Dr. Larry A. Klundt
1415 Canyon Drive
Bismarck, North Dakota 58503
Phone: 701-223-8465 (home) Phone: 701-214-1514 (cell) or 701-777-3577 (office)
Social Security No. 501-46-7019

EDUCATIONAL BACKGROUND

Graduate Degrees:	Ed.D.-	University of North Dakota, 1994 Area: Educational Administration
	Ed.S. -	University of North Dakota, 1981 Area: Educational Administration
	M.Ed.-	University of North Dakota, 1971 Area: Educational Administration
Undergraduate Degree:	B.A.-	Concordia College, Moorhead, Minnesota 1966 Major: History

PROFESSIONAL BACKGROUND

1987 to Present

Associate Professor: University of North Dakota, currently teaching Educational Law, Special Education Law, and Educational Plant, Legal Issues in Education, and Research, Measurement, and Program Evaluation. Previously have taught, School District Leadership, and Education Finance.

Executive Director: North Dakota Council of Educational Leaders, 121 E Rosser Ave, Bismarck, North Dakota (Serve as CEO of the school administrators professional association with responsibilities for planning, developing, and implementing member services, legal assistance, and legislative activities)

1974 to 1987

Superintendent of Schools: Tappen Public School, Tappen, North Dakota, 1974-1977; Minnewaukan Public School, Minnewaukan, North Dakota, 1977-1987; Elected to the ND State Legislature in 1984 and 1986. Served on the House Education and Transportation Committees. (Responsible for planning, developing, delegating, implementing, and measuring the educational experiences of the children in grades K-12)

1971 to 1974

Secondary Principal: Argyle High School, Argyle, Minnesota, 1971-1973; Zumbrota High School, Zumbrota, Minnesota, 1973-1974 (Responsible for providing educational and instructional leadership for teachers and students in grades 7-12)

1966 to 1971

Teacher: (Provided classroom educational experiences in history and biology)

PREVIOUS UNIVERSITY TEACHING EXPERIENCE

ED 564	Education Finance	Summers of 1990, 1991, 1993	U of Mary
Educ 736	Policy and Educ Finance	Summer 1998	Tri-College U
EdL 531	School Dist Leadership	Summer 2000	UND
EdL 523	The Educational Plant	Summer 2000	UND
EdL 512	Research, Measurement & Program Evalaution	Summer 2003	UND
EdL 515	Education Law and Org. Structure of Schools	Fall 2001, Fall 2002, Summer 2003	UND

ADDITIONAL PROFESSIONAL QUALIFICATIONS

- National Association of Secondary School Principals (NASSP) Certified Trainer and Consultant for From the Desk Of, Mentoring and Coaching, and Leader 1,2,3
- NASSP Certified Assessor for Principal Assessment Center and Leadership Early Assessment Program
- Advanced Mediation for the Professional Certificate from Center for Dispute Settlement in Washington, DC
- Trainer for Multi-Hazard Programs for Schools and Safe Schools Workshops
- Trainer for Teacher Contract Collaborative Bargaining
- Strategic Planning for Schools and Other Organizations
- Trainer for Collaborative Bargaining in Teacher Contract Negotiations

PROFESSIONAL TRAINING

- Seven Habits of Highly Effective People
- Communicating with Style
- Time Management
- Communicating Disney Style
- Data Driven School Improvement
- Instructional Leadership
- Technology Academy for School Leaders

PUBLICATIONS

Peer-reviewed

"Public School Finance: The Responsibility for Adequate and Equitable Funding," *The Umbrella*, Vol. 24, No. 8, April 2004.

Non-refereed

"AASA Reorganizes Its Governance." *The Umbrella*, Vol. 23, No. 8, April 2003.

"Equity, Adequacy, and Lawsuits." *The Umbrella*, Vol.23, No. 7, March 2003.

"NCLB and Adequate Yearly Progress." *The Umbrella*, Vol. 23, No 6, February 2003.

"NCLB Requires Universal Proficiency." *The Umbrella*, Vol. 23, No. 5, January 2003.

"School Funding in the Aftermath of 1344." *The Umbrella*, Vol. 23, No.3, November 2002.

"NCLB Appears To Be Troublesome." *The Umbrella*, Vol. 23, No. 1, September 2002.

"Sixty-two District Scheme Tabled." *The Umbrella*, Vol. 22, No. 8, April 2002.

"62 Districts Proposed for North Dakota." *The Umbrella*, Vol. 22, No. 7, March 2002.

"Regional Service Units for North Dakota." *The Umbrella*, Vol. 22, No. 4, December 2001

"Support Needed for the NDFEL." *The Umbrella*, Vol. 22, No. 2, October 2001.

"A Uniform System of Free Public Schools." *The Umbrella*, Vol. 22, No. 2, October 2001.

"The Interim Committee." *The Umbrella*, Vol. 22, No. 1, September 2001.

"ESPB Has Come A Long Way." *The Umbrella*, Vol. 21, No. 7, March 2001.

"Governor Really Intends to do What He Promised During the Campaign." *The Umbrella*, Vol. 21, No. 5, January 2001.

"Time Honored Practices Challenged by Courts and FERPA." *The Umbrella*, Vol. 21, No. 4, December 2000.

"The Quality Schools Committee." *The Umbrella*, Vol. 21, No. 2, October 2000.

"Principal Leadership is Essential for Effective Schools." *The Umbrella*, Vol. 20, No. 7, March 2000.

"Standards Based Education in North Dakota." *The Umbrella*, Vol. 20, No. 5, January 2000.

"Legislative Process is Frustrating." *The Umbrella*, Vol. 19, No. 6, February 1999.

"The Governor's Report Card." *The Umbrella*, Vol. 19, No. 2, October 1998.

"Should the NDCEL Support Charter Schools?" *The Umbrella*, Vol. 18, No. 9, May 1998.

"Attorney General Says No to Banking Time." *The Umbrella*, Vol. 18, No. 4, December 1997.

"North Dakota Demographics—Very Interesting!" *The Umbrella*, Vol. 18, No. 3, November 1997.

"PEFC: If We Stick, We Will Win." *The Umbrella*, Vol. 17, No. 6, February 1997.

"Governor's Budget Proposal to Fix Finance Formula." *The Umbrella*, Vol. 17, No. 5, January 1997.

"Superintendent Salary Analysis." *The Umbrella*, Vol. 17, No. 4, December 1997.

"Interim Education Finance Committee Work Gets Interesting." *The Umbrella*, Vol. 17, No. 1, September 1996.

"Educational Standards and Assessments." *The Umbrella*, Vol. 16, No. 8, April 1996.

"Administrator Bashing is Popular in North Dakota." *The Umbrella*, Vol. 16, No. 6, February 1996.

"Key Elements: Leadership." *The Umbrella*, Vol. 16, No. 5, January 1996.

"1507 and Restructuring of Schools." *The Umbrella*, Vol. 16, No. 5, January 1996.

"DPI Finance Proposal Deserves Discussion." *The Umbrella*, Vol. 16, No. 2, October 1995.

"Financial Report of the Fund the Future Campaign." *The Umbrella*, Vol. 15, No. 9, May 1995.

"Everybody Wants the Best, But Nobody Wants to Pay." *The Umbrella*, Vol. 15, No. 7, March 1995.

"Governor's Budget is Great . . . As Far As It Goes." *The Umbrella*, Vol. 15, No. 5, January 1995.

"Current Facts About School Administrators in North Dakota." *The Umbrella*, Vol. 15, No. 5, January 1995.

"Public Education Funding Coalition Position Paper." Presented to the NDCEL, NDSBA, NDEA, and State Legislature, January 1995

"If Not Us, Who?" *The Umbrella*, Vol. 15, No. 3, November 1994.

"Education Finance Committee Action." *The Umbrella*, Vol. 15, No. 3, November 1994.

"Executive Director Presents Testimony to Ed Finance Committee." *The Umbrella*, Vol. 14, No. 9, May 1994

"Does Anyone Know When Schools Stopped Teaching Values?" *The Umbrella*, Vol. 14, No. 4, December 1993.

"ACT Scores For North Dakota Are Very Interesting." *The Umbrella*, Vol. 14, No. 2, October 1993.

"1993 Legislative Solutions." *The Umbrella*, Vol. 13, No. 8, April 1993.

"Facts About School Administrators in North Dakota." *The Umbrella*, Vol. 13, No. 5, January 1993

"Negotiations For North Dakota Administrators." *The Umbrella*, Vol. 12, No. 8, April 1992.

"From Building Manager to Instructional Leader." *The Umbrella*, Vol. 10, No. 7, March 1990.

"Taxation and Referral Cycle in North Dakota." *The Umbrella*, Vol. 10, No. 3, November 1989.

"Tax Referral Monies!" *The Umbrella*, Vol. 10, No. 2, October 1989.

"We Need to Protect Trust Fund Revenues." *The Umbrella*, Vol. 9, No. 9, May 1989.

"We Must Support Legislative Efforts on School Funding." *The Umbrella*, Vol. 9, No. 7, March 1989.

"Major Illness—Lack of Money." *The Umbrella*, Vol. 9, No. 6, February 1989.

"Executive Budget Falls Short." *The Umbrella*, Vol. 9, No. 5, January 1989.

"Legal Assistance for Administrators Presents Challenges." *The Umbrella*, Vol. 8, No. 9, May 1988.

"Ed Finance Committee Studies Finance Issues." *The Umbrella*, Vol. 8, No. 8, April 1988.

"Compulsory Attendance v. Home Schooling." *The Umbrella*, Vol. 8, No. 8, April 1988.

"Teachers as School Leaders?" *The Umbrella*, Vol. 8, No. 7, March 1988.

"Education Advancement Task Force." *The Umbrella*, Vol. 8, No. 4, December 1987.

"Administrative Bashing is Popular Part Two." *The Umbrella*, Vol. 8, No. 3, November 1987.

"Administrative Contracts: Take It or Leave It." *The Umbrella*, Vol. 8, No. 2, October 1987.

OTHER PUBLICATIONS

Weekly newsletter called *The Legislative Beacon* providing updating weekly activities at the state legislature including a narrative regarding specific bills and issues along with a several page database of bills and their status. This included *The Legislative Beacon* newsletters as follows:

January 1989 – April 1989, Vol. 6, No. 1-15
January 1991 – April 1991, Vol. 7, No. 1-12
January 1993 – April 1993, Vol. 8, No. 1-17
January 1995 – April 1995, Vol. 9, No. 1-14
January 1997 – April 1997, Vol. 10, No. 1-14
January 1999 – April 1999, Vol. 11, No. 1-15
January 2001 – April 2001, Vol. 12, No. 1-16
January 2003 – April 2003, Vol. 13, No. 1-16

WORKSHOPS/SEMINARS/PRESENTATIONS

Peer-reviewed

"Finding the Win/Win in Change and Consolidation" Presented to the American Association of School Administrators Summer Institute for Rural and Suburban Superintendents—July 17-20, 2004, Laguna Cliffs Marriott Resort—Dana Point, California

Invited

“School Finance Options” – presented to experienced school board members at the NDSBA State Fall Conference in Bismarck on October 29, 2005.

“Basic School Finance for New Board Members,” – presented to new school board members at the NDSBA State Convention in Bismarck on October 28, 2005

“Basic School Revenue and Finance for School Secretaries” – presented to the school secretaries at the NDCEL/Educational Secretaries Association Fall Conference, October 19-21, 2005

“Creating Valid Surveys” – presented to the NCA State Fall Conference in Mandan on October 6-7, 2005.

“Beginning Business Managers Seminar”—presented to the North Dakota School Business Managers Association in Mandan on July 21-22, 2005.

“Strategic Planning Workshop” – presented to the administrative team and school board at the Williston Public School District on June 17, 2005.

“Collaboration, Restructuring and Reorganization in North Dakota Public Schools” presented to school board members and administrators at the Bell, South Prairie, Nedrose and Sawyer Public School Board Meeting on August 30, 2005.

“Legal Issues for Principals” – presented to principals and superintendents at the NDCEL Fall Conference in Bismarck on October 21, 2004.

“Basic School Finance for School Board Members,” – presented to school board members, both experienced and new at the NDSBA Annual Convention in Bismarck on October 29, 2004.

“Basic School Revenue and Finance,” presented to new school board members at the NDSBA State Summer Conference in Minot, ND on July 22, 2004.

“Equity, Adequacy, and School Finance Options,” presented to school board members at the NDSBA State Convention in Bismarck on October 31, 2003.

“Basic School Revenue and Finance,” presented to new school board members at the NDSBA State Convention in Bismarck on October 30, 2003.

“Basic School Revenue and Finance,” presented to new school board members at the NDSBA Summer Conference in Grand Forks on July 17, 2003.

“Lincoln Valley Reorganization Plan,” presented to Public Meetings of the Anamoose, Drake, Goodrich, and McClusky School Boards during March and April 2003.

“Current Legislative Issues,” presented at the Phi Delta Kappa Winter Meeting in Minot on February 18, 2003.

“Current Legislative Issues,” presented at the NDAESP Winter Conference in Fargo on February 6, 2003

“Basic School Finance,” presented for New Board Members at the NDSBA Convention on October 31, 2002.

“Collaborative Bargaining,” presented to teacher and school board bargaining teams in Grand Forks on September 24, 2002.

“Renville County Reorganization,” presented to school board members and school administrators during June and July 2002.

“Personnel Selection,” presented to school administrators at the NDCEL Summer Conference in Bottineau on June 19, 2002.

“Center Mediation,” conducted a mediation to resolve conflicts among ancillary staff members at Center Public School on July 1, 2002.

“Jamestown Mediation,” conducted a mediation to resolve conflicts between professional staff members in Jamestown on March 20-26, 2002.

“State Library Research,” presented to the State Library staff and other librarians from North Dakota libraries at the Kelly Inn in Bismarck on February 27, 2002.

“Legislative Issues,” presented at an in-service in Jamestown for professional staff on February 19, 2002.

“Demographics,” presented to the Benson County School Boards Association at Fort Totten on November 28, 2001

“Jeff Alexander Talk Show,” discussed current issues in education for in Bismarck on November 15, 2001.

“Business Manager Seminar Proposals,” presented to school business managers at the North Dakota School Business Manager’s Association on November 3, 2001.

“Legal Issues for School Principals” presented to graduate students at the University of Mary in Bismarck on July 24, 2001.

“HB1344 – A Primer for School Boards,” presented to Amidon/Slope County School Boards on June 12, 2001.

“Multi Hazard Planning for Schools,” presented emergency managers at the Radisson in Bismarck on April 27, 2001.

“Administrator/Board Relations,” seminar presented to school board members and school administrators in Minot on January 22, 2001.

“Legislative Issues,” presented to the professional staff at an in-service in Valley City on January 15, 2001.

“Multi-Hazard Planning For Schools,” presented to school administrators at the NDCEL Fall Conference at the Radisson in Bismarck on October 19, 2000.

“Multi-Hazard Planning for Schools,” presented to Emergency Planners at the Comfort Inn on August 31, 2000.

“Safe Schools Workshop,” presented as a pre-school in-service in Des Lacs on August 28, 2000.

“Multi-Hazard Planning for Schools,” presented at the NDSBA Summer Conference in Bismarck on June 23, 2000.

“Safe Schools Workshop,” presented at the North Dakota Roughrider Health Conference in Medora to teachers and school administrators on June 1, 2000.

“Multi-Hazard Planning for Schools,” presented to teachers, school board members and school administrators in Mayville on April 30, 2000.

“Multi-Hazard Planning for Schools,” presented to Emergency Managers in Watford City on April 13, 2000.

“Strategic Planning,” seminar and training for school board members and school administrators at the Fairmount Public School on March 30, 2000.

“360 Superintendent Evaluation,” presented to the Berthold School Board in Berthold on February 14, 2000. .

“Collaborative Bargaining Refresher Course” presented to teachers, school board members, and school administrators in Grand Forks on November 23, 1999.

"Evaluation Seminar," presented at the NDSBA Summer Conference in Grand Forks on June 25, 1999.

"Legislative Issues," presented at Tri-College Class at MSU on March 31, 1999.

"Collaborative Bargaining Seminar," presented to school board members, teachers, and school administrators in Jamestown on January 22 and 23, 1999.

"Collaborative Bargaining Seminar," presented to school board members, teachers, and school administrators in Grand Forks on December 15 and 16, 1998.

"Educational Demographics," presented to the Mandan Lions Club on November 23, 1998.

"Collaborative Bargaining Seminar," presented to school board members, teachers, and school administrators in Devils Lake on November 16-17, 1998.

"Basic School Finance," breakout sessions presented to school board members at the NDSBA Conference on October 30, 1998.

"Educational Demographics," presented to the Valley City Optimists Club in Valley City on September 3, 1998.

"Collaborative Bargaining Seminar," presented to school board members, teachers, and school administrators in Jamestown on June 17, 1998.

"Collaborative Bargaining Seminar," presented to school board members, teachers, and school administrators in Devils Lake on February 23 and 24, 1998.

"Win/Win Seminar," general session presentation for school board members and school administrators at the NDSBA Collective Bargaining Seminar in Bismarck on February 12, 1998.

"Strategic Planning," presented to school board members and school administrators at the Pembina/Walsh Consortium meeting on January 21, 1998.

"Educational Demographics," presented to the Jamestown Rotary in Jamestown on December 2, 1997.

"Strategic Planning," presented to the Mandan School Board on November 24, 1997.

"Educational Demographics," presented to the Bismarck Rotary Club in Bismarck on November 19, 1997.

"Education Issues and Demographics," presented to the Bismarck Kiwanis in Bismarck on September 9, 1997.

"Strategic Planning," presented to school business officials at the NDASBO Annual Meeting in Mandan on May 15, 1997.

"Effective Schools," presented school board members and school administrators at the County Officers Meeting in Lehr on November 25, 1996.

"Superintendent Evaluation Workshop," training for school board members in Valley City on November 5, 1996.

"Superintendent Evaluation and Legislative Issues," training for school board members in Park River on November 4, 1996.

"Administrator/Business Manager Relations," presented at the School Business Managers Convention in Bismarck on November 1, 1996.

"Conflict Resolution Seminar," training for teachers and school administrators at the pre-school opening in-service at Cavalier Public School on October 8, 1996.

“Strategic Planning Workshop,” training and planning for the Mandan Public School Board on August 26, 1996.

“Instructional Leadership and Legal Issues,” presented to new school administrators at the DPI New Administrators Conference on August 1 and 2, 1996.

“Superintendent Evaluation, presented at the New Board Member Seminar in Minot on June 21, 1996.

“Strategic Planning Workshop,” training and planning for the Center Public School Board in Center on February 20, 1996.

“Collaborative Bargaining Workshop,” presented to school board members, teachers, and school administrators in Bismarck on February 16 and 17, 1996.

“School Improvement,” presented at the Mid-Winter In-service program at the Lehr Public School on January 10, 1996.

“Basic School Finance,” presented to school board members at the NDSBA Fall Conference in Bismarck on November 4, 1995.

“Strategic Planning Workshop,” training and planning session for the Hazen Public School Board on October 23, 1995.

“Superintendent Evaluation,” training for school board members at the Cass Valley North School District in Argusville on October 12, 1995.

“Administrator/Board Relations Evaluation Seminar,” presented to Cass Valley North school administrators and school board members in Argusville on August 22, 1995.

“Conflict Resolution Workshop,” presented to Minot school administrators in New Town on August 15, 1995.

“Instructional Leadership and Legal Issues,” presented to new school administrators at the DPI New Administrators Conference on August 3 and 4, 1995.

“LEAP,” principal assessment process for aspiring and practicing school principals at Minot on April 19 and 20, 1995.

“Administrator/Board Relations Seminar,” presented to the Amidon and Bowman County School Boards on February 23, 1995.

“North Dakota School Finance Issues,” presented to the ND Farm Bureau Legislative Committee on February 8, 1995.

“Demographics and Consolidation,” presented at the Cando Cooperative In-service on December 15, 1994.

“Administrator/Board Relations Seminar,” presented to the Langdon Public School Board on October 7 and 14, 1994.

“Basic School Finance,” presented to school board members via IVN for the NDSBA on October 3, 1994.

“Superintendent Evaluation Workshop,” training for school board members in Tioga on October 18, 1994.

“Superintendent Evaluation,” training for school board members in Carrington on October 17, 1994.

“Superintendent Evaluation,” training for school board members in Towner on October 13, 1994.

“Superintendent Evaluation,” training for school board members in Napoleon on October 12, 1994.

“Superintendent Evaluation,” training for school board members in Killdeer on October 5, 1994.

“Superintendent Evaluation,” training for school board members in Wyndmere on September 29, 1994.

“Superintendent Evaluation,” training for school board members in Valley City on September 28, 1994.

“Superintendent Evaluation,” training for school board members in Northwood on September 15, 1994.

“Superintendent Evaluation,” training for school board members in McClusky on September 8, 1994.

“Superintendent Evaluation,” training for school board members in Mott on September 7, 1994.

“Administrators/Board Relations Seminar,” presented to the Grafton Public School Board on August 2, 1994.

“Finance Clinic,” presented to school board members at the NDSBA Fall Conference on November 5-6, 1993.

“Instructional Leadership,” presented to new administrators at the DPI New Administrators Conference on August 6, 1993.

“Legislative Issues,” presented to the Wells County School Boards Association in June 1993.

“Legislative Workshop,” presented to the PTA at their Annual Meeting on February 8, 1993.

“School Finance,” presented to the Farm Bureau Legislative Committee on February 9, 1993.

“Legislative Issues,” presented to the Burke County School Boards on January 27, 1993.

“Administrator/School Board Relations Seminar,” presented to the Mohall Public School Board on October 21, 1992.

“The Sandia Report,” presented to the State Department of Vocational-Technical Education on October 12, 1992.

“Outcomes Based Education,” presented at the pre-school in-service for the professional staff at Hill City, South Dakota, on September 2, 1992.

“Educational Ethics,” breakout presentation at the Oliver/Mercer County in-service program on August 24, 1992.

“Instructional Leadership,” presented at the DPI New Administrators Conference on August 7, 1992.

“Educational Issues,” presented to Phi Delta Kappa in Valley City on May 2, 1992.

“In-Basket Exercise,” presented to aspiring administrators at the Aspiring Administrator Workshop on April 22, 1992.

“Leader 1-2-3,” conducted/facilitated this workshop in Edgeley for school administrators on February 27, 28, 29, 1992.

“Legislative Workshop,” presented to the PTA at their Annual Meeting on January 31, 1992.

"Superintendent Evaluation," training for school board members in Bismarck on January 15, 1992.

Leader 1-2-3," training for school board members in Bismarck on October 11, 1991.

"Superintendent Evaluation," training for school board members in Towner on October 30, 1991.

"Superintendent Evaluation," training for school board members in Park River on October 29, 1991.

"Superintendent Evaluation," training for school board members in Tioga on October 23, 1991.

"Superintendent Evaluation," training for school board members in Wyndmere on October 23, 1991.

"Superintendent Evaluation," training for school board members in Killdeer on October 21, 1991.

"Superintendent Evaluation," training for school board members in Napoleon on October 15, 1991.

"Superintendent Evaluation," training for school board members in Valley City on October 10, 1991.

"Superintendent Evaluation," training for school board members in Northwood on September 30, 1991.

"Superintendent Evaluation," training for school board members in McClusky on September 18, 1991.

"Superintendent Evaluation," training for school board members in New Rockford on September 11, 1991.

"Superintendent Evaluation," training for school board members in Mott on September 4, 1991.

"Outcome Based Education," presented a general session at the Harvey Public School pre-school in-service on August 15, 1991.

"Legislative Issues and Lobbying," presented at the Pembina/Walsh pre-school in-service on August 14, 1991.

"Instructional Leadership" presented at the DPI New Administrators Conference on August 8-9, 1991.

"Leader 1-2-3," conducted and facilitated this workshop for school administrators in Bismarck on June 18-21, 1991.

"Leader 1-2-3," conducted and facilitated this workshop for school administrators in Bismarck on April 24-26, 1991.

"Legislative Activities", presented to the Ward County School Boards Association on March 25, 1991.

Non-refereed

"Lobbying and Legislative Procedures," presented at the School Business Management Seminar in Grand Forks on July 17, 2003.

"School Taxation," presented at School Business Management Seminar in Grand Forks on July 16, 2003

"Legal Issues," presented to new administrators at the DPI New Administrators Conference at the State Capitol on August 9, 2002.

"Legal Issues," presented to school administrators at the NDCEL Summer Conference in Bottineau on June 21, 2002.

"School Business Manager Seminar—Phase II," presented to school business managers at the Seven Seas in Mandan on March 19-20, 2003.

"Legislative Session," presented at the NDAESP Conference in Fargo on February 6, 2003.

"School Business Manager Seminar—Phase I," presented to school business managers at the Seven Seas in Mandan on December 12-13, 2002.

"Pre-Legislative Seminar," presented to school board members and school administrators during November and December 2002.

"The Role and Effectiveness of Adjunct Professors," presented at the AASA Convention in San Diego, California on February 16, 2002.

"Instructional Leadership and Legal Issues," presented to new school administrators at the DPI New Administrators Conference at the State Capitol on August 2 and 3, 2001.

"Consolidation and Collaboration," seminar presented to school administrators in Harvey on June 5 and 6, 2001.

"Post Legislative Seminars," presented to school board members and school administrators during April and May, 2001

"So You Want to Be a School Administrator," presented to prospective school administrators at the Aspiring School Administrators Conference on April 26, 2001.

"Legislation: Basic School Finance," presented to new and experienced State Legislators on January 24, 2001.

"Education Shortage Seminar," presented to school administrators in Mandan on November 28 and 29, 2000.

"Pre-Legislative Seminars," presented to school administrators and school board members during November 2000.

"Marketing Yourself Seminar," presented to school administrators at the Doublewood Inn in Bismarck on February 21, 2000.

"Safe Schools Workshop," presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Valley City on February 17, 2000.

"Safe Schools Workshop," presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Beulah on February 16, 2000.

"Safe Schools Workshop," presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Wishek on January 26, 2000.

"Safe Schools Workshop," presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Bottineau on December 7, 1999

“Safe Schools Workshop,” presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Watford City on November 23, 1999.

“Safe Schools Workshop,” presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Washburn on November 17, 1999.

“Safe Schools Workshop,” presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Dickinson on November 4, 1999.

“Evaluation: Superintendent,” presented to school board members and school administrators at the NDSBA Fall Conference in Bismarck on October 29, 1999.

“Safe Schools Workshop,” presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Mandan on October 15, 1999.

“Safe Schools Workshop,” presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in Jamestown on October 12, 1999.

“Safe Schools Workshop,” presented to school board members, emergency planners, emergency medical responders, law enforcement personnel and school administrators in to Pembina/Walsh on October 6, 1999.

“Collaborative Bargaining,” presented at the AASA Conference in New Orleans on February 21, 1999.

“Post Legislative Seminars,” presented to school board members and school administrators during April-May 1999.

“Collaborative Bargaining,” presented at the NSBA Conference in San Francisco on April 10, 1999.

“Pre-Legislative Seminars,” in Grand Forks, Williston, Minot, Fargo, Dickinson, Jamestown and Bismarck during November and December 1998.

“Collaborative Bargaining,” presented to the California Association for Employer/Employee Relations, CFIER, Universal City, California on October 14, 1998.

“Post Legislative Seminars,” presented to school board members and school administrators during April and May 1997.

“Pre-Legislative Seminars,” in Stanley, Mott, Towner, and Napoleon during November 1996.

“Post Legislative Seminars,” in Mandan, Williston, Dickinson, Minot, Jamestown, Devils Lake, Casselton, and Grand Forks during April 1995.

“Finance Issues—Joint Lobby Day for NDEA, NDSBA, NDCEL” at the Doublewood Inn in Bismarck on March 13, 1995.

PEFC Presentations “Fund the Future Today,” in Grand Forks, Langdon, Devils Lake, Fargo, Minot, Napoleon, Oakes, Bottineau, and Hazen during September and October 1994.

“Instructional Leadership,” presented to new school administrators at the DPI New Administrators Conference on August 4-5, 1994.