

LEADING OUR ATHLETES TO VICTORY

*A PROPOSAL TO
GEORGE S AND DOLORES
DORE ECCLES FOUNDATION*

SUU WINTER GUARD

November 30, 2023



TABLE OF CONTENTS

Executive Summary	2
Introduction	3
Current Situation	4
Project Plan	6
Evaluation	9
Dissemination	10
Sustainability	10
Qualifications	11
Budget	14
Conclusion	16
Appendix	18
A : References	18
B : Equipments	19
C : Mckenna's resume	20
D : Alli's resume	23

EXECUTIVE SUMMARY

The winter season is a major obstacle to students' physical and mental development. Southern Utah University's music department offers different practice such as the Winter Guard program to address this issue. Designed to give students the opportunity to practice the manipulation of flags, rifles and sabers, the program generates a means of challenging themselves. It creates a way for students to compete while maintaining a social, physical and mental lifestyle.

Newly created in 2022, the Winter Guard program does not have the necessary elements for full practice of the sport. The opportunity to offer the needed equipment to committed athletes will not only improve their performance, but also their confidence. Access to quality services will reduce athletes' stress and confusion.

With Eccles Foundation's assistance, the latter may be prevented by providing the appropriate supplies such as vinyl flooring, rifles, sabers and costumes, as well as competition fees, transport and instruction. Thanks to donations of time and resources, this project, estimated at over \$16,000 will only require funding of \$7800. The program will be supervised by its dedicated staff, who will report to Lisa Eccles regarding the progress of the athletes.

INTRODUCTION

THE SUCCESS OF THESE ATHLETES IS OF THE UTMOST IMPORTANCE.

The Winter Guard program is part of SUU's music department. Created recently this one has for mission to bring at least 20 athletes to competition in a prepared and confident manner. It enables these athletes to maintain social, physical and mental health especially during the winter months.

However, as the program expands, and with the desire to participate in more contests over the states, a problem arise and athletes are confronted with lack of their necessary needs. Therefore, it is imperative to provide each of these them with the equipments, the transportations and instructions they need to succeed. The aim of this proposal is to obtain support to resolve this problem and send these 20 athletes to competitions.

This project will explain all the steps required to achieve this goal. It contains a summary of the current situation and a project plan, as well as sections of evaluation, dissemination, sustainability and qualification, along with a detailed budget, explaining where all resources will be used.



CURRENT SITUATION

Southern Utah University is accredited by the National Association of Schools of Music (NASM) and offers SUU students a wide range of musical opportunities that can lead to a music degree or music education diploma.

The program offers both music majors and non-music majors a variety of courses. For instance, The Thunder Bird

Marching band,
Basketball band,
and Winter guard,
were created in
2022, and are now
expanding to pro-

mote their instrumental and artistic prowess across the State.

Winter Guard performances often occurs in judged competitions, organized by local and regional associations.

These are based of criteria developed by Winter Guard International, which organizes the annual Winter Guard World Championships in Dayton, Ohio.

Performances are judged in the areas of talent, precision, creativity and horizontal orchestration, meaning how all the elements create a larger image/effect. It's a sport that demands enormous precision and concentration.

SUU's Winter Guard program is one of the few independent college groups in Utah and started 2022. Unlike other SUU

sports, this one doesn't benefit from any media communication, except the Instagram page. Nevertheless, the athletes are willing to take their weakness as a strength and stand out.

For instance, having international students in this group, unable to attend Band camp at the start of the season, as soon as they arrived, they immediately

WINTERGUARD IS A SPORT OF INDOOR COLOR GUARD PERFORMANCE. IT IS A COMPETITIVE ACTIVITY, INCORPORATING CHOREOGRAPHED STAGING, DANCING AND THE MANIPULATION OF EQUIPMENT SUCH AS FLAGS, RIFLES AND SABERS, AS WELL AS PROPS AND DANCE MOVES.

started working to reach the same level as the other members of their team. Moreover, for the new season

athletes from Las Vegas are willing to come and pay the \$50 SUU student fees, to compete with SUU winter Guard team.

Each week the entire group will have one rehearsal, while other days each "team" will practice on their own. Already more experienced than this team, the Las Vegas's athletes are a real asset and demonstration of everyone's commitment to this project. These athletes and directors are highly motivated.

In fact, last year, attending a competition in Salt Lake, our director David Torres, who had just landed after a basketball band performance, came to pick us up right afterwards to drive a total of 8 hours there and back. Departure at 4pm, return at 2am.

There was no overnight trip. Still, we arrived determined to make it.

In addition to being a small group from southern Utah, this one includes diversity and students of different nationalities and states, willing to work to achieve what they want.

However, the current issue is that even though our program is advanced enough to compete, the university has no endowed funds for the music program. Funds are barely enough to cover operational costs. As a result, the athletes don't have the necessary means to practice in good conditions, which affects their performance, their working hours and their mental health.

Yet in a difficult period such as winter, it's essential to take meticulous care of our students and athletes. This can lead to a detrimental impact on training and motivation, which might be winter blues or seasonal affective disorder.

According to Covassin : Researchs shows lower levels of depression symptoms in collegiate student-athletes compared to non-student-athletes.

Therefore, the main objective is to bring at least 20 athletes to competition this season. To build up this program, a dedicated budget is required for competitions, equipments, instruction, and transportations.

Floor, flags, rifles and sabers, are four main piece of equipments.

The fundamental piece for color guards or winter guards is undoubtedly the flag.

Although it come in many shapes and sizes, the standard size is a 1.80 m metal, fiberglass or plastic flagpole with a custom silk 1.80 m high by 1.60 m wide.

Next are the rifles. Most of them are between 30 and 39 inches long and made up of seven parts. Different materials exists such as plastic or wooden rifles.

Then, the sabers which looks like swords. These are mainly used by the most experienced members of the guard.

Finally, the floor is the integral part of the show. It is ordered and customized to match performance specifications, and thus requires renewal every two years at least .

In order to manage all this, the winter guards requires instructional staff in many different specialties : there are equipment instructors, dance instructors and drill instructors. Yet sometimes, as in our case, all these roles are taken on by a single director, which leads to more stress in finishing the choreography, fine-tuning certain points and listening to the athletes' needs.

In summary, providing the necessary budget for this program will : ensure fairness in sports, means to train, but also and above all, the opportunity for motivated athletes to practice a sport they enjoy during a difficult period like winter.

This opportunity benefits athletes as much as university staff and others who wish to participate in student success.

PROJECT PLAN

The importance of the Marching Band and Winterguard program at SUU cannot be taken lightly. Thanks to the SUU music faculty's exceptional combination of teaching and performance skills, as well as its outdoor activities, many students choose Southern Utah University as the place to be. The university offers several activities students may choose and feel comfortable in. After all, the transition from high school to university may be challenging, in terms of mental health, physical health and other issues.

Therefore, this project allows athletes to show that they can manage many things at once, but also to stay in shape while being stimulated.

The goal of this program is to create a dynamic organization that will actively promote this practice, encourage students to participate in winter sports, and represent the university throughout Utah and other states. Enabling passionate athletes to practice the sport they love. Thus, in order to do this, the purchase of equipment, transportation, instruction and competitions are the solution to this problem.

As such, this plan will first explain precisely which elements are required and the number of each. Then, it will explain what measures will be taken to provide the instruction and work space required for athletes optimal preparation. And finally, once the necessary knowledge has been acquired, the logistics of transport and competition costs will be explained. This section aims to demonstrate how important this project is, and how it has been thought through in order to achieve our ultimate goal of bringing at least 20 athletes to competitions.

STEP 1: PROVIDING NEEDED EQUIPMENT

The first step is to provide the equipment, which is needed for both practice and performance. Furnishing athletes with the necessary supply, such as flags, flooring, rifles and sabres, as well as costumes will enable them not only to exercise effectively, but also to feel more confident when performing.

The team will need 10 sabers, 15 rifles, and at least one flag for each athletes. This amounts to a total of 45 pieces of equipment for the team, the price estimated is around \$4,975 . They will be under the athletes responsibility, and will be stored in the athlete's bag during competition season.

Regarding team management, the floor is estimated at \$3500 and will be stored in the South hall practice room at the University. David Torres will assure to communicate receipts and pictures to keep track of what is purchased and how it is used. Budget is subject to change, according to orders. [See Appendix A for equipments].

- Alli Thibault Weber, will purchase equipment for SUU students.
- Alli Thibault Weber & Mckenna Thueson will purchase the costume from Amazon for SUU students.
- David Torres will stored and maintained the floor in the multipurpose gym of SUU.

STEP 2: HIRE QUALIFIED INSTRUCTION

In order to ensure that these athletes are successful, they must get new instruction to enable them to reach the level, and also to be listened to during pratices. This instruction should focus on what needs to be improved in this group, such as the handling of different equipment and dance. Therefore in this case a coaching staff of four has been hired : Mckenna Thueson, Paige Mason, Jason Vazquez , Allison Thibault Weber.

Each of them is highly qualified and a former WGI or DCI performer, from Las Vegas. Already implemented in this world, this will enable athletes to learn faster and more efficiently. The employment of these staff will involve an investment around 3000 to \$5000. Pay slip with precise hours and donating time will be utilized to keep track of what is spent.

STEP 3: PRACTICE TIME

The next step is simply to practice and train for competitions. Like other athletes, guards need to train properly, taking the time they need to perfect their skills. The team will rehearse 10 to 20 hours per week. From 5pm to 9pm on Wednesdays and 4pm to 10pm on Fridays. Periodic camp days will be held on Saturdays.

Some of these sessions will be devoted to choreography and the movements required to perform it. Others will be used to place the athletes on the floor and enter the coordinates digitally. And finally, the last sessions will be used to perfect the details. In addition to these, camp training will be organized over breaks. The choreography staff will work approximately 100 hours on creating this show. Schedules and videos will be communicated in order to attest to the progressive of the winterguard team.

- Alli Thibaut Weber will conduct auditions for new athletes to join.
- Practice time will run from December to April.
- (Las Vegas team schedule)

STEP 4: OBTAIN TRANSPORTATION AND COMPETITIONS FEES

Finally, transportation could be one of the most important steps in the Winter Guard's expansion. It is planned to enter 6 contests through WGASC, and the Utah Color Guard Circuit. To register for this season, \$800 is required in the Utah Color Guard circuit in Salt Lake City and \$200 for each competition in the WGASC, the Las Vegas circuit.

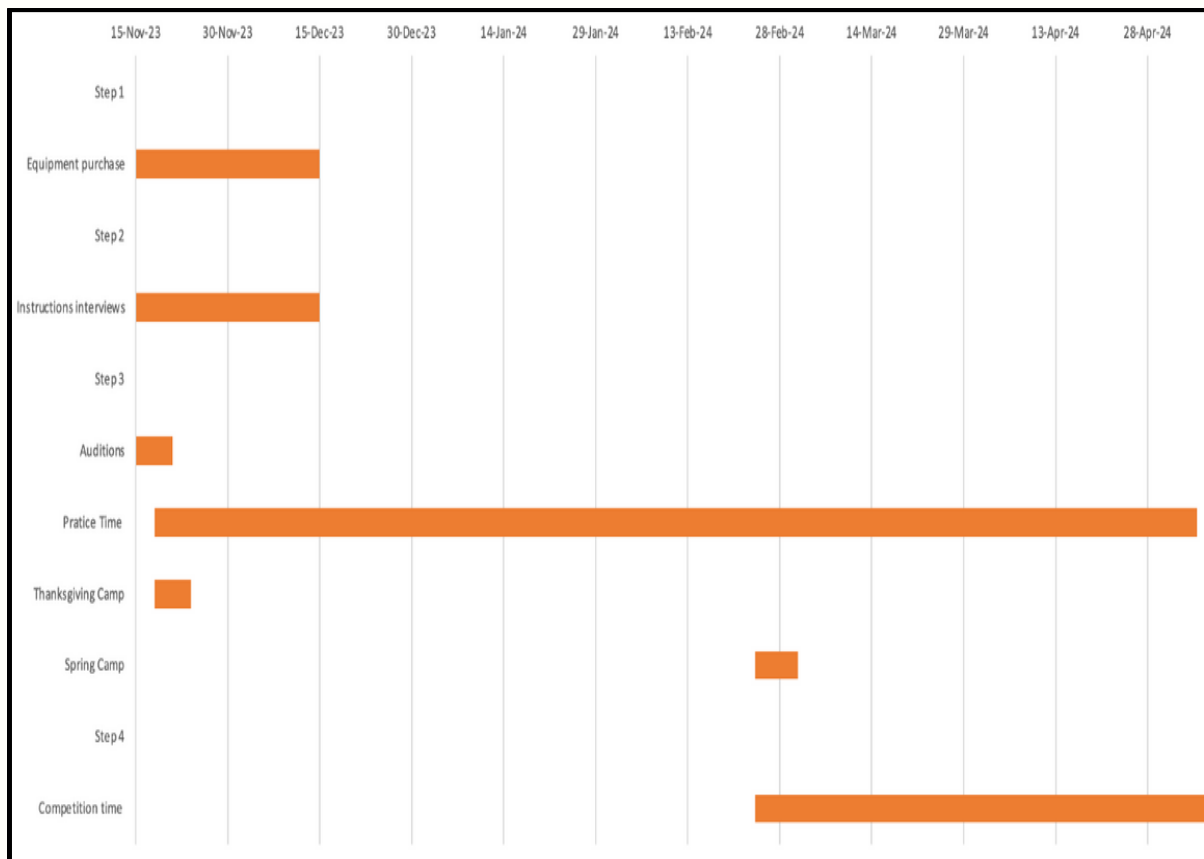
Two 15-person vans will be needed to drive the athletes and equipment. Based on the SUU website vehicles calculator estimate, each would cost \$143.5, making \$287 for Las Vegas and \$188.05 making \$376.1 for Salt Lake. The total cost of these trips is estimated at \$4,300, not including food. SUU will provide one night meal of a \$22 value per person, for 20 students and 2 person. Thus, receipts and contracts will be used to keep track of what is purchased. Budget may change depending on exact prices.

- Competitions participation will last from February to April.

Thus, the provision of equipment, transport and instruction can improve and facilitate the practical life of this sport, as well as the students themselves, currently in the midst of an academic transition.

These elements are important assets for them, and it will show them their importance within the university community. This is because it is a real sport and should be treated as such.

PROJECT GANTT CHART



EVALUATION

After reaching the goal of enabling at least 20 Winter Guard athletes to take part in 5 competitions each season, various results and impacts are anticipated. These athletes will be provided with everything they need: equipment, instruction and transportation. With this, an increase in competition results, as well as the development of self-confidence along with mental and physical health, are expected. In addition, it will demonstrate the athletes' ability to manage several activities simultaneously, and allow them to gain recognition within the university and the state.

The key outcome should enable these 20 athletes to feel confident and presentable before competing. And by this means, subsidiary results would be: to have a permanent teaching and communication team, providing recognition within the university, like other sports.

The success rate will be evaluated in terms of rankings at competitions, new enrolments for upcoming seasons, interviews with SUU students and other Winter guard groups to assess the program's popularity, as well as survey forms individually sent to each athlete for feedback regarding the program's progress and their feelings.

DISSEMINATION

In order to promote the progress of this program and the Eccles foundation donation, success stories will be shared, along with videos and photos. Daily updates on the team's progress will be posted on the SUU Colorguard Instagram page, as well as on SUU News and other university-affiliated pages. Interviews will be conducted with Cedar City News, and the addition of the foundation's logo on backpacks, flag bags and training jackets will be handled by the program.

SUSTAINABILITY

FINANCIAL

After receiving the money and competing, this will be the second year of the program's existence, so teachers will have been formed and materials will already have been purchased. Nevertheless, despite the university funding, the program will still need funds throughout the future to promote and expand itself. Some charges will be recurring on a yearly basis, such as the floor which can only be used once, the transportations to the different competitions, as well as the costumes, and employees salaries.

MANAGERIAL

This program will be managed by Mr. David Torres, director of the athletic band, as well as the coaching team, in order to make the best choices for the winter guard team.

SOCIAL

This project will benefit both the SUU community and Cedar City, bringing visibility to both the city and the university. It will also give the school a new activity to add to its roster, and attract new students.

QUALIFICATIONS

The Winter Guard program was created in 2022 at the same time as the Thunderbird Marching Band and the Basketball Band. After two years with no music or support within the university, these programs have been revived to bring authenticity and momentum back to Southern Utah University. Between last year and today, they have doubled in size, now welcoming 100, 30, and 20 athletes these seasons. This demonstrates student and teacher qualification for the project to create history and spread the cultural music of Southern Utah.

With our director, the team is composed of a coaching team of four instructors, including two choreographers. Each staff member is highly qualified and a former WGI or DCI performer, from Las Vegas. Therefore, currently staffed with qualified instructors, the Winter Guard program is ready to strengthen the humanities and arts-related education programs by performing and competing its art.

DAVID TORRES



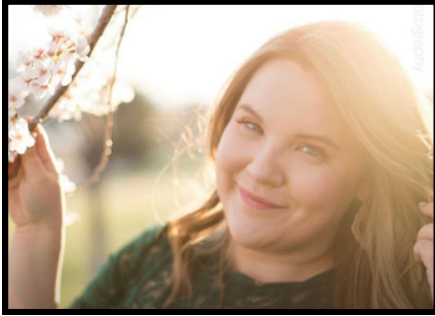
Director of athletic band and trumpet professor at SUU, David Torres has arrived at the university with over a decade of experience as a professional trumpeter and conductor of university bands and orchestras.

Moreover, he enjoyed a multifaceted career as a professional musician prior to his teaching appointments, with multiples Broadway credits to include. Therefore, with a double master's degree in music and a bachelor's degree in music performance, Mr. Torres has performed professionally with ensembles across the country.

He developed the fanfare programs of his two former institutions, which now boast over 200 members. As an instance, La Mulerider Marching Band has become one of the largest university marching bands in the state of Arkansas, traveling and performing regularly in Louisiana, Texas and Arkansas. Therefore, Mr. Torres believes that potential exists for any program of our band to establish the history of Southern Utah University's musical path.

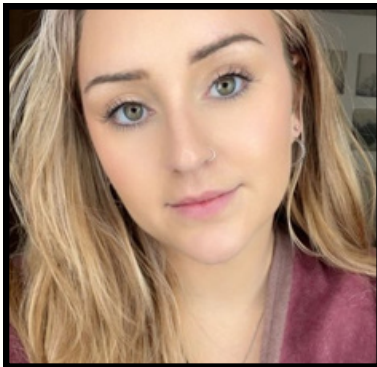
MEET OUR EXTERNAL STAFF

✧ ALLI THIBAUT WEBER



Coach and choreographer, Alli has been the color guard programs director in various schools and now occupied the same role at Various Clark County School District High Schools, while she is a secondary success advisor for Fulfillment Fund, Las Vegas.

MCKENNA THUESON ♥



Coach and choreographer, McKenna was a member of the Enochs Marching Band and Color Guard staff, as well as Bluecoats Drum & Bugle Corps. Currently, she is the Colorguard Director of Foothill High School, and through their business A&K Creative, she is a choreographer with Alli.

PAIGE MASON *



Coach, Paige has involved in the colorguard community for over 10 years. After high school, she marched with The Academy Drum and Bugle Corps Colorguard, The UNLV Independent A Winterguard and the 702 Independent Open Winterguard. Currently she is a Colorguard Technician throughout the Las Vegas valley and own her small esthetician business.

🌀 JASON VAZQUEZ



Coach, Jason currently serves as the Assistant Brass/Visual Caption Head at Foothill High School. His experience and expertise in conceptualizing performances, design, was used with several independent winter guards and Gold Drum and Bugle Corps.

MEGAN NILSON



SARA LILIE



Additionally, our management team is supported by two captains, to ensures athletes's progress even when instructors are not present. Currently enrolled as Juniors at SUU, Sara Lilie is following an Elementary Education major, while Megan Nilson is in a biology Major. They were recruited by Mr. Torres for their skills, team spirit and previous experience as captains at their former schools. Both practiced color Guard and winter guard during their high school years, and are thus able to teach their teammates.

Therefore, being a new and relatively small organization, we understand the need and desire to promote various musical practices, such as The ThunderBird Marching band, the Basketball band and the Winter guard program. As athletes ourselves, we have the motivation and desire to make a name for ourselves, and are ready to do all we can to make it happen.

The Winter guard program will allow to raise and strengthen humanitarian and arts-related education programs among young people, by performing and competing throughout Utah and Nevada.

[See Appendixs C to D for our coaching team resumes and detailed information]

BUDGET

This section contains all the budget information for one Winterguard season.

The aim is to improve athletes' performance by providing the necessary equipment, transport, and teaching. Therefore, this section breaks down the costs of each aspect of this proposal to ensure the athletes' success. Athletes will then benefit from the necessary equipment of good quality, as well as a training space enabling in-depth learning and good performance at competitions while representing the university. The main items of expenditure in this proposal are staff and equipment, with the majority of the funding directly supporting the athletes both physically and mentally.

The cost of teaching is measured in terms of hours spent by staff, both personally and during practice hours, i.e. around 30 hours in total. Assuming a minimum rate of \$20 per hour, this represents \$600 per week. These instructors will also drive a total of 5 hours for each rehearsal, which corresponds to their volunteer time.

Then, regarding competition fees, the cost is estimated depending on the number of contests and expenses for each circuit. 6 competitions are planned, \$800 is required for the Utah Color Guard circuit season and another \$200 for each competition in the WGASC. Thus this represents an overall of \$1600.

Finally as for equipments cost, it will be around \$10,475 and will include 15 rifles, 10 sabers, flags, a floor and costumes for each athlete. Shipping of all equipment will be included in the price. [See Appendix A for equipments].

Therefore, the main funding requirement is to provide athletes with equipment and quality instruction. To achieve this, the budget has been drawn up to be as precise as possible.

TABLE A: BUDGET NARRATIVE

Rifles: $\$65/\text{each} * 15 \text{ students} = \975
Sabers: $\$250/\text{each} * 10 \text{ students} = \2500
Costumes: $\$100 \text{ per each person} * 20 = \2000
Staff cost : $\$20/\text{hours} * 30 \text{ hours} = \$600 \text{ per week over 6 months}$
Alli Thibault Weber : $\$25/\text{hours} * 30 \text{ hours} = \$750 \text{ per week over 6 months}$
WGASC circuit fees : $\$200 * 4 \text{ competitions} = \800
15-persons van to Salt Lake : $\$188.05/\text{each} * 2 \text{ vans} = \376.1
15-persons van to Las Vegas : $\$143.5/\text{each} * 2 \text{ vans} = \287

TABLE B: ITEMIZED BUDGET SUMMARY

Budget Category	Requested from Sponsor	Cash-In kind	Subtotal Project Costs
Equipment Costs			
Rifles		\$975	\$975
Sabers		\$2,500	\$2,500
Flags		\$1,500	\$1,500
Floor	\$3,500		\$3,500
Costumes	\$2,000		\$2,000
Subtotal of equipment costs	\$5,500	\$4,975	\$10,475
Staff Costs			
Alli Thibaut Weber		\$750	\$750
Mckenna Thueson		\$600	\$600
Paige Mason		\$600	\$600
Jason Vazquez		\$600	\$600
Subtotal of personnel costs		\$2,550	\$2,550
Competitions Costs			
WGASC Competition	\$200		\$200
WGASC Competition	\$200		\$200
WGASC Competition	\$200		\$200
WGASC Championships	\$200		\$200
UCGC season	\$800		\$800
Subtotal of competition costs	\$1,600		\$1,600
Transportation Costs			
15-person van to Salt Lake	\$376.1		\$376.1
15-person van to Las Vegas	\$287		\$287
Foods		\$484	\$484
Subtotal of transportation costs	\$663.1	\$484	\$1,147.1
Totals	\$7,763.1	\$8,459	\$16,222.1

CONCLUSION

LEADING OUR ATHLETES TO VICTORY

During a period like winter, students need a sport and a way to challenge themselves. At SUU, the Winter Guard program is one such way. Combining flag, rifle and saber spinning, as well as dance and gymnastics, this activity was implemented within the university in 2022. Relatively recent, this program aims to obtain all the necessary elements to bring at least 20 athletes to competitions.

As athletes are able to access the equipment they need, they can improve and compete more effectively, helping to grow SUU's reputation and program, as well as maintaining their mental and physical health.

As far as Utah Iron county is concerned, this Winter Guard program is one of the few. It's making history. Passionate and willing, it's ready to take its athletes to the next level. It aims to provide them with quality equipment, professional and dedicated training, as well as the transport and expenses necessary to compete under conditions equal to those of any other sport.

Most of these athletes are usually overworked and busy with classes, which usually means that these students are already stressed and tired. Through this initiative, this program wants to give its athletes the opportunity to relax and express their emotions while challenging themselves.

For this reason, we are soliciting a grant of \$7,800 from George S and Dolores Dore Eccles Foundation. This money will be used solely for the purchase of equipment and the cost of transport and competitions necessary to ensure the athletes' performance.

Thanks to these, we will be in a position to take athletes to competitions while maintaining their social, physical and mental lives. This will enable them to have a positive and memorable university experience.



APPENDIX A

REFERENCES

Work cited in Current situation

Weber, S. R., Winkelmann, Z. K., Monsma, E. V., Arent, S. M., & Torres-McGehee, T. M. (2023). An Examination of Depression, Anxiety, and Self-Esteem in Collegiate Student-Athletes. *International journal of environmental research and public health*, 20(2), 1211. <https://doi.org/10.3390/ijerph20021211>

SUU Music Department | SUU. (n.d.). Southern Utah University. Retrieved November 14, 2023, from <https://www.suu.edu/pva/music/>

Work cited in Qualifications

Gibson, K. (2022, July 27). *New Director to Lead the SUU Athletic Bands* | SUU. Southern Utah University. Retrieved November 14, 2023, from <https://www.suu.edu/news/2022/07/new-athletic-band-director.html>

Music Faculty & Staff Contact Information | SUU. (n.d.). Southern Utah University. Retrieved November 14, 2023, from <https://www.suu.edu/pva/music/faculty.html>

2024 Brass Staff – Arizona Academy of the Performing Arts. (n.d.). Arizona Academy of the Performing Arts. Retrieved November 29, 2023, from <https://www.arizonaacademy.org/staff/2024-brass-staff/>

APPENDIX B

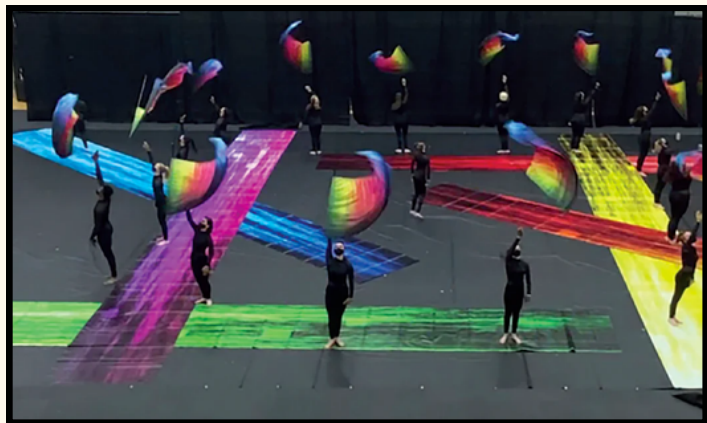
EQUIPMENTS

39" KING KONG RIFLES



https://www.designsbyking.com/king_kong.php

CUSTOM FLOOR DESIGNED



<https://mccormicksnet.com/pages/printed-floors>

<https://mccormicksnet.com/collections/printed-flags>

PRINTED CUSTOM FLAGS



<https://mccormicksnet.com/pages/performancewear>

PERFORMANCE WEAR



KS2-39" SABER



https://www.designsbyking.com/sabre_detail.php?item=ks2

APPENDIX C

MCKENNA'S RESUME & RECOMMENDATION LETTERS

McKenna Thueson
3165 E Viking Rd
(702) 762-5912
kennathueson@gmail.com
OBJECTIVE

Mature and reliable individual looking for a position teaching color guard with a desire to create an open, welcoming, and fun environment for all.

EXPERIENCE

- Foothill High School, Henderson, NV - Marching Arts Director, 2019 - Present
Teach students the basic fundamental skills of color guard and help them strive towards team building skills and healthy living.
- Northwestern Mutual, Las Vegas, NV - Financial Assistant, 2021-2022
Specialize in creating applications, running audits, and tracking life insurance, disability insurance, and investments.
- The Siegel Group, Las Vegas, NV - HR Assistant, 2019- 2020, 2021
Specializing in on-boarding new hire candidates, running audits, and utilizing programs such as ADP, E-Verify, LMS, Sterling Background, and various drug testing facilities.
- Sonic Drive-In, Las Vegas, NV - Crew Leader, 2019
Manage the drive in and its workers to ensure quick and attentive service.
- Green Valley High School, Henderson, NV - Marching Arts Instructor, 2019
Teach students the basic fundamental skills of marching band and help them strive towards team building skills and healthy living.
- Enochs High School, Modesto, CA - Marching Arts Instructor, 2018-2019
Teach students the basic fundamental skills of marching band and help them strive towards team building skills and healthy living.
- Qdoba Mexican Grill, Sheridan, WY - Server/ Cook, 2018
Works at the front of the restaurant to serve food, run the cash register and clean the lobby. Occasionally worked as a cook to cook meat and prepare vegetables for the front of the house.

EDUCATION

Associates of General Studies w/ High Honors, College of Southern Nevada, 2017 - 2021
Sheridan College, Sheridan WY, August 2018 – December 2018
Honors Diploma / Millennial Scholarship Recipient, Foothill High School, 2013 - 2017: Pre- Nursing and General Education Classes w/ emphasis on Advanced English

EXTRA CURRICULAR ACTIVITIES

◇Marching Band – Four (4) time BOA Finalist, 2014 - 2017
◇Indoor Winter Ensemble – WGI Independent World Class Finalist 2018, 2019
◇Drum Corps International – DCI World Class Champion (2016), World Class Finalist (2017),
Bronze Medalist (2018)

McKenna Thueson
3165 E Viking Rd
(702) 762-5912
kennathueson@gmail.com

COLOR GUARD EXPERIENCE

- Marching Band / Color Guard - Four (4) time BOA finalist (2014 - 2017)
- Foothill High School Junior Varsity Winterguard (2014)
- Foothill High School Varsity Winterguard (2015-2016)
- UNLV Independent A Winterguard (2017)
- Imbue Independent World Winterguard (2018-2019) WGI Finalist
- Pacific Crest Drum & Bugle Corps (2015) DCI World Class Semi-finalist
- Bluecoats Drum & Bugle Corps (2016) DCI World Class Champions, (2017-2018, 2020) DCI World Finalist
- Enochs High School Winterguard Technician (2018-2019)
- Green Valley High School Colorguard Director/ Choreographer (2019)
- Foothill High School Colorguard Director (2019- Present)

References:

- Shavon Garcia: (209) 380-1373
 - Caption head for Bluecoats Drum & Bugle Corps 2016 & 2017 and Director at Imbue World Winterguard in 2018 & 2019.
- Mackenzie Finley: (702) 218- 7068
 - Former student at Foothill High School and current Foothill color guard staff member and technician.
- Jorge Tovar: (209) 756- 2570
 - Color guard instructor and staff member Bluecoats Drum & Bugle corps 2016 2017, & 2018 and cast member Imbue World Winterguard 2018, 2019.



Enochs Musical Arts
3201 Sylvan Ave
Modesto, Ca. 95355

To Whom It May Concern:

Mckenna Thueson was a member of the Enochs Marching Band and Color Guard staff from August 2018 through April 2019. During her time at Enochs, Mckenna was timely, organized, and a great communicator. Furthermore, she had the knowledge base to skillfully instruct and educate the marching members of the program. If you have any questions or require additional information, please feel free to contact me by email at dziehm@hotmail.com.

Sincerely,

David Ziehm

BLUECOATS

340 Mississippi St SE
North Canton, OH 44720
(330)433-9115 | bluecoats.com

To Whom it May Concern ,

McKenna is a phenomenal young individual. As someone who worked with and supervised her closely, I have been a witness to his numerous achievements. I understand that McKenna is applying to work with your music program. I would like to recommend her candidature for the position. I unequivocally support her employment application.

McKenna has shared her interest and passion to work with your music program. I know that she takes her instructional work seriously, and is striving to continue to learn and grow as an educator. She is currently a member of the Bluecoats Drum & Bugle Corps: a performing arts, nonprofit youth organization..

McKenna has been an engaged and spirited member of our organization. She has been a model ~~member~~ ^{instructor}, during her time on tour with us, as well as an engaged and connected member during the off-season. McKenna has worked extremely hard to stay audition and maintain her membership in our organization. Through her experience with the Bluecoats, I believe that she has learned an excellent set of practices to help make her an informed and connected instructor.

I highly recommend McKenna for this employment opportunity.

Lindsay Kusmierczak

Color Guard Caption Head
Bluecoats

APPENDIX D

ALLISON'S RESUME

Allison S. Thibault

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EDUCATION

Master of Education, Higher Education—Student Affairs

Anticipated Completion 2024

University of Nevada at Las Vegas (UNLV)

Bachelor of Science, Mathematics and Science; Distributed Mathematics and Sciences

Aug. 2017

University of Wyoming

RELEVANT WORK EXPERIENCE

Post-Secondary Success Advisor

Nov. 2021-Present

Fulfillment Fund Las Vegas

Las Vegas, NV

- Pioneer and implement a holistic, comprehensive curriculum in a Post-Secondary Success Program
- Create metrics and assessments to evaluate the outcomes of programming and curriculum
- Utilize data tracking and visualization tools to present findings at organization and board meetings
- Critique and align advising and program practices and policies to evolving data and best practices
 - Develop and coordinate monthly events, webinars, and interest groups for scholars related to the five pillars of the Post-Secondary Success Program
- Support a caseload of 200+ scholars in their third year of college through graduation and post-bachelor options
- Utilize best practices of academic and career counseling through one-on-one and group sessions with scholars
 - Present to groups of 10 to 100 high school and college students about post-secondary and post-bachelor options
- Employ student development theory, growth mindset intervention, and anti-racist, trauma-informed pedagogy in all facets of programming, curriculum, and advising
- Provide after-hours and on-calls support for students in crisis via emergency funds and community resources
- Manage a team of four interns, while offering opportunities for their personal growth and interests
- Initiate partnerships across all Nevada System of Higher Education institutions with students' success and career-centered departments, including Academic Success Centers and Career Services
- Facilitate a transition to a new scholarship disbursement system with a team of five

Bridge Programs Specialist (*Letter of Appointment*)

Jan. 2020- Aug. 2020 & Jan. -Nov. 2021

UNLV Academic Success Center

Las Vegas, NV

- Chartered, designed, and launched a comprehensive conversion of a traditionally in-person Math Bridge Program into an entirely online semi-synchronous format
- Planned and executed campus-wide *First Gen Connect* event and workshop for first-generation students, faculty, and staff to explore issues impacting first-generation students, including identity and academic success
 - Reviewed and revamped curriculum for Math Bridge Program to align with data-driven students' success strategies
- Researched and implemented growth mindset pedagogy in Bridge Programs
- Networked and collaborated extensively with campus and community partners to increase participation in Bridge Programming and extend resource accessibility for Bridge Program participants
 - Consolidated and tracked budget for Bridge Programs to ensure accurate staffing requests and efficient spending
- Supervised Bridge Programs Graduate Assistant and provided guidance, support, and feedback over their completion of assigned projects
- Managed a caseload of up to 250 students through a complete academic year
- Trained six to eight student workers serving as Math Bridge Facilitators and supervised their daily tasks
- Delivered detailed feedback, strategies, and suggestions to Math Bridge Facilitators to support their professional growth and improve performance
 - Led team of professional staff, graduate students, and student workers to implement online conversion project for Bridge Programs in response to the COVID-19 pandemic and campus space availability concerns
- Presented outreach presentations and workshops for campus partners and students about academic resources available in the Academic Success Center
- Created social and print media marketing campaigns to advertise Bridge Programs
- Produced and presented multiple training courses for student workers to complete
 - Utilized student development theories and research to support students working through the Math Bridge Program and aid in their transition to the university
- Collected, analyzed, and reported data for each program cohort through the next academic year
- Evaluated program policies, data, and procedures to assess for program effectiveness and accessibility

Bridge Programs, Graduate Assistant
UNLV Academic Success Center
Las Vegas, NV

Sep. 2020- Jan. 2021

First-Gen Connect

- Organized and led workshop for first-generation students to explore solutions to common issues impacting first-generation students, including identity and academic success
- Created monthly newsletter for Math Bridge program graduates to stay engaged with Bridge resources
- Designed social media posts and marketing campaigns for events hosted by the Academic Success Center
- Consolidated and interpreted data relating to student experiences provided by Bridge Programs
- Provided feedback and implemented improvements for future math curriculum
- Audited participation biweekly in learning support services for Math Bridge participants
- Summarized data findings for annual reports

Academic Success Coach, Graduate Assistant
UNLV Academic Success Center
Las Vegas, NV

Aug. 2019- Dec. 2019

- Created individualized academic success plans for approximately 75 undergraduate students
- Monitored student progress through individualized coaching sessions
 - Mentored undergraduate students belonging to a multitude of populations, including first-generation students, international students, and student-athletes, among many others
- Upheld FERPA guidelines and regulations
 - Referred students to appropriate campus partners and encouraged involvement in student organizations
- Documented student outreach and interactions in Campus Connect and Google Docs
- Presented on academic success topics through Academic Success Series and in outreach opportunities in classrooms and with campus partners

Auxiliary/Color Guard Director/Choreographer
Various Clark County School District High Schools
Las Vegas, NV

Aug. 2018- Present

- Coordinated the preparations, exercises, and activities of the Marching Band's Auxiliary Section
 - Choreographed routines to complement the skill level of performers and visually enhance the musical programs
- Instructed members (grades 6th to 12th) in fundamental and advanced dance, flag, rifle, and saber techniques
- Communicated with color guard parents and band staff regarding schedules, expectations, and concerns
- Motivated and encouraged members through positive coaching practices and positive reinforcement
- Recruited new members and retained current members through the fall and winter color guard seasons

Event Coordinator
Self-Employed
Las Vegas, NV

Nov. 2017- Aug. 2019

- Developed, organized, planned, and promoted diverse events ranging from 20 to 1200 attendees
- Ensured successful events through professional, timely communication with clients and vendors
- Prepared, negotiated, and coordinated vendor contracts, event budgets, and day-of schedules
- Managed event staff to set up, work, and take down events
 - Executed all post-event tasks, including returning equipment, sending thank you emails, and reviewing vendors

Resident Assistant/Front Desk Assistant
University of Wyoming- Residence Life & Dining
Laramie, WY

June 2015- June 2017

- Oversaw and facilitated the personal, social, and academic development of 80 residents in university apartments
- Coordinated social and educational events for 1200 residents both independently and as part of a committee.
- Collaborated with students, university staff, and the public on committee to create university initiatives
- Performed administrative support duties for the Residence Coordinator in the Community Center
- Provided exceptional customer service at the front desk and in the community
- Led team-building programs and continuing education sessions monthly during staff meetings
 - Explained complex leasing agreements and forms to potential residents via email, phone calls, and in-person
- Facilitated intentional conversations with residents designed to address social and academic concerns
- Provided regular on-call responses to ensure safety and security and immediately address resident conduct
- Evaluated front desk policies and procedures with new and returning supervisors during transitional periods

Student Staff Coordinator
University of Wyoming- Western Thunder Marching Band
Laramie, WY

June 2015- June 2017

- Coordinated logistics for daily classes, rehearsals, and performances for a 250-person organization

- Supervised a staff of 10 students to provide support to the organization approximately 50 hours/week
- Delegated tasks to staff members and volunteer organization to ensure optimal performances and experiences
- Organized and executed travel plans for the organization, including out-of-state and international performances
- Created recruitment materials for prospective members and served as a recruitment ambassador for orientation

Administrative/Facilities Assistant
University of Wyoming- VP for Info. Tech.
Laramie, WY

Dec. 2012- Aug. 2016

- Scheduled and executed event planning details for significant scale training, conferences, tours, and other events
- Collaborated with outside vendors and contractor to provide services for events and meetings
- Coordinated and completed errands for the Vice President for Information Technology's office
- Organized, cleaned, and ordered supplies for offices, workrooms, and common areas daily
- Set up conference rooms and common areas for meetings and training and offices for new employees

AWARDS

- Honored at the NOSS National Conference for work with in chapter revitalization 2023
- Academic Success Center Rebel Spirit Award Winner, *Bridge Programs Specialist* 2020
- Happy Jack Award for Community Development, *Resident Assistant* 2017
- Awarded eight "Of the Month (OTM)" awards in the Inter-Mountain Affiliate of College and University Residence Halls (IACURH)
- Outstanding Newcomer Award, *Resident Assistant* 2016

PROFESSIONAL DEVELOPMENT AND INVOLVEMENT

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| ● Presented <i>Bet on (Math) Bridge! A Summer Math Program for Student Success</i> at NOSS | June 2021 |
| ● Presented <i>Trauma-Informed Pedagogy</i> at Summit for Student Success at CSN | June 2022 |
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| ● Disability Resource Center Training | 2021 |
| ● Accessibility and Media formatting training | 2021 |
| ● At-risk Training for University Faculty and Staff | 2021 |
| ● FERPA Training | 2021 |
| ● Intersections-Sexual Harassment Training | 2021 |
| ● Title IX Overview Training | 2021 |
| ● Undocu-Ally Training | 2021 |
| ● Various Canvas Software Training | 2021 |
| ● Mental Health First Aid | 2020 |
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| ● Member of the National Organization for Student Success | 2021-Present |
| ● President Elect of the NOSS Southwest Chapter | 2022-Present |
| ● Member of National Association of Student Personnel Administrators | 2021-Present |
| ● Member of the National Residence Hall Honorary | 2015-Present |
| ● Member of the <i>First Generation Celebration</i> Committee at UNLV | 2019-2022 |
| ● Served on the Corequisite Task Force for UNLV | 2019-2021 |

TECHNICAL COMPETENCIES

- EAB Software (UNLV Campus Connect)
- Canvas Software (UNLV Web Campus)
- Panopto (Video recording software)
- Workday
- Scheduling: Calendly, Airtable
- Video Chatting: Zoom, Webex, Google Meets
- Microsoft Products: Word, PowerPoint, Excel, Publisher, OneNote, etc.
- Google Applications: Mail, Drive, Calendar, Docs, Sheets, Jamboard, etc.
- Social Media: Facebook, Instagram, TikTok, Snapchat, Twitter