Link Between Life Calling and Learning”
23 February 2007
Midwest Scholars Conference
Indianapolis, Indiana
Bill Millard and Brad Garner
(Presentation by peer review)
- “Going to College on Purpose...Creating a Pedagogy for Life Calling”
10 February 2007
Lilly PTEV Final Conference
Indianapolis, Indiana
Bill Millard, Chair, with Bud Bence, Todd Voss and Steve Lennox
(Presentation by peer review)
- “Starting the College Experience with a Sense of Life Purpose”
6 December 2006
20 December 2006
National Institute of Certified College Planners
National Teleconference
Bill Millard
(Presentations by invitation)
- “Teaching on Purpose: The Link Between Life Calling and Learning”
4 November 2006
Thirteenth National Conference on Students in Transition
St. Louis, Missouri
Bill Millard and Brad Garner
(Presentation by peer review)
- “Supporting 21st Century Scholars with the Power of Purpose”
29 September 2006
Twenty-First Century Scholars Postsecondary Support Network Conference
Marion, Indiana
Bill Millard, Chair, with Dan Poff
(Presentation by peer review)
- “Ten Myths About College”
2 September 2006
Indiana Wesleyan University New Student Orientation Parent Workshop
Marion, Indiana
(Presentation by invitation)

- “Three Models for Energizing the College Experience with the Power of Purpose”
22 August 2006
University of Alabama Academic and Student Development Leadership
Tuscaloosa, Alabama
(Presentation by invitation)
- “The Leadership Dilemma for Evangelicals: McGregor’s Theory Y vs. the Doctrine of the Original Depravity of Humanity”
3 August 2006
Servant Leadership Roundtable-Regent University
Virginia Beach, Virginia
Bill Millard, Chair, with Rick Christman
(Paper and presentation by peer review)
- “Energizing the First Year Experience with the Power of Purpose”
26 July 2006
19th International First Year Conference
Toronto, Ontario
Bill Millard, Chair, with Dan Poff and Kay Webb
(Presentation by peer review)
- “Energizing the College Experience with the Power of Purpose”
7 June 2006
Association of Christians in Student Development National Conference
Marion, Indiana
(Plenary session by invitation)
- “Life Calling: Conceptual, Developmental and Institutional Models”
5 June 2006
Association of Christians in Student Development National Conference
Marion, Indiana
(Pre-Conference Workshop by peer review)
- “Discovering Life Purpose: Retention Success for Undeclared Students”
17 May 2006
Association for Institutional Research
Chicago, Illinois
Jacob Gross, Chair, with Pauline Reynolds, Bill Millard (author in absentia), and Jerry Pattengale (author in absentia)
(Paper and Presentation by peer review)
- “Postcards from the Principal’s Office: 9 Important Pieces of the Leadership Puzzle”
26 April 2006
Sterling College Chapel
Sterling, Kansas
(Presentation by invitation)

- “A Three-tiered Approach to Leadership Development”
26 April 2006
Sterling College Leadership Workshop
Sterling, Kansas
(Presentation by invitation)
- “The Engaged Student Athlete’s College Experience”
9 April 2006
65th Annual NAIA National Convention – Athletics Directors Association Workshop
San Diego, California
Bill Millard
(Presentation by invitation)
- “Panel on Patterns of Academic Success for Twenty-first Century Scholars”
7 April 2006
Twenty-first Century Scholars Postsecondary Support Network Conference
Fort Wayne, Indiana
Jacob Gross, Chair, with Don Hossler and Bill Millard
(Plenary panel by invitation)
- “The Leadership Dilemma for Evangelicals: McGregor’s Theory Y vs. the Doctrine of the Original Depravity of Humanity”
24 February 2006
Midwest Scholars Conference
Indianapolis, Indiana
Bill Millard, Chair, with Rick Christman
(Paper and presentation by peer review)
- “Assessing the Six Levels of Organizational Health: Changing the Way We Lead”
4 November 2005
International Leadership Association
Amsterdam, Holland
Jim Laub, Chair, with Bill Millard, Ray Rood, Rich Huchin
(Plenary panel presentation by invitation)
- “Stage Development Research Related to Life Calling Discovery”
12 October 2005
John Wesley Honors College Faculty Lecture Series
Marion, Indiana
(By invitation)
- “Ten Myths About College”
3 September 2005
Indiana Wesleyan University New Student Orientation Parent Workshop
Marion, Indiana
(Presentation by invitation)

