

**Neal H. Schnoor, Ph.D.**  
**Chief of Staff to the President**  
**California State University Long Beach**

May 9, 2021

Presidential Search Committee  
Northern State University

Dear Members of the Presidential Search Committee,

I write to express my sincere interest in the position of President at Northern State University and serving the state, Board of Regents, and the University's many students, employees, and constituents.

My interest in the position is both professional and personal. I have served as an administrator and faculty member at three campuses similar to Northern State in terms of history, mission, and student access and success—in particular, all have historically served a high percentage of first-generation and Pell-eligible students. I was one of those students and my life was transformed by the quality of education and support I received at Wayne State College in Nebraska. Personally, my wife and I grew up, raised two children, and dedicated nearly our entire professional careers to public education in rural communities. We value the close-knit culture, sense of community, strong work ethic, and interdependence of rural communities. I would welcome the opportunity to become immersed in the Aberdeen community, state, and region; to articulate Northern State's vision, mission, values, traditions and achievements; and to partner with faculty and staff to expand access to transformational learning for students of all ages, increase the visibility of the university's excellence in academics and teaching, and further develop the university as a vibrant hub for academics and culture, liberal and fine arts, education and business, health and wellness, athletics and community engagement. And together, we can build mutually beneficial relationships and coalitions with public and private partners to innovate to advance Northern State's mission, enhance student career readiness, meet workforce and education demands, expand economic development, and enhance the vitality of our community and region.

While recognizing that higher education faces many challenges, I believe Northern State is well-positioned for even greater success. To thrive will require capitalizing on historic strengths while imagining new possibilities; nurturing a culture that both embraces and leads change; implementing and delivering on strategic priorities; ensuring sound fiscal management while exploring new revenue streams and public and private investments; optimizing data analysis to inform decision-making and increase accountability; hiring and retaining faculty and staff who hold high expectations for student achievement while providing personalized attention to support student success; continuously enhancing student services, advising and increasing experiential learning opportunities; investing in leading-edge technology; working closely with our P-12 and community college institutions and colleagues; and telling our story in compelling ways across all platforms to increase enrollment and enhance our brand with alumni, friends, donors, and partners.

I bring over ten years of collaborative cabinet-level and dean experience at three unique multi-campus systems. The California State University system is the largest public four-year public state system in the United States with over five-hundred thousand students. CSU Long Beach (CSULB), with over thirty-nine thousand students, is achieving record graduation rates and was recently nationally ranked number one for student social mobility and number nine most applied to university. The Nebraska University system enrolls fifty thousand students on four distinct campuses—flagship land grant, urban, rural, and medical center—and the University of Nebraska at Kearney (UNK) has been recognized as a top public regional university in the Midwest for 13 straight years and rose to No. 6 in 2020. And the Nebraska State College System, including Wayne State College (WSC), is one of three campuses offering affordable access to quality education on three campuses spanning the state. As

all three campuses are unionized, I bring experience with collective bargaining, compliance, negotiations, and resolving formal and informal grievances. More broadly, I served as a liaison to NU central administration, coordinated resolution of varied legal matters, contributed to several system-wide policies and initiatives, and ensured campus responsiveness to the Board of Regents.

The past eight years my responsibilities as Chief of Staff and Senior Advisor have touched every aspect of the executive portfolio. Among my highest priorities and achievements are building highly effective and accountable leadership teams and serving as a highly engaged and visible leader on campus and in the community. I have collaborated with colleagues across the system, campus, and community on priority initiatives, fiscal and capital planning, academic and student services, compliance, enrollment management, intercollegiate athletics, communications, marketing, and development. At UNK, I co-led institutional strategic planning with the Chancellor and participated in developing campus and landscape masterplans. As a result of these plans, UNK has recently completed construction on four transformational projects including the Health Science Education Complex, Early Childhood Education Center, a STEM-themed building, and University Heights apartment complex. Development is also accelerating at University Village—a 104-acre public/private development that is a regionally unique center of integrated university and community life. A highlight of my time at UNK was taking on the additional responsibility of serving as the institution's first chief compliance officer and developing a new Office of Equity and Compliance. At CSULB, I have led efforts to meet with several diverse campus and community groups, develop action plans, evaluate organizational structure, and assemble our first comprehensive President's Equity and Change Report.

While I have been involved with community groups throughout my career, currently I represent CSULB's President on the boards of the Los Angeles Economic Development Corporation and Long Beach Economic Partnership (LBEP). The LBEP is a new partnership involving the City, corporations, community organizations, and education institutions. New synergies are expanding economic opportunities for residents, assisting local businesses through the pandemic downturn, addressing the Digital Divide, and developing an aggressive marketing plan for Long Beach as a destination for national and international conferences and headquarters for corporations, technology, and industry. I have worked most closely with the city's Economic Development Director to enhance synergies with CSULB including expanding the Economic Forum—an annual collaboration between LBEP and CSULB's Department of Economics—to two annual forums. Currently, I also serve on the LBEP Workforce Recovery and Readiness Task Force and Housing Affordability Task Force.

