

IMPORTANT NOTICE: The City Council may consider applicant qualifications for the Council vacancy in executive sessions which are closed to the public, and then make the appointment in a public meeting. You have the right, however, to have your application considered in a public meeting by providing a written request to the City Clerk.

CITY OF FLAGSTAFF
APPLICATION TO SERVE ON THE CITY COUNCIL

RETURN TO: CITY CLERK VIA EMAIL AT STACY.SALTZBURG@FLAGSTAFFAZ.GOV

DEADLINE TO SUBMIT APPLICATION: MONDAY, OCTOBER 12 AT 5:00 P.M.

PLEASE NOTE THAT THIS INFORMATION IS PUBLIC INFORMATION
(personal identifying information will not be released)

DATE: 10-12-2026

YOUR NAME: Daniel Keith O'Bryant
HOME ADDRESS: [REDACTED] ZIP: 86001
EMPLOYER: Self-employed JOB TITLE: Semi-retired
E-MAIL: [REDACTED]
PHONE NUMBER: [REDACTED] LENGTH OF RESIDENCY IN FLAGSTAFF: 13 yrs

Using additional pages, please answer the following questions in 250 words or less, per question:

1. What makes a good Councilmember?
2. What do you think is the biggest issue facing Flagstaff? Give specifics and ideas for addressing the issue.
3. What are your top three priorities for being a City Councilmember and why?
4. What method do you expect to use to make a decision when you believe that there is a segment of the Flagstaff population not being heard on a particular issue?
5. Please give an example of when you were in a position of responsibility and others disagreed with you on how an important matter should be handled. How did you help resolve the issue?
6. What is your leadership style, please provide an example of your style in use.
7. What is your understanding, awareness, and familiarity with the Flagstaff Zoning Code?
8. A key role of the Flagstaff City Council is to adopt the city's budget; how would you balance the seven key community priorities and the realities of the city's financial position with the Council's role of policy development?

I certify that I meet the statutory requirements of living within the corporate limits of the City of Flagstaff for at least one year, that I am over the age of 18 years, that I am a registered voter of the City of Flagstaff, **and that I have read and understand the right to have my application considered in a public meeting by providing a written request to the City Clerk.**

[Signature]
Applicant Signature

Dr. Daniel Keith O'Bryant

Flagstaff, AZ 86001

October 12, 2026

Dear Members of the Flagstaff City Council,

I am writing to express my interest in serving as a Flagstaff City Councilmember. Having called Flagstaff home for the past 13 years—building a house, developing land, and raising four children—I am deeply invested in our city's future. Following my recent resignation from Northern Arizona University, I am eager to dedicate my time, energy and leadership skills to civic engagement, to help make Flagstaff an even better place to live while protecting its unique character for future generations.

For twelve years, I served as a tenured professor at Northern Arizona University, where I directed all aspects of the university's orchestral program. In this role, I practiced administrative and financial skills that transfer directly to municipal governance:

- **Budgetary & Fiduciary:** I successfully administered an annual operating budget of \$200,000 and spearheaded fundraising initiatives that generated an average of \$40,000 annually in private donations.
- **Personnel & Team Leadership:** I directly supervised two full-time office administrators alongside graduate assistants, fostering collaborative work environments and leading teams toward shared goals.
- **Institutional Collaboration:** I regularly served on high-level university administrative committees, collaborated with the Office of the President on major university events, and evaluated faculty scholarship for promotion and tenure.
- **Large-Scale Event Operations:** I organized and hosted international music conferences, competitions, and festivals, coordinating complex logistical schedules, community outreach, and student recruitment efforts.

Beyond my academic career, I have consistently stepped into community leadership roles, including serving on a homeowners association board, church leadership positions, and for professional associations. My hands-on experience with land development and home construction in Flagstaff has given me practical insight into local infrastructure, housing, zoning and urban planning challenges.