- “Purpose-Guided Leadership... Returning Leadership to Its Original Intent”
10-11 August 2005
Annual Faculty Retreat
Sterling College, Sterling, Kansas
(By invitation)
- “A Purpose-Guided Structured Approach for Undecided First Year Students”
14 July 2005
18th International Conference on The First-Year Experience
University of Southampton, Southampton, England
(By peer review)
- “An Update on Purpose-Guided Education at IWU”
June 16, 2005
Indiana Project on Academic Success (IPAS)
Bloomington, Indiana
Jerry Pattengale, Chair, with Bill Millard
(By invitation)
- “Life Calling Initiative: Creating a Model for a Life-Calling Discovery Process”
April 7, 2005
Mount St. Mary’s University Callings Conference
Emmitsburg, Maryland
(By peer review)
- “Purpose-based Leadership”
February 25, 2005
Midwest Scholars Conference
Indianapolis, Indiana
(By peer review)
- “Life Calling Conceptual and Developmental Models”
February 23, 2005
Indiana Project on Academic Success (IPAS)
West Lafayette, Indiana
(By invitation)
- “Role of Uniqueness in Life Calling”
January 27-30, 2005
Valencia Community College
Orlando, Florida
Jerry Pattengale, Chair, with Bill Millard
(By invitation)
- "A Purpose-Based Approach to Navigating College Transitions"
November 7, 2004

Students in Transition Conference – Pre-conference workshop
Nashville, TN
Bill Millard
(By invitation)

- “Three Paradigms of Leadership”
2 November 2004
International Leadership Association
Washington, D.C
Jim Laub, Chair, with Bill Millard
(By peer review)
- “Ten Myths About College”
3 September 2004
Indiana Wesleyan University New Student Orientation Parent Workshop
Marion, Indiana
(Presentation by invitation)
- "First Things First: Start the Advising and Guidance of First-Year Students by First Helping Them Develop a Sense of Life Purpose"
June 15, 2004
International Conference on The First-Year Experience
Maui, HI
(By peer review)
- “Designing a Web-based Portfolio Portal focusing on Engagement, Advisement, and Assessment of Individual and Institutional Performance”
June 5, 2004
CCCU Technology Conference
Calvin College, Grand Rapids, MI
Bill Millard, Chair, with Norman Hall and Bayard Baylis
(By peer review)
- “Using Technology to Build a Life Calling Discovery Process...turning a web-based portfolio portal concept into a fully-integrated reality”
March 29, 2004
Higher Learning Commission, North Central Association Annual Meeting
Chicago, IL
Norman Hall, Chair, with Bill Millard
(By peer review)

- “Managing the workforce in the 21st century...understanding the millennial generation”
November 19, 2003
Indiana Associated Press Managing Editors Annual Meeting
West Lafayette, IN
(By invitation)
- “Life Purpose...*the Anchoring Context for the College Experience*”
November 18, 2003
National Students in Transition Conference
Orlando, FL
Bill Millard, Chair, with Michael Moffitt and Kay Webb
(By peer review)
- “Ten Myths About College”
6 September 2003
Indiana Wesleyan University New Student Orientation Parent Workshop
Marion, Indiana
(Presentation by invitation)

CURRENT RESEARCH INTERESTS:

- Exploring for a life calling model that will enable universities to create a life-calling discovery process and culture on their campuses
 1. How do people discover their life calling?
 2. Why do some people have difficulties in discovering their life calling?
 3. How can we prevent life calling confusion in college students prior to college?
 4. How can we remediate life calling confusion in college students?
- Creating a developmental model correlated to life calling that will guide students through transitions that occur throughout the college experience
- Surveying a spectrum of healthy and unhealthy organizations to determine the impact of servant leadership on organizational health
- Transforming change from chaos into synergy as a leader
- Moral Silos: The values disconnect that may be causing life purpose dissonance
- 20/20 Vision: Studying the habits and characteristics of second graders to begin determining what college students will be like ten years from now (2010)

GRANTS WRITTEN, RECEIVED, AND ADMINSTERED:

- The Lilly Endowment, Inc. *Sustaining the Life Calling Discovery Process and Culture Created on the IWU Campus*. \$500 thousand awarded in 2005. Program Director for 3-year grant.
- The Lilly Endowment, Inc. *Community Alliances to Promote Education*. Supporting writer with Jacquie Dodyk. \$5 million awarded in 2001. Program Director for 3-year grant.
- The Lilly Endowment, Inc. *Life Calling Initiative*. \$2 million awarded in 2001. Program Director for 5-year grant.
- The Lilly Endowment, Inc. *A Proposal for the theological exploration of vocation and life calling at Indiana Wesleyan University*. \$50,000 awarded in 2001. Program Director for 6-month planning grant.

PROFESSIONAL MEMBERSHIPS:

- International Leadership Association
- American Management Association
- Greenleaf Center for Servant-Leadership
- International Association for Career Management Professionals
- Association of Psychological Type
- Council for Adult and Experiential Learning
- Geological Society of America

COMMUNITY BOARD MEMBERSHIP:

- Boys and Girls Club of Grant County, Marion, Indiana

HONORS AND AWARDS:

- Who's Who in American Colleges and Universities, Atlantic Union College, South Lancaster, Massachusetts, 1970
- Outstanding Teacher of the Year Award, Riverside County, 1977
- Phi Kappa Phi, Brigham Young University, Provo, Utah, 1982
- Sigma Xi, Brigham Young University, Provo, Utah, 1982
- Colleagues Award for Academic Achievement, Pepperdine University, Malibu, California 1990, 1991