Throughout my career I have effectively managed college and departmental budgets through difficult periods of budget constriction. At the cabinet level, I have participated in efforts coordinated by system leadership to secure base allocations and funding for new construction, deferred maintenance, and innovative campus and inter-campus projects and initiatives. The approach I bring to campus-based stewardship is comprehensive, strategic, data-informed, disciplined, and transparent. It includes participating in system-coordinated legislative advocacy; engaging the campus in evaluating all aspects of operations, identifying efficiencies, and aligning resources with both strategic priorities and academic and operational needs; and continuously developing relationships with alumni, friends, donors, and public and private partners to cultivate private gifts and entrepreneurial revenue streams. I am energized by the opportunity to provide leadership across all these areas. I bring a clear and well-developed understanding of complex legislative processes, building positive relationships with legislators, and effective advocacy within the context of a multi-campus system strategy. Most important, the university has an obligation to consistently demonstrate its value with evidence of our positive impact on students, communities, and economic and workforce development through transformational learning opportunities, scholarly and creative activity, and engagement. I have participated in two major fundraising campaigns, contributed to ongoing development strategy and activities, aligned gift agreements with specific donor interests, and am prepared to increase the number and quality of engagement meetings and events.

As Dean for the School of Education and Counseling at Wayne State College, I was responsible for managing all facets of operations, budget, facilities, and supervision of 70 full-time/part-time faculty and staff as well as graduate and undergraduate programs in education and counseling. During my tenure, I led a comprehensive renewal of all undergraduate and graduate teacher education programs in an unprecedented tripartite collaboration between colleagues in the School of Education, Arts and Sciences, and P-12 partner schools. The

initiative yielded transformational results. On the graduate level, we initiated a fully online Curriculum & Instruction Master's degree enhanced by content courses in the Arts and Sciences. Quality remained our highest priority—ensuring that we brought our historical commitment to quality teaching to the online delivery platform. Undergraduate program revisions were even more significant and required substantive and complex restructuring and rescheduling within our unit, with departments across campus, and with our P-12 partners. During my tenure WSC partnered with Northeast Community College to open a new College Center in Sioux City Iowa. I implemented one of the first programs at the center, Elementary Education, providing access to four-year degree completion and certification to a mainly place-bound and underrepresented minority student population. At CSULB, I continue to plan and participate in twice-annual meetings with twenty-three of our partner community college presidents. I have also been involved with aspects of the innovative Long Beach Promise that grants priority enrollment access to all qualified Long Beach Unified School District graduates.

Prior to serving as Dean, I was a member of the faculty at UNK where I held a joint appointment and tenure in the College of Fine Arts and Humanities and the College of Education. I taught an array of graduate and undergraduate courses in music and education and was among the early campus adopters to teach online courses. As Director of Bands, I conducted concert and marching bands that were selected to perform at several state conferences and were the first instrumental groups in the institution's history to perform abroad. I pursued scholarly activities in nearly every avenue available to me—from juried performances and publications to presentations—was elected by peers across the state to serve as President of both the Nebraska Music Educators Association and Nebraska State Bandmasters Association, and was awarded the national *Paula Krider Outstanding Band Director Award* among other recognitions. Additional responsibilities included coordinating our music education curriculum, teaching Secondary Methods, advising students, and supervising student teachers. As Coordinator of K-12/Secondary Education, I coordinated departmental methods faculty across campus, led portions of accreditation reviews, taught courses in classroom management and assessment, advised undergraduate and graduate students, and was inducted into the *UNK Academy for Teacher Education Excellence*. Throughout my tenure I earned “outstanding” ratings for teaching in annual peer and chair reviews and the cumulative average of student evaluations for all courses taught was 4.85 on a 5.0 scale.

In closing, we must maintain focus on our core mission of providing transformational educational opportunities to students. Simply stated, those campuses that are thriving recognize that there is no aspect of our campus community or operations that does not directly impact student enrollment and success. Every member of the campus community must embrace a student-centered approach—high expectations for student achievement and personal responsibility for their role in supporting student success. All must contribute to removing barriers to success, developing and delivering quality programs, activities, and experiences, providing personalized academic and career advising, and deeply engaging students across all modes of delivery and a rich array of campus organizations and activities. Success also requires identifying a brand around unique traditions, strengths, programs, and culture and leveraging public and private support to enhance learning, living, and work environments. I bring vision and experience for leading these efforts as well as improving data-informed decision making, creating and using relevant institutional data/metrics—and collaborating with consultants such as Noel Levitz and the Education Advisory Board—to better inform priorities, decisions, recruiting, awarding of aid and implementation of best practices for enhancing student learning and success.

I would welcome the opportunity to learn more about Northern State and the President position. With both humility and confidence, I bring visionary, ethical, transparent, and strategic leadership experience and a commitment to working in shared governance with the Board of Regents, Executive Director, system and campus leaders, faculty, staff, and students to advance Northern State University's mission and aspirations.

Sincerely,



Neal H. Schnoor, Ph.D.  
Chief of Staff to the President  
California State University Long Beach

**Neal H. Schnoor, Ph.D.**  
**Chief of Staff to the President**  
**California State University Long Beach**

**EDUCATION**

**University of Nebraska Lincoln**, Lincoln, Nebraska. Doctorate of Philosophy, May 1999.  
Education - Administration, Curriculum and Instruction with Area of Emphasis in Music Education

**University of Nebraska Lincoln**, Lincoln, Nebraska. Master of Music, May 1996.  
Music Education/Instrumental Conducting

**Wayne State College**, Wayne, Nebraska. Bachelor of Fine Arts in Education, May 1990.

**UNIVERSITY/COLLEGE SENIOR ADMINISTRATIVE EXPERIENCE**

**June 2019–Present: Chief of Staff to the President, California State University Long Beach**

Executive Experience:

- Advise and assist the President with complex and highly sensitive executive and administrative duties.
- Serve as a representative of the President to internal and external constituencies.
- Member of President’s Executive Leadership Team and set agendas for all meetings and retreats.
- Collaborate with the Executive Team, campus divisions and offices, and external partners to advance the university’s mission, initiatives, and relationships.
- Provide leadership to the three President’s Commissions and annual Equity and Change Report.
- Advise the President on organizational structure and implementation of the Beach 2030 strategic plan.
- Resolve confidential matters on behalf of the President.
- Propose and implement solutions to varied internal and external issues directed at the President.
- Advise and assist the President in ongoing reviews of governance, compliance, policies, and procedures.
- Oversee budget and staff for the Office of the President.
- Serve on senior administration search committees and coordinate successful transition processes.
- Liaison with the Office of Equity and Diversity, Ombudsperson, and Director of Athletics.
- Assist with implementing CSU system initiatives and reporting.
- Prioritize and assist the President in managing time demands, responsibilities, initiatives, and requests from the University's multiple internal and external constituencies.
- Coordinated Big West Conference Commissioner search (2020) including developing virtual search process.

External Relations Experience:

- Represent the President at campus, system, city, regional, and state meetings and events.
- President’s designee on the Long Beach Economic Partnership Board and Los Angeles Economic Development Corporation.
- Member of Long Beach Regional Economic Forum planning team.
- President’s representative to the CSU Entertainment Alliance Advisory Council.
- Serve as an informed point of contact to internal and external constituencies.
- Work with Legislative and External Relations to advance community relationships and responsiveness.
- Strategize, draft and/or final review of Presidential correspondence, articles, campus emails, social media, and varied letters.

#### Collaboration and Strategic Engagement:

- Serve on Beach 2030 Strategic Planning Steering Committee and Masterplan Committees.
- Serve on Athletic Compliance Committee, Behavior Intervention Team, and others as assigned.
- Co-plan bi-annual President's meetings with twenty-three area Community College partners.

#### **April 2012–June 2019: Senior Advisor to the Chancellor for Executive Affairs, University of Nebraska at Kearney**

##### Executive Experience:

- Member of the Chancellor's Cabinet and Administrative Council.
- Direct oversight of the Office of Equity and Compliance—including Title IX, ADA, Ombudsperson.
- Evaluated organizational structure, senior portfolios, and draft senior administrator annual evaluations.
- Set agendas for Cabinet meetings and retreats and NU Board of Regents/NU Administration campus visits.
- Informed point of contact and liaison between Chancellor's Office and the NU Board of Regents, NU Administration and Office of General Counsel, and numerous campus and community constituencies.
- Development of university policy, budgets, academic priorities, governance, and capital projects.
- Research/Counsel relative to sensitive legal and personnel matters, collective bargaining agreement, grievances, and internal and external communications.
- Advised on all facets of comprehensive Division II intercollegiate athletics program.
- Represented Chancellor/University at campus, system, community, and alumni/donor functions.
- Chair/Member of search committees for senior administrators.
- Collaborated with senior administrators to identify, initiate, and support campus programs and priorities and develop/analyze performance metrics to enhance data-informed decision making.
- Member of steering committee for North Central Association/HLC reaccreditation.

##### Strategic and Capital Vision Experience:

- Strategic Planning—co-led with Chancellor (2014-2018).
- University Village—a developing 104-acre mixed-use urban village concept adjacent to campus.
- Health Science Education Complex—houses NU Medical Center programs delivered on the UNK campus.
- Program development and approval process for new STEM—themed facility designed for collaborative, multi-disciplinary, technology rich learning.
- Program development and approval process for new Early Childhood Education Center.
- Long-term planning for capital construction, deferred maintenance and technology infrastructure.

##### Collaborative Experience:

- Enrollment management—admissions, financial aid, student success, and international education.
- Internal and external communications, reputation, branding, and marketing.
- Technology infrastructure, instructional technology, and online educational delivery.
- Internal audit, risk management, and emergency operations.
- Faculty, staff, and student senates and faculty collective bargaining unit.

##### Engagement and Development Experience:

- Collaborated with Chancellor, NU/UNK Foundation, and UNK Alumni Office to enhance engagement, development strategies and initiatives, and to cultivate donor relationships.
- Contributed to planning and execution of successful capital campaigns.
- Developed several prospectuses for substantial donor requests.
- Reviewed and monitored compliance with donor agreements.
- Attended campus, community, state, and national events and functions.

##### Additional Experience:

- NU system first amendment policy working group.
- NU system market research and branding initiative.
- NU system block tuition working group.
- Coordinated independent internal Title IX review of intercollegiate athletics.
- Mid-America Intercollegiate Athletics Association conference scholarship study project.
- Coordinated confidential independent investigations and hearings pursuant to formal grievances.

#### Executive Professional Development:

Participated in Executive Leadership Academy, designed to prepare senior cabinet-level officers to become successful presidents, co-sponsored by the CIC, AASCU, and the American Academic Leadership Institute.

- Attended two intensive summer seminars.
- Developed/completed year-long personal development plan focused on:
  - System and Board Function and Management with NU President, Regents, Committees, and Staff.
  - Development philosophy, structure, and initiatives with CEO of UNK Foundation.
  - Division I Athletics with UNL Athletic Director and entire senior team.
  - Division II Athletics with UNK Athletic Director.
  - Legislative, legal, medical, budget and finance, and community relations with NU and UNK leaders.

#### **May 2010–April 2012: Dean, School of Education and Counseling, Wayne State College, Wayne, Nebraska.**

##### Academic Management and Supervision:

- Chief academic and administrative officer for the School of Education and Counseling.
- Building supervisor for Brandenburg Education Building.
- Effectively allocated and managed school and departmental budgets to enhance quality of faculty and staff, programs, marketing and branding, facilities, and technology.
- Effectively recruited, selected, and retained quality faculty/staff.
- Enhanced processes for evaluating faculty/staff and developing meaningful personalized progress plans.
- Began positioning the Department of Counseling for eventual accreditation by CACREP.
- Developed strong relationships across campus and with P-12 administrators and faculty.
- Directed a complete redesign of the School of Education and Counseling website to enhance functionality, marketing/branding and recruiting.

##### Academic Vision and Leadership:

- Guided alignment of programs with institutional mission and NCATE/NDE accreditation standards.
- Led a comprehensive renewal of the unit conceptual framework and assessment framework, creation of undergraduate common professional core and sequence, and electronic assessment portfolios.
- Led a renewal of graduate programs in education, significantly enhancing content-area courses and online delivery while continuing to support the successful Communities of Learning program model.
- Initiated onsite delivery of programs at the newly constructed College Center in Sioux City, Iowa.
- Facilitated expansion of professional development schools and online delivery of pre-professional semester.

##### Academic/Administrative Engagement:

- Participated on various campus administrative councils enhancing campus mission, programs, and assessment.
- Chaired senior administrative search for Chief Information Officer.
- Represented the college at area/regional/state educational administration meetings and conferences.
- Re-engaged WSC education department faculty in the National Network for Educational Renewal.

#### **UNIVERSITY ADMINISTRATIVE AND FACULTY EXPERIENCE**

#### **August 1997–May 2010: Tenured in both the College of Fine Arts & Humanities and College of Education, University of Nebraska at Kearney, Kearney, Nebraska.**

##### Administrative Experience:

##### Coordinator of K-12/Secondary Education

- Chaired regular meetings with faculty members in the Arts, Sciences, and Communication Disorders.
- Facilitated secondary education review/data analysis processes for NCATE/NDE accreditation.
- Participated in review/awarding of Arts and Sciences program proposals for priority funding grants.
- Fostered positive relationships and outreach with P-12 administrators/faculty in UNK Partner School Network.
- Facilitated/evaluated field experience placements for 50-60 K-12/Secondary education majors annually.

#### Director of Bands

- Administrative responsibilities for 120-member marching band, two concert ensembles, and basketball pep band.
- Developed and monitored annual budget for equipment, travel, literature, and special projects.
- Scheduling/logistics for over 50 annual performances with campus and community constituencies.
- Scheduling/logistics of annual trips, outreach concerts and tours, and two marching band tours to Italy.
- Administration of budget and maintenance of instruments, equipment, and uniforms.
- Coordinated large annual Summer Band Clinic and Band Day Parade.
- Coordinated intensive recruiting and retention initiatives.

#### Teaching in Department of Music and Performing Arts

- Directed UNK Wind Ensemble and Symphonic Band.
- Directed UNK "Pride of the Plains" Marching Band and Basketball Pep Band.
- Coordinator of Music Education and Academic Advisor for Music Education Majors.
- Undergraduate Teaching included: Secondary School Music Methods, Percussion Techniques, Marching/Jazz Band Techniques, Percussion Studio, Introduction to Music, and Introduction to Music Education.
- Graduate teaching included: Wind Literature and Rehearsal Techniques.
- Field placement and supervision for instrumental and vocal music education pre-service teaching candidates.

#### Teaching in Department of Teacher Education

- Undergraduate Teaching included courses in Learning Theory, Assessment, and Classroom Management.
- Graduate Teaching included Classroom Leadership for Teachers, Seminar in Nebraska Curriculum Standards/Assessment, and Seminar in the Supervision of Student Teachers.

#### Committee Service

- Academic Program Reviewer on committees for Academic Success Services, General Studies, Department of Communications, and Department of Theater.
- Academic Success Faculty/Staff Advisory Board, Faculty Senate Athletic Committee, UNKEA Membership Committee, Student Code of Conduct Committee, and University "Pay for Exceptional Performance" Committee.
- College of Fine Arts and Humanities Educational Policy Committee.
- College of Education: UNK K-12 Partner School Network Steering Committee, NCATE Internal Review Committee, NCATE Assessment Committee, Assessment Strategic Committee, Technology Strategic Committee, Undergraduate Program Review Committee, Diversity Strategic Mission Committee, Field Experience Steering Committee, Recruitment and Retention Committee, and Faculty Course Evaluation Ad Hoc Committee.
- Department of Music and Performing Arts: Undergraduate Committee, Undergraduate Music Education Program Review Committee (Chair), Festivals and Camps Committee, Honor Clinic Committee, Ad Hoc Music Faculty Student Research Committee, Recruitment and Retention Committee, and Graduate Committee.
- Department of Teacher Education: Teacher Education Graduate Committee, K-12/Secondary Level Three Undergraduate Program Review (Chair), and Undergraduate Teacher Education Renewal Task Force.

#### **August 1994 - July 1996: University of Nebraska Lincoln, Lincoln, Nebraska. Graduate Assistant.**

Conducted Wind Ensemble, Concert Band, Husker Marching Band, and Athletic Bands. Assisted with undergraduate courses in undergraduate instrumental methods and instrumental literature. Primary oversight responsibility for the Husker Men's Basketball Band including appearances at Big Eight and NIT Tournaments.

#### **HIGH SCHOOL TEACHING EXPERIENCE**

**August 1996 – 1997:** Director of Bands, Lincoln Northeast High School, Lincoln, Nebraska.

**August 1991 - May 1994:** Director of Bands, Kearney High School, Kearney, Nebraska.

**August 1990 - May 1991:** Director of Bands, Wakefield Community Schools, Wakefield, Nebraska.

## STATE LEADERSHIP

- Past President, Nebraska Music Educators Association (2010).
- Higher education representative on the statewide committee for developing state teacher/leader standards (2010).
- Higher education representative to the Effective Educator 2020 Summit (2010).
- Institutional representative on the Nebraska Council of Teacher Education (2010-12).
- Institutional representative on the Nebraska Association of Colleges of Teacher Education (2010-12).
- Past President, Nebraska State Bandmasters Association. 2006/09.
- Chair, Research, North Central Division MENC Research Poster Session. 2006.
- Chair, Research, Nebraska Music Educators Association. 2004-2007.
- Research Reviewer, Nebraska Music Educators Association Research Poster Sessions. 2000-2006.
- Music endorsements *ad hoc* committee for the Nebraska Council on Teacher Education. 2005.
- Chair, Research and College/University Affairs, Nebraska Music Educators Association. 2002-2004.
- Chair, Nebraska Coalition for Music Teacher Education. 2002-2004.
- Nebraska Network for Educational Renewal (NeNER/NNER) Board of Directors. 1999-2004.

## REFEREED PUBLICATIONS/PRESENTATIONS/PERFORMANCES

### NATIONAL/INTERNATIONAL

- Teaching Leadership, Empowerment, and Democratic Participation in a University Band Program, Hawaii International Conference on Education, Honolulu, Hawaii, January 2010.
- A Renaissance of Respect: Raising the Bar on Classroom Management, Hawaii International Conference on Education, Honolulu, Hawaii, January 2010.
- Teaching Leadership, Empowerment, and Democratic Participation in a University Band Program, National Network for Educational Renewal Annual Conference, Bellevue, Washington, October 2009.
- Schnoor, N. Efficiency and effectiveness in teaching. National Federation of State High School Associations Music Association Journal, (22), 2, Spring 2006. [Reprinted from *Nebraska Music Educator*, 62(1)].
- Schnoor, N. Research-based legislation regarding teacher preparation. National Federation of State High School Association Music Association Journal, (21), 2, Spring 2005. [Reprinted from *Nebraska Music Educator*, 61(4)].
- Schnoor, N. No Child Left Behind – a narrow vision for reform? National Federation of State High School Association *NFHS News*, October 2005. [Reprinted from *Nebraska Music Educator*, 61(4)].
- Schnoor, N. Collegiate band conductors' attitudes toward aesthetic education. *Journal of Band Research*, (39), 1, Fall 2003.
- Schnoor, N. Incorporating strategies designed to develop aesthetic sensitivity into band rehearsals. Update: Applications of Research in Music Education, (21), 2, Spring-Summer 2003.
- Schnoor, N.; Potthoff, D.; Ziebarth, J.; & Gloystein, J. Creating Coherence: Nine Common Assessments of Preservice Teacher Performance. National Network for Education Renewal Annual Meeting, Salt Lake City, Utah, October 2003.
- Schnoor, N. Collegiate band conductors' attitude toward aesthetic sense. Poster session presentation at the XXIV World Conference of the International Society of Music Education [ISME], Edmonton, Alberta, Canada, July 2000.
- Schnoor, N. Collegiate band conductors' attitude toward MEAE and percentage of time incorporating aesthetic strategies into rehearsal settings. Poster session presentation at the Music Educators National Conference [MENC], National Convention, Washington D.C., March 2000.

- Schnoor, N. An analysis of David Gillingham's *Prophecy of the Earth*. *Journal of Band Research*, (34), 2, Spring 1999.

## REGIONAL

- Schnoor, N. Unleash the Influence of Empowerment through Student Leadership Training – Pt. 1, Philosophy, Northwest Division/Music Educators National Conference, Spokane, Washington, February 2009.
- Schnoor, N. Unleash the Influence of Empowerment through Student Leadership Training – Pt. 2, Training, Northwest Division/Music Educators National Conference, Spokane, Washington, February 2009.
- Schnoor, N. A Renaissance of Respect: Raising the Bar on Classroom Management Pt. 1, Preventive Discipline, Northwest Division/Music Educators National Conference, Spokane, Washington, February 2009.
- Schnoor, N. A Renaissance of Respect: Raising the Bar on Classroom Management Pt. 2, Corrective Discipline, Northwest Division/Music Educators National Conference, Spokane, Washington, February 2009.
- Schnoor, N. Unleash the Influence of Empowerment through Student Leadership Training, North Central Division/Music Educators National Conference, Indianapolis, Indiana, January 2009.

## STATE

- Nebraska Music Educators Association Conference/Clinic, Conductor for University of Nebraska at Kearney University Band Program. November, 2005.
- Schnoor, N. An investigation of 3rd graders' ability to correctly identify brass instruments utilizing live vs. recorded stimuli. Poster session presentation at the Nebraska Music Educators Association [NMEA] Inservice Conference/Clinic, Lincoln, Nebraska, November 2003.
- Schnoor, N. The effect of unit instruction and enrichment activities on 3rd graders' attitude toward instrumental music. Poster session presentation at the Nebraska Music Educators Association [NMEA] Inservice Conference/Clinic, Lincoln, Nebraska, November 2003.
- Nebraska Music Educators Association Conference/Clinic, Conductor for University of Nebraska at Kearney University Band Program. November, 2000.
- Schnoor, N. Collegiate band conductors' attitude toward aesthetic aims and their incorporation of strategies designed to develop aesthetic understanding into the rehearsal setting. Poster session presentation at the Nebraska Music Educators Association [NMEA] Inservice Conference/Clinic, Lincoln, Nebraska, November 1999.
- Nierman, G. E., Schnoor, N., Fredstrom, T., Hanzlik, T., Harrison, D., Kuhn, B., Mallett, C., Monkeliën, S., Sawyer, J., & Young, J. Assessing the impact of the National Music Standards in Nebraska: Facilities. Poster session presentation at the Nebraska Music Educators Association [NMEA] Inservice Conference/Clinic, Kearney, Nebraska, November 1998.
- Nebraska Music Educators Association Conference/Clinic, Co-Director for University of Nebraska at Kearney Symphonic Band Program. November, 1997.

## INVITED REGIONAL PUBLICATIONS

- Schnoor, N. A Renaissance of Respect, *Iowa Bandmasters Association Magazine*, (68), 2, Fall 2009.
- Schnoor, N. The Day the Music Died, *Kansas MEA Journal*, Convention Issue, (68), 1, Winter 2005. (Reprinted from *Nebraska Music Educator*, 63(2), 2004.)

## STATE ARTICLE PUBLICATIONS

- Schnoor, N. (2011). Effective Management Part IV – Corrective Discipline. *Nebraska Music Educator*, 70(2).
- Schnoor, N. (2011). Effective Management Part III – Preventive Discipline. *Nebraska Music Educator*, 70(1).
- Schnoor, N. (2011). Effective Management Part II - Beginning Within. *Nebraska Music Educator*, 69(4).
- Schnoor, N. (2011). Effective Management Part I - Setting the Stage. *Nebraska Music Educator*, 69(3).

- Schnoor, N. (2010). I hope it is not too late . . . *Nebraska Music Educator*, 69(2).
- Schnoor, N. (2010). Stewardship in Difficult Financial Times. *Nebraska Music Educator*, 69(1).
- Schnoor, N. (2010). A Renaissance of Respect. *Nebraska Music Educator*, 68(3).
- Schnoor, N. (2009). Expanding our View of Music Education. *Nebraska Music Educator*, 68(1).
- Schnoor, N. (2009). A Return to Meaningful and Effective Mentoring. *Nebraska Music Educator*, 67(3).
- Schnoor, N. (2008). Physician (Musician) Heal Thyself. *Nebraska Music Educator*, 67(1).
- Schnoor, N. (2008). Caring for Our Students. *Nebraska Music Educator*, 66(4).
- Schnoor, N. (2008). Leadership – Developing a Culture of Action. *Nebraska Music Educator*, 66(3).
- Schnoor, N. (2005). Music Standards and Assessment in the United States. *Nebraska Music Educator*, 64(1).
- Schnoor, N. (2004). The Day the Music Died. *Nebraska Music Educator*, 63(2).
- Schnoor, N. (2004). Why High School Students Value Participation in Ensembles. *Nebraska Music Educator*, 63(2).
- Schnoor, N. (2004). Know Thy Audience - Gauging Public Attitudes Toward Music. *Nebraska Music Educator*, 63(1).
- Schnoor, N. (2004). Educationally Rich and Mutually Beneficial Advocacy. *Nebraska Music Educator*, 63(1).
- Schnoor, N. (2004). Racial/Ethnic Diversity in Nebraska Schools. *Nebraska Music Educator*, 62(4).
- Schnoor, N. (2004). College/University Role in Meeting Musical Diversity Opportunities and Challenges. *Nebraska Music Educator*, 62(4).
- Schnoor, N. (2004). Exploring Teaching Through the Lens of Student Learning. *Nebraska Music Educator*, 62(3).
- Schnoor, N. (2003). NCMTE – A call for help to all NMEA members. *Nebraska Music Educator*, 62(2).
- Schnoor, N. (2003). Efficiency and effectiveness in teaching. *Nebraska Music Educator*, 62(1).
- Schnoor, N. (2003). Research-based legislation regarding teacher preparation? *Nebraska Music Educator*, 61(4).
- Schnoor, N. (2003). No child left behind--a narrow vision for educational reform? *Nebraska Music Educator*, 61(4).
- Schnoor, N. (2003). Assessing aesthetic-related development in rehearsal settings. *Nebraska Music Educator*, 61(3).
- Schnoor, N. (2003). Concerns and hope for our future. *Nebraska Music Educator*, 61(3).

## **INVITED INTERNATIONAL PERFORMANCES**

- UNK *Pride of the Plains* Marching Band, Director for 1<sup>st</sup> and 2<sup>nd</sup> UNK instrumental ensemble tours abroad to Italy in 2008/09 and 2005/06.

## **INVITED PROFESSIONAL DEVELOPMENT PRESENTATIONS**

- Schnoor, N. A “Nuts and Bolts” Approach to Classroom Management, Sioux Falls Middle School Faculty, Sioux Falls, South Dakota, August 2017.
- Schnoor, N. A “Nuts and Bolts” Approach to Classroom Management, Sioux Falls Art and Music faculty, Sioux Falls, South Dakota, September 2016.
- Schnoor, N. From Leadership to Ethical Influence, Nebraska Choral Directors Association Convention, Crete, Nebraska, July 2014.
- Schnoor, N. Ethical Influence: The Effective Classroom, Nebraska Choral Directors Association Convention, Crete, Nebraska, July 2014.
- Schnoor, N. Unleash the Influence of Empowerment through Student Leadership Training – Pt. 1, Philosophy, Nebraska Choral Directors Association Convention, Crete, Nebraska, July 2009.

- Schnoor, N. Unleash the Influence of Empowerment through Student Leadership Training – Pt. 2, Training, Nebraska Choral Directors Association Convention, Crete, Nebraska, July 2009.
- Schnoor, N. Nebraska Music Educators Association and You: A Lively Connection, Nebraska Choral Directors Association Convention, Crete, Nebraska, July 2009.
- Schnoor, N. A Renaissance of Respect: Raising the Bar on Classroom Management Pt. 1, Preventive Discipline, Nebraska Choral Directors Association Annual Convention, Crete, Nebraska, July 2008.
- Schnoor, N. A Renaissance of Respect: Raising the Bar on Classroom Management Pt. 2, Corrective Discipline, Nebraska Choral Directors Association Annual Convention, Crete, Nebraska, July 2008.
- Schnoor, N. & Sackschewsky, D. Rehearsal Management, Nebraska Choral Directors Association Annual Convention, Crete, Nebraska, July 2008.
- Schnoor, N. & Sackschewsky, D. Working with the Administration, Nebraska Choral Directors Association Annual Convention, Crete, Nebraska, July 2008.
- Schnoor, N. & Schnoor, T. Advocacy – Expanding Circles of Influence, CMENC/Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2007.
- Schnoor, N. (Member, Panel Discussion), How to Balance Your Personal and Professional Life, Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2007.
- Schnoor, N.; Barber, C.; Saker, J.; Davis, G.; & Neidlinger, E.; Band Conducting Workshop. MENC North Central & Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2006.
- Schnoor, N. Quality Assessment in Music Performance Settings. Faculty Inservice, Grand Island Public Schools, Grand Island, Nebraska, October 2006.
- Schnoor, N. & Schnoor, T. Improving Classroom Management and School Improvement. Educational Service Unit Inservice, Kearney, Nebraska, February 2006.
- Schnoor, N.; Barber, C.; Saker, J.; & Davis, G. Band Conducting Workshop. Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2005.
- Schnoor, N. A "Nuts and Bolts" Approach to Effective Classroom Management. Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2003.
- Schnoor, N. Developing Quality Assessment Instruments. Franklin Public Schools Inservice, Franklin, Nebraska, May 2003.
- Schnoor, N. Rubrics: Powerful Tools for Assessing and Communicating Expectations. Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2002.
- Schnoor, N. & Schnoor, T. Rubrics: Raising the Bar: Improving Classroom Management. Nebraska Music Educators Association Conference/Clinic, Lincoln, Nebraska, November 2002.
- Schnoor, N. Panel Discussion: The Teacher Education Program and Its Impact on Public Schools. Kearney, Nebraska, February 2002.
- Schnoor, N. How to Develop a Student Leadership Team. Nebraska State Bandmasters Summer Clinic, Columbus, Nebraska, July 2001.

#### **TEXTBOOK REVIEWS**

- *Classroom Assessment for Teachers: A Practical Approach*, McGraw Hill, 2009.
- *Assessment is Essential*, McGraw Hill, 2008.
- *Classroom Assessment*, John Wiley & Sons, Inc., 2007.

## **NATIONAL HONORS AND AWARDS**

- National Tau Beta Sigma *Paula Krider Outstanding Band Director Award*, 2009.
- Division II Best Pep Band Superlative Award from the Women's Basketball Coaches Association, 2009.
- *Who's Who in America*, 58<sup>th</sup>-61<sup>st</sup> and 64<sup>th</sup> Editions. 2003-2007, 2010.
- *Who's Who in American Education*. 7th Edition. 2005.
- *Who's Who Among America's Teachers*, 6th, 8th, 9th Editions. 2000, 2004, & 2005.

## **STATE HONORS AND AWARDS**

- Nebraska Music Educators Association Conference/Clinic, Conductor for University of Nebraska at Kearney University Band Program. 2005.
- Elected to Alpha Theta Chapter of Phi Beta Mu International Band Directors Fraternity. 2005.
- Nebraska Music Educators Association Conference/Clinic, Conductor for University of Nebraska at Kearney University Band Program. 2000.
- Nebraska State Bandmasters Association Convention, Guest Conductor for UNK Wind Ensemble Program. 1999.
- Guest Conductor, Lincoln Municipal Band Concert Series, Lincoln, Nebraska. 1997 & 1998.
- Nebraska Music Educators Association Conference/Clinic, Co-Director for University of Nebraska at Kearney Symphonic Band Program. 1997.
- Co-Director, First through Fifth Annual Nebraska Shrine Bowl All-Star Marching Band. 1995-1999.

## **UNIVERSITY OF NEBRASKA AT KEARNEY HONORS AND AWARDS**

- Inducted into *UNK Academy for Teacher Education Excellence*, 2009.
- Presented *Distinguished Faculty Award* by the UNK Greek Community, 2008.
- Voted *Outstanding Faculty Member* by the UNK Student Body. April 2007.
- Chapter Citation Award for Outstanding Contribution, Xi Phi Chapter of Mortar Board, University of Nebraska Kearney. 2007 and 2001.
- UNK *Pride of the Plains* Marching Band recognized as Department of the Month by the UNK Staff Senate. October 2006.
- Honoree, UNK Senior Appreciation Program, University of Nebraska Foundation. Spring 2007, Spring 2004, and Fall 2004.
- Awarded honorary membership in Tau Beta Sigma Sorority. 2005.
- Elected to membership in Phi Kappa Phi Honor Society, University of Nebraska Kearney. 2003.
- Appointed Graduate Faculty Member, University of Nebraska System. 2002.
- Awarded membership in Pi Kappa Lambda National Music Honor Society. 1996.

## **LEADERSHIP PRESENTATIONS AND CLINICIAN/ADJUDICATOR (1998-Present).**

- 30 High School Marching Band Leadership Workshops (Michigan, Iowa, Kansas, and Nebraska).
- 26 High School Choral Leadership Workshops (Nebraska).
- 37 Select High School District and Conference Honor Bands (Iowa, Kansas, Colorado, and Nebraska).
- 76 adjudicated high school state, district, and conference events (Michigan, Missouri, Iowa, Kansas, and Nebraska).

## **SELECT CAREER/INSTITUTIONAL PROFESSIONAL ASSOCIATIONS**

- American Academic Leadership Institute
- American Association of Colleges for Teacher Education
- American Association of State Colleges and Universities
- American Council on Education
- Association of American Colleges and Universities
- Hispanic Association of Colleges and Universities
- Long Beach Economic Partnership
- Los Angeles Economic Development Corporation
- National Collegiate Athletic Association
- Nebraska Council of School Administrators
- Nebraska Music Educators Association
- National Association for Music Education (MENC)
- National Association of Schools of Music
- National Council for Accreditation of Teacher Education (CAEP)
- National Network for Educational Renewal
- Nebraska Network for Educational Renewal
- Nebraska Council for Teacher Education
- Nebraska Association of Colleges of Teacher Education