As an avid mountain biker, runner, and rock climber, I cherish Flagstaff's outdoor access and natural environment. I understand firsthand what makes our mountain town special, as well as the critical balance required between smart growth, housing availability, environmental preservation, and fiscal responsibility.

My background in leading collaborative teams equips me to hit the ground running as a Councilmember. I welcome the opportunity to discuss how my experience and long-standing commitment to Flagstaff align with the Council's vision.

Thank you for your time, leadership, and consideration.

Sincerely,

Daniel Keith O'Bryant

City of Flagstaff, City Council Questionnaire

Dr. Daniel Keith O'Bryant, Applicant

1. What makes a good Councilmember?

An effective city councilmember serves as a bridge between the community and the city government. They balance the immediate needs of the residents with the long-term vision and operational capacity of the city. To excel in this role, a councilmember must possess a distinct combination of leadership qualities and strategic skills.

A great councilmember prioritizes engagement with their constituents. To increase availability, they might host open office hours, attend neighborhood town-halls, and maintain channels of communication with citizens and city management. Rather than catering solely to vocal interest groups, they actively seek diverse and historically underrepresented perspectives to ensure local policies reflect the entire community.

Municipal governance focuses heavily on core services—infrastructure, public safety, zoning, and parks. Strong councilmembers approach city budgets with rigor and transparency, ensuring taxpayer dollars are spent efficiently. They evaluate complex proposals, weigh trade-offs pragmatically, and base decisions on data, sound evidence, and long-term fiscal sustainability rather than political ideology.

Because a single councilmember holds only one vote, effectiveness relies on collaboration. Outstanding members build constructive relationships with colleagues, city administration, regional partners, and local business leaders. They demonstrate willingness to compromise without sacrificing core values, fostering a professional council environment.

While addressing daily complaints like potholes or streetlights, a good councilmember maintains focus on big-picture strategic goals—such as affordable housing, economic development, and climate resilience. Above all, they act with transparent ethics, clear accountability, and unyielding integrity, placing the public trust and community benefit above personal or political ambition.

2. What is the biggest issue facing Flagstaff?

By most measures, the single biggest issue facing Flagstaff, Arizona, is the severe housing affordability crisis and rising cost of living. Flagstaff consistently ranks as Arizona's least affordable home-buying market. The issue is rooted in a unique combination of geographic, economic, and environmental factors.

The city can achieve sustainable affordability through several core strategies:

Modernize Zoning Codes: Overhaul land-use regulations via the Code Analysis Project. Increasing allowed density, lowering off-street parking minimums, and allowing missing-middle housing (duplexes, triplexes, townhomes, and accessory dwelling units) enables infill development without urban sprawl.

Streamline Permitting: Publish pre-approved, energy-efficient building plans for backyard apartments and small-scale housing. This reduces architectural costs, speeds up the approval timeline, and lowers entry barriers for local builders.

Expand Targeted Financial Tools: Maximize dedicated municipal funding—such as housing bonds—to scale down-payment assistance (e.g., Community Homebuyer Assistance Program), fund adaptive reuse of commercial properties, and subsidize long-term affordable rental units.

Leverage Public Land & Community Land Trusts: Develop affordable housing directly on city-owned land and partner with non-profits (like Housing Solutions of Northern Arizona). Expanding community land trusts locks in permanent affordability by separating land cost from home value.

Combining density incentives, streamlined permitting, municipal bond funding, and land preservation will help Flagstaff reach its goal of creating and preserving thousands of affordable units while preserving its mountain environment.

3. What are my top three priorities for being a City Councilmember?

Fiscal Stewardship and Infrastructure

A core duty of city government is managing public resources responsibly. Councilmembers must ensure tax dollars are spent effectively by balancing annual budgets, maintaining transparent financial practices, and funding critical infrastructure—such as roads, water systems, public transit, and emergency services. Prioritizing maintenance and sustainable long-term planning prevents costly emergency repairs and supports economic stability.

Strategic Policy, Zoning, and Economic Vitality

Councilmembers shape a city's growth through land-use policies, zoning codes, and economic development strategies. Key tasks include addressing housing availability, encouraging balanced commercial growth, and creating job opportunities. By updating municipal master plans and streamlining regulatory processes, councilmembers help build resilient local economies while protecting community character, open space, and environmental health.

Community Engagement and Representation

City council is the level of government closest to the public. Effective councilmembers serve as accessible, responsive advocates for all constituents. Prioritizing open communication—through town halls, neighborhood meetings, and accessible public comment periods—ensures policy decisions reflect diverse neighborhood voices, build public trust, and promote equitable service delivery across the entire community.

4. What method of decision-making would I use when there is a segment of the population not being heard on a particular issue?

Proactive & Targeted Outreach: Rather than expecting residents to navigate city hall procedures during a regular meeting, councilmembers must meet communities where they gather. This involves hosting localized listening sessions, partnering with trusted grassroots organizations, providing multilingual notifications, and offering flexible virtual options for attending.

Equity-Focused Impact Analysis: Before casting a vote, apply an equity lens to staff reports. Ask explicit questions: Who benefits from this policy? Who is burdened? Which demographic or geographical groups were surveyed? If engagement data shows a clear gap, request a vote delay to mandate targeted community feedback.

Co-Design & Deliberative Engagement: Utilize participatory tools like neighborhood focus groups, participatory budgeting, or advisory committees specifically composed of affected, unheard residents. Giving underrepresented groups direct input into framing solutions moves decision-making from passive consultation to active collaboration.

5. An example of serving in a position of responsibility when others disagreed with how to handle an important matter?

While serving on an HOA board for a condominium community, we faced a major challenge during a community-wide renovation project, including new siding, balconies, and paint. The primary issue was that our funds were insufficient to cover every home, even though each unit was charged a special assessment. Deciding whether to increase the assessment or leave some work unfinished created significant friction between board members. Because every resident had paid the same assessment amount, leaving any unit incomplete was inherently unfair.

The HOA board was divided between two options: increase the financial burden on homeowners or reduce the scope of the project. To break the deadlock, I took the initiative of meeting separately with board members, property management, homeowners and contractors to address specific concerns and identify potential areas for compromise. Through these targeted discussions, I helped facilitate a collaborative and financially viable resolution. We negotiated with contractors on pricing and material styles, extended the project timeline to collect additional funds through regular dues, and approved partial or targeted repairs where full replacements were unnecessary. Ultimately, this tailored strategy achieved full project completion without imposing an additional financial burden on residents.

6. What is my leadership style and example of style in use?

My leadership style is grounded on thorough preparation and gathering as much information as possible before negotiating. In most cases, leaders are far more effective when they enter a discussion fully prepared and equipped with clear answers. Preparation is the key to effective leadership and timely decision-making.

A clear example of this approach occurred when I was building a house in Flagstaff. I needed to split a parcel of land into three separate lots, but was initially told that zoning regulations would not allow it. There was sharp disagreement between the city zoning official and the city planner as to whether the split was permissible. The original developers of the neighborhood claimed it exceeded the allotment of buildable space, and the sellers insisted a resource protection overlay prohibited the removal of additional trees.

Rather than accepting these obstacles, I did my homework. I carefully researched the Flagstaff city building codes, I read the city's published documents and meeting minutes until I discovered the exact framework that made the land-split permissible. Equipped with these facts, I helped align everyone's understanding on the issue. Ultimately, by working closely with the city planner, I helped bring all parties into agreement. The land split was approved, and the required buildable space was unlocked. My leadership strength lies primarily in strong reading comprehension, rigorous research, and the commitment to finding accurate information.

7. What is my understanding of the Flagstaff Zoning Code?

The Flagstaff City Zoning Code establishes the official regulations that govern land use, building standards, and development within city limits. It is organized under title 10 of the City Code.

It divides the city into specific districts, including Residential (R), Commercial (C), Industrial (I), Public/Semi-Public (P), and High-Density Housing.

It imposes strict development thresholