

**Alan D. LaFave, D.M.A.**

May 11, 2021

Members of the search committee:

Please accept this letter as my enthusiastic application for the President of Northern State University. I believe I am ideally suited and highly qualified for this position. Having the opportunity to return to my alma mater as President is deeply personal and humbling to contemplate. I believe my education, experience, and established reputation as a successful educator and administrator closely align with the personal qualifications and qualities set forth in the leadership profile and have prepared me well for this exciting opportunity.

My understanding and experience with strategic thinking and planning, fundraising and development, business and finance, budget allocation, communication and advocacy with campus and community constituents, accreditation processes, commitment to academic success for all students, and a sincere entrepreneurial spirit and way of thinking have positioned me well for this exciting challenge. I look forward to the opportunity to utilize some of these experiences to help the outstanding Northern campus grow and thrive.

During my years at Northern State University (1991-2018), I served in several roles including, tenured faculty member (full professor), music department chair, associate dean, dean of graduate and extended studies, dean of the school of fine arts (art, music and theatre), and provost. I enjoyed overseeing and leading the growth in size and quality of these programs. This growth can be credited to faculty excellence, reputable programs, high quality students, enhanced facilities, an aggressive marketing approach, and increased scholarship opportunities. I am very outgoing, approachable and personable, and sincerely enjoy engaging constituents in conversations regarding examples of faculty and student success and excellence.

During my tenure as President of Valley City State University, I've been fortunate to be a part of many campus successes and achievements. We secured \$32 million in state funding for our new Center for the Arts, currently under construction. Our enrollment has broken records each semester since December 2018, and we have continued to maintain these record enrollments in challenging times. We formed a retention task force, which I chaired, and have increased retention rates for first-time, full-time students from 68.14% to 72.85%. Additionally, we have partnered with the VCSU Foundation to award over \$1.8 million in student scholarships for the 2020-2021 academic year. Successful enrollment growth and stability is dependent upon many different factors and initiatives, much like having a diversified financial portfolio. These initiatives, combined with an increased focus and updating of digital marketing, positive and consistent social media campaigns, and well-timed and targeted communications with prospective students have all played a role in this success.

Effective, honest, transparent and open communication is paramount to a successful and healthy campus environment. In addition to attending faculty, staff and student senate meetings, I began a monthly conversation with the presidents of each of these senates to share information and gain perspective on the activities of each of these groups. This regular communication vehicle has served us well. It never ceases to amaze me how much one can learn by listening. In addition to the regularly scheduled Chancellor's Cabinet meetings and State Board of Higher Education meetings, I am part of a local monthly meeting including the mayor, county commission chair and superintendent of schools to discuss current events and

issues in the community, region and state, along with opportunities for collaboration. I communicate regularly with campus and external constituents utilizing a variety of media including print, email, video and in-person. I attempt to attend every event I can and enjoy watching our student athletes compete.

Working with a diverse group of faculty and staff, I have brought colleagues together for important conversations regarding contemporary issues facing higher education and the important connection and collaboration with K-12 education. I have been successful in developing positive professional relationships with colleagues and demonstrating the importance of academic leadership and service. Whether discussing matters of strategic importance or the daily tasks associated with higher education, I strive to provide a model for the kind of work ethic, civility, humility, collaborative spirit, and dedication to the organization that will help ensure growth and excellence. I place a great deal of trust, combined with expectations of accountability, in faculty and staff to empower them to be successful through an atmosphere of mutual respect. Blending strong interpersonal skills with a collegial and open style of communication, I believe my communication approach can be described as that of a steady wheel, someone who is able to inspire, motivate, and encourage faculty and staff in a positive and collaborative environment.

Public financial support for higher education continues to be a significant challenge for all public institutions. One of the greatest strengths I could bring to this position is in the continued development and continuation of external and enhanced public support. The amount of private financial support enjoyed by NSU is astounding and has positioned the university to succeed in both the short and long-term. I sincerely enjoy sharing success stories with alumni, friends, and stakeholders in the university. I have been a highly effective ambassador for VCSU on several occasions and have participated in alumni functions across the state, region and nation. I recognize the importance of fundraising to meet increasing scholarship needs, but also long-term capital and operating needs, and look forward to working with the NSU foundation to help expand the size and scope of NSU's scholarships and other campaigns. At VCSU we have recently embarked on our first ever capital campaign for the university. This campaign is off to an excellent start, and I anticipate continued success.

I have excellent experience in developing and implementing strategic processes and would welcome the opportunity to lead Northern State University in meeting and exceeding the objectives and priorities of your 2020 Campus of Distinction Initiative. We have been successful, at VCSU, in executing the objectives of our strategic plan and are in the process of updating it at this time. Strategic planning is, I believe, better thought of as an ongoing process of strategic thinking. This process must be mission, vision and values focused in order to be meaningful and successful. At VCSU we have found that by using SPOL, an online platform for helping monitor the progress of strategic initiatives, we have remained attentive to our objectives and timelines. I would sincerely enjoy and embrace the opportunity to work with Northern State University as it continues to strategically plan for the future.

I am a highly effective communicator, leader and advocate for Valley City State University. I understand the important dynamic of maintaining clear and transparent communication with constituents on all levels, and have experience working in two different, yet similar, systems of higher education (SDBOR and the North Dakota University System). I am very comfortable discussing policy issues and advocating with local, state, and national policy makers. I am well connected with the K-12 public education system in North and South Dakota and have worked with teachers and administrators across both states to help solve issues of local and statewide importance, most notably, the critical shortage of K-12 teachers in critical need areas.

I am a vigorous and enthusiastic recruiter and enjoy meeting and visiting with prospective students and their families. I believe it is important to build relationships that, over time, will produce valuable and significant rewards for the departments, college, university and greater community. If I were fortunate

enough to be chosen as the next leader of NSU, I would work to ensure an excellent relationship with the community, state, business leaders and K-12 education system.

Perhaps the greatest strength I would bring to this position is an energetic and enthusiastic approach with vision for the future. A successful leader must have the ability to communicate openly, effectively and transparently, and create a positive work environment. I have been successful at bringing colleagues together to work as a team, and place great importance on collective support, civility and collegiality across disciplines and departments. I have led and participated in several open forums on our campus, attend and participate in departmental meetings and am active in the Valley City community. I enjoy engaging with the local community, building and sustaining relationships, and enjoy public speaking. I sincerely enjoy attending athletic and arts events, along with guest speakers and other campus activities, and believe it is important for the president to be highly visible and supportive of the entire university community and celebrate the successes within.

I would be excited, honored and humbled to have the opportunity to help shape and guide the future success of Northern State University. Thank you for considering my application. I hope to have the opportunity of visiting further with regard to this position and wish you the best in your search.

Sincerely,

*Alan D. LaFave*

Alan D. LaFave, D.M.A.  
President  
Valley City State University

## **Alan D. LaFave, D.M.A.**

### EDUCATION

- D.M.A., Clarinet Performance; Arizona State University, Tempe, Arizona, 1998.
- M.M., Clarinet Performance; Arizona State University, Tempe, Arizona, 1989.
- B.M.E., Instrumental/Vocal Music; Northern State College, Aberdeen, South Dakota, 1985.

### ADMINISTRATIVE EXPERIENCE

#### **President, Valley City State University (December 2018 – present)**

- Provide executive leadership for the university.
- Provide oversight of \$28 million annual university budget, personnel, president’s cabinet, communications, strategic planning, emergency management team, diversity and inclusion, community relations, system initiatives, facilities, development, and quality initiatives.
- Established communication and relationships with district legislative delegation, legislative and executive branch, Valley City and Barnes County leadership, Valley City Public Schools leadership, and community constituents.
- Led efforts for securing legislative approval and funding of \$32 million Center for the Arts during 2019 legislative session (SB2922). The facility is currently under construction and slated for opening December 2021.
- Helped lead, guide and develop case statement and framework for the first ever capital campaign, “Forward Together” currently underway.
- Helped develop and create the “Rural School Partner Benefit Program,” instituted to provide tuition waiver assistance to teachers in partner schools to pursue and attain their master’s degree.
- Led North Dakota University System-wide initiatives in *Math Pathways* and *ECOR* (electronic curriculum online resources) as co-chair.
- Developed and presented budget presentation to ND House and Senate appropriations committees, 2019, 2021.
- Serve as liaison and ex-officio member of the VCSU Foundation Board.
- Serve as ex-officio member of the Valley City/Barnes County Development Corporation.
- Serve as member of CHI Mercy Health governing board.
- Represent the university at Chancellor’s Cabinet and SBHE meetings.

- Led campus-wide retention efforts with the formation of a retention task force resulting in an increase in retention rates by nearly 5%.
- Visited every school district offering high school dual credit courses through VCSU to help build connections and help students see a pathway for success at VCSU.
- Served as guest speaker for Valley City Rotary, Kiwanis and Optimist service clubs.

**Provost, Vice President for Academic Affairs, NSU, Aberdeen, SD (2015 – December 2018)**

- Provided leadership and oversight for extended deans council, deans council, and academic affairs meetings discussing specific issues relevant to academic quality, student success, faculty workload, strategic planning, enrollment, recruitment, retention, faculty evaluation, Huron Community Campus, online courses and programs, graduate programs, honors program, Statewide Center for E-Learning, grants and sponsored research, international programs, budget, program productivity review, general education, facilities, scheduling, and curriculum.
- Served as member of SD Board of Regents Academic Affairs Council, discussing and evaluating curricular and faculty issues of statewide and national significance.
- Led a campus-wide open enrollment forum, spring 2017, with the VP for Enrollment Management and VP for Communications and Marketing. Oversaw retention increases for the following years; 2015 - 65.4%, 2016 - 74.3%, 2017 - 77%.
- Assisted in cultivating a collaborative agreement with the Aberdeen Development Corporation and the NSU Center for Creativity and Entrepreneurship and led organization of first CCE Festival.
- Participated in the International Business Conference, University of Jinan, China, fall 2016.
- Led efforts in the creation and implementation of the NSU Center for Creativity and Entrepreneurship, 2016. Contributed as member and academic liaison of President's senior cabinet.
- Established enrollment targets, by major, for undergraduate and graduate programs in collaboration with student affairs, associate vice president for academic affairs, deans, directors, and faculty.
- Conducted six open faculty/staff forums during 2015 and 2016 focused on enrollment, Higher Learning Commission (HLC), and strategic plan.
- Participated as South Dakota institutional representative for the 2015 convening of the Complete College America, Denver, CO, examining strategies and initiatives for enhanced student success.
- Provided leadership for the Center for Creativity and Entrepreneurship implementation team, including participation in the USASBE Conference, January 2016, San Diego.
- Monitored accreditation efforts for ACBSP (Business) and helped lead efforts for HLC (Institutional). Facilitated campus wide meeting for HLC steering and criterion committees during fall faculty in-service and launch event.

- Served as member of American Indian Advisory Council and University Enrollment Taskforce.
- Served as guest speaker for Aberdeen Exchange Club, Kiwanis Club, Lions Club, and Rotary Club.

**Dean, School of Fine Arts, NSU, Aberdeen, SD (2000 - 2015)**

- Managed budget, strategic planning, recruiting /retention strategies, curriculum, assessment, personnel, scholarships, and overall operations of the School of Fine arts.
- Served as dean's council representative on IAMCOM (Institutional Agreement Management Committee), which developed the NSU Standards Document effective fall 2014.
- Served as dean's council representative on IAMCOM, which developed the NSU Workload Policy. Completed January 11, 2012 and approved for the spring semester 2012.
- Led efforts in the design and coordination of the School of Fine Arts capital campaign for 14.5-million-dollar renovation/addition to the Johnson Fine Arts Center.
- Served as co-chair for Higher Learning Commission self-study, criterion #5 and served on the steering committee for the HLC accreditation process.
- Led efforts to secure funding for 4.5-million-dollar renovation of Spafford Art studios.
- Worked in collaboration with art faculty for self-study and site visit for first time accreditation for our art program by the National Association of Schools of Art and Design (NASAD). Accreditation granted 2013.
- Led efforts to develop four-year plans of study for all majors in the School of Fine Arts.
- Provided consistent and effective leadership, management and vision to the School of Fine Arts through five different administrations, including two interim presidents.
- Assisted with oversight of \$450,000 renovation to Krikac Auditorium, concert/lecture hall, with adherence to maintaining historical beauty and acoustical response of facility, 2012-13.
- Led the development and planning of a new graduate degree (Master of Music Education, MME), a hybrid of on-line and face-to-face instruction. Formally approved by the SD Board of Regents June 2012.
- Developed an enrollment management plan focused on targeted recruiting and four-year scholarship opportunities for students majoring in the fine arts. This enrollment strategy examined departmental need, capacity, load, budget, facilities infrastructure, and retention. School of Fine Arts enrollments grew from 188 (Fall 2006) to over 250 (Fall 2013).
- Facilitated annual faculty retreat sessions focused on strategic planning, entrepreneurial leadership, refining goals and objectives, development of collaborative opportunities, recruiting/retention plans, facilities usage, and futures planning.
- Managed all budgetary operations of the School of Fine Arts, including budget presentations to

the President's Cabinet, Margins of Excellence committee and the Student Budget Appropriations committee.

- Served on the NSU Deans Council, providing strategic leadership for the School of Fine Arts in all matters pertaining to the university.
- Led efforts to broaden the awareness of the School of Fine Arts by marketing internationally, nationally and regionally. Some of the activities undertaken include; continued touring of the top instrumental and vocal ensembles to schools and communities throughout the Midwest, band tour of China (2012), Art Department study tour to Italy (2013), enhanced visibility of the entire university through our selection to perform at the 2005 and 2013 Presidential Inaugural Parade, Washington, DC, performance at the 2007 65<sup>th</sup> Anniversary Memorial of Pearl Harbor, marketing programs in national journals, and providing support for faculty outreach to schools and potential students.
- Led the development, planning and implementation of two new baccalaureate degree programs in Graphic Design (Art) and Musical Theatre (Theatre).
- Served as chair of statewide Fine Arts Discipline Council working in cooperation with Board of Regents to develop common course titles, numbers, and descriptions. Authored white paper advocating the benefits of fine arts for K-12 programs and coordinated efforts for increasing K-12 linkages in the fine arts.
- Worked with the South Dakota Regental System addressing the 120-credit hour mandate as it relates to accreditation issues and the zero-credit option for ensemble participation.
- Assisted the School of Education by providing input and data for two NCATE accreditation visits, including meetings with the site visit team.
- Spoke at several service clubs and fund raising/alumni functions in 2013-15 including Kiwanis, Rotary, Lions, Exchange Club, and NSU alumni/fundraising functions in Scottsdale, AZ, Brookings, SD, and Aberdeen, SD.
- Reviewed and ensured compliance of the Johnson Fine Arts Center with ADA requirements. Several modifications and updates completed include renovation of restrooms, entrance improvement, additional floor lighting in main theatre, and the reconfiguration and addition of handicap accessible seating in the main theatre.
- Facilitated renovation projects to facilities, including updated music piano and computer lab, replacement of Johnson Fine Arts Center (JFAC) stage floor, JFAC orchestra pit, replacement of JFAC stage rigging system, addition of updated lighting for JFAC stage, complete interior repainting of JFAC, JFAC band room, and Spafford Art studios.
- Provided leadership and visible support by attending nearly all student, faculty, and guest performances and exhibitions sponsored by the school of fine arts.
- Led efforts in curriculum revision for the music department, 2009-10.

**Interim Dean, Graduate and Extended Studies, NSU, Aberdeen, SD (2002 - 2003)**

- Successfully led graduate council and actively recruited graduate students to the programs at NSU.
- Participated in several graduate recruiting events and fairs.
- Managed budget and overall operations of Graduate and Extended Studies offices.
- Developed new extended studies offerings through summer courses and workshops.

**Associate Dean, School of Fine Arts, NSU, Aberdeen, SD (1997 - 2000)**

- Responsible for all faculty evaluation and promotion and tenure recommendations to the dean.
- Coordinated all assessment efforts for the departments of music and theatre.
- Worked closely with the dean on budgets, scheduling, and personnel issues.
- Ensured compliance with accreditation standards set forth by the National Association of Schools of Music (NASM).
- Served as the editor for the successful NASM self-study and accreditation visit in 2000. Arranged schedule and served as host for NASM accreditation visit.
- Participated in annual NASM conferences.

**Department Chair, Music, NSU, Aberdeen, SD (1994 - 1997)**

- Served as music executive for compliance with NASM standards and liaison to the dean.
- Developed comprehensive assessment plan. Collected and analyzed data and submitted annual report to the dean and assessment committee.
- Summarized student opinion surveys for music and theatre courses.
- Completed all faculty evaluation for music and theatre faculty.
- Developed budget requests for music and theatre departments.

## TEACHING EXPERIENCE

### **Instructor, Assistant Professor, Associate Professor, Professor of Music, Northern State University, Aberdeen, SD (1991 - 2015)**

- Professor of Clarinet; grew a clarinet studio that had no clarinet majors to a reputable studio averaging twelve majors each semester. Many of these students won or placed highly in statewide and regional competitions sponsored by Music Teachers National Association. In addition, several former students have successfully completed graduate studies at premiere graduate institutions of music, including University of Iowa, University of North Texas, and Arizona State University.
- Director of Bands; conducted and oversaw the operations of the marching band, symphonic band, concert band, pep band, and several smaller ensembles from 1991-2005. Developed and implemented recruiting plan. Conducted performance of NSU Symphonic Band at the Kennedy Center for the Performing Arts, Washington, DC. Recruited and grew marching band from 80 to 145 members.
- Instructor of several courses, including school music methods, instrument care and repair, conducting, and instrumental techniques.
- Organized and managed all travel details and capital budget requests for entire band program.

### **Instructor of Music, Augustana College, Sioux Falls, SD (1990 -1991)**

- Duties included applied clarinet instruction, recruiting, woodwind pedagogy, jazz ensemble, secondary school music methods (instrumental music), and history of jazz.

### **Instructor of Music, Grand Canyon University, Phoenix, AZ (1989 -1990)**

- Duties included adjunct applied clarinet instruction, performance in Quintessence woodwind faculty quintet.

### **Graduate Teaching Assistant, Arizona State University, Tempe, AZ (1989 - 1990)**

- Duties included applied clarinet instruction to undergraduate clarinet students, coordinate and coach clarinet ensembles.

### **Director of Bands, Aberdeen Central High School, Aberdeen, SD (1985 - 1988)**

- Duties included conduct symphonic, marching, jazz, and pep bands, studio woodwind instruction.

## SCHOLARLY AND CREATIVE ACTIVITIES

### Guest Conducting and Adjudication

- *NSU Symphonic Band*, guest conductor, *SD Bandmaster's Conference*, SDSU, Brookings, SD. "Freebirds" by Scott Mcallister, Dr. Robert Spring and Dr. Audrey Miller guest clarinet soloists, February 10, 2017.
- *Raging Red Band Festival*, clinician, North Dakota State University, Fargo, ND, March 2015-17.
- *Ontario Band Association Concert Band Festival*, adjudicator, Toronto, Ontario, February 2015, 2013.
- *Manitoba Senior Provincial Honour Band*, guest conductor, Winnipeg, Manitoba, November 6-8, 2014.
- *North Dakota State Music Contest*, adjudicator, University of Mary, Bismarck, ND, February 2014.
- *Alberta Band Association Concert Band Festival*, adjudicator, Red Deer, Alberta, May 2013.
- *South Dakota Middle-School All-State Band*, Pierre, SD, 2012.
- *North Dakota State Music Contest*, University of Mary, Bismarck, ND, 2011.
- *Bismarck/Mandan Invitational Band Festival*, Bismarck/Mandan, ND, 2010.
- *South Dakota Region Music Contests (Large/Small Ensemble)*, various communities; Aberdeen, Brandon, Mobridge, Pierre, Rapid City, 1991 - present.
- *73<sup>rd</sup> Annual American Bandmaster's Association Conference*, Cal-Poly University, San Luis Obispo, CA, Arizona State University Chamber Winds Performance, 2007, (guest conductor)
- *Yellowstone Summer Music Camp*, Powell, WY, 2006, 2007, 2013, 2014 (guest conductor)
- *Manitoba Optimist Club Band Festival*, Winnipeg, Manitoba, 2003, 2004, 2007, 2010, 2016 (guest adjudicator/clinician)
- *Northeast District Music Clinic*, Douglas, WY, 2005, (guest conductor)
- *Best in the West Honor Band*, Mesa State College, Grand Junction, Colorado, 2004, (guest conductor)
- *Rushmore National Music Camp*, Keystone, SD, 2003, 2004, (guest conductor)

- *Festivals at Sea national band festival*, Cape Canaveral, Florida to Bahamas aboard Carnival Cruise Ship, *Fantasy*, 2003, (adjudicator/clinician)
- *North Area Honors Band*, Aberdeen, SD, 2002, 2006, 2010 (guest conductor)
- *Augustana American Bandmasters Association Style Concert*, Augustana College, Sioux Falls, SD, 2003, (guest conductor)
- *Augustana Band Festival*, Augustana College, Sioux Falls, SD, 2002, (guest conductor)
- *International Music Camp*, Peace Garden, ND, 1991-2002 (guest conductor, clinician)
- *South Dakota Middle-School All-State Band*, Pierre, SD, 2002 (guest conductor)
- *Winthrop University Band Festival*, Winthrop University, Rock Hill, SC, 2001, (guest conductor)
- *Kenai Peninsula High School Honor Band*, Kenai, Alaska, 1998 (guest conductor)

### **Performances**

- *Valley City State University*, Valley City, ND, guest recitalist, Presidential Inaugural Recital, September 26, 2019 (clarinet)
- *Arizona State University*, Tempe, AZ, guest recitalist, Robert Spring 25<sup>th</sup> Anniversary Celebration, October 6, 2012 (clarinet)
- *Huron Symphony*, Huron, SD, guest soloist, "Concertino", C.M. von Weber, "Begin the Beguine", Artie Shaw, 2011, (clarinet)
- *Northern State University*, Aberdeen, SD, annual recital/guest solo appearances, 1991 - 2018, (clarinet)
- *Yellowstone Summer Music Camp*, Northwest College, Powell, WY, faculty recital appearances, 1995-2007, (clarinet)
- *Northern Plains Clarinet Symposium*, University of North Dakota, Grand Forks, ND, guest recital appearances (1998 - present)
- *National Association for Music Education (MENC) Conference*, Salt Lake City, UT, Performance with Mormon Tabernacle Choir and Oak Ridge Boys, 2006, (vocalist)
- *Winnipeg Winds*, Winnipeg, Manitoba, guest soloist 2005, 2006 (clarinet)
- *Montana/Idaho Clarinet Symposium*, University of Montana, Missoula, guest recital, 2002, (clarinet)
- *International Clarinet Association ClarinetFest*, University of Oklahoma, Norman, OK, guest recital, 2002 (clarinet)
- *Sioux Falls Municipal Band*, Sioux Falls, SD, 2000 (clarinet soloist)

- *South Dakota Bandmaster's Association, South Dakota Music In-Service Conference, Brookings, SD, 1998, (clarinet master class)*
- *University of Wisconsin, Eau Claire, WI, 1997 (master class/guest recital)*
- *South Dakota Symphony Orchestra, 1990-2002, (B-flat, E-flat clarinet)*
- *B.L. Stryker Television Series, Phoenix, AZ, 1989, (studio musician/clarinet)*
- *Phoenix Bach Choir Orchestra, Phoenix, AZ, 1989, (clarinet)*
- *Mesa Symphony Orchestra, Mesa, AZ, 1989, (clarinet)*
- *Sun Cities Symphony Orchestra, Sun City West, AZ, 1989, (clarinet)*
- *Arizona State University Symphony Orchestra, Arizona State University, Tempe, AZ, 1989-90, (principal clarinet)*
- *Arizona State University Symphonic Band, Arizona State University, Tempe, AZ, 1989-90, (principal clarinet)*

### **Recordings**

- *The Northern State University Symphonic Band, Alan LaFave, clarinet soloist with Robert Spring, Arizona State University, 2009. (Live in concert- SD Music In-Service, SDSU, Brookings, SD.*
- *Arizona State University Chamber Winds & Wind Symphony, 73<sup>rd</sup> Annual American Bandmasters Association Convention, Christopher Cohan Performing Arts Center, San Luis Obispo, California, 2007. (Conductor)*
- *The Northern State University Symphonic Band, Alan D. LaFave, conductor, 1993, 1996, 1999, 2002, 2003, 2005. (Live in concert- SDMEA, Brookings, SD)*
- *Glenn Campbell in Concert, Recorded for PBS at the Washington Pavillion of Arts and Science, Sioux Falls, 2001. (Clarinetist with SD Symphony Orchestra)*
- *The Augustana Concert Band Home Concert, Westmark, 1991. (Clarinet soloist- Fantasia and Rondo by C.M. von Weber)*
- *The Golden Age of Brass, David Hickman, cornet and Mark H. Lawrence, Trombone and Baritone. American Serenade Band, Henry Charles-Smith, conductor. Summit Records, 1990 (Principal clarinet)*

### **Selected Publications and Presentations**

- *Rehearsal Techniques; A practical guide to improving rehearsals and productivity; South Dakota Music Conference, Sioux Falls, SD, November 2013.*

- *Successful Warm-up Strategies; Programming, Assessment and Curriculum; Podium Personality; Challenges Facing Rural School Band Programs*; TEMPO Conference, Manitoba Music Conference, Winnipeg, Manitoba, October 2012.
- Forward, *BAND Aids: A Program Guide for the New Band Director*, Dust, Thomas J., Dust, Laura Jane, Universal Publishers, Boca Raton, Florida, 2012.
- *Assessing our Programs for Real Improvement*, Boelter, Karl, Bradshaw, Keith, Cobb, Gary, LaFave, Alan, National Association of Schools of Music National Conference, Scottsdale, AZ, 11/21, 2011.
- *Improving the Altissimo, "Helpful Hints for High Note Happiness, "* South Dakota Music Educators Association Conference, Brookings, SD, 2007.
- *A guide for literature selection for your ensemble*, presentation at the Canadian Wind Conductor's Symposium, Winnipeg, Manitoba, 2006.
- *Clarinet Pedagogy, Problems, and Solutions*, South Dakota Music Educators Association Conference, Brookings, SD, 2005.
- *Preparing the band for contest*, Spotlight on Teaching Band, National Association for Music Education, (MENC), 2001.
- *Developing Good Intonation*, National Federation Interscholastic Music Association Journal, 14/1, 1997.
- *The Performance and Pedagogy Practices of Clarinetist Ralph Mclane (1908-1951)*. UMI, University of Michigan, Ann Arbor, 1998.
- Tri-Annual columns written for the South Dakota Musician Magazine, 1993-2006.

#### ADDITIONAL PROFESSIONAL EXPERIENCE AND SERVICE

- South Dakotans for the Arts, board member, 2018-present
- Chair, SDBOR Fine Arts Discipline Council, 2003-05, 2011-2015
- Faculty advisor, NSU ELCA (Collegians in Christ's Service) student organization, 2008-present
- President, South Dakota Music Educators Association, 2004-06
- Executive Director, Rushmore National Music Camp, 2004-present
- Iowa Music Educators Association; adjudicator
- North Dakota Music Educators Association; adjudicator
- Arizona Music Educators Association; adjudicator

#### PROFESSIONAL MEMBERSHIPS AND ASSOCIATIONS

- Alpha Lambda Delta, honorary member, 2019
- American Bandmaster's Association, elected 2006
- International Clarinet Association, past member
- Music Teacher's National Association, 1991-2015
- National Association for Music Education (MENC); state president, 2004-2006
- Pi Kappa Lambda

- Phi Beta Mu
- Phi Mu Alpha Sinfonia, current Province 16 Governor
- South Dakota Bandmaster's Association

#### HONORS AND AWARDS

- The National Society of Leadership and Success, Honorary Member, 2019
- Patriotic Employer Award, SDESGR, 2013
- National Federation of High Schools Outstanding Music Educator Award, 2013
- South Dakota High School Activities Association Distinguished Service Award, 2013
- South Dakota Music Educators Association Distinguished Administrator Award, 2012
- South Dakota High School Activities Association Distinguished Service Award, 2012
- Phi Beta Mu Distinguished Service Award, 2006
- Elected to American Bandmaster's Association, 2006
- Aberdeen Arts Educator Award, 2005
- Phi Beta Mu Outstanding Bandmaster Award, 2000
- Pi Kappa Lambda Music Distinction Award
- Miles Dreskell Memorial Award for outstanding service to ASU Symphony Orchestra
- Outstanding Young Men of America

#### COMMUNITY MEMBERSHIPS AND ASSOCIATIONS

- Barnes County/Valley City Economic Development Corporation, ex-officio member, 2018 - present
- CHI Mercy Health, Valley City, Board of Directors, 2019-present
- Zion Lutheran Church (ELCA), 199-present
- Rotary Club International, Aberdeen Club, 1995-2018
- Aberdeen Central Athletic Boosters, 2008-10
- NSU Foundation supporter, 1991-present
- Aberdeen Community Concert Association, Board of Directors, 1992-2018
- Aberdeen Area Arts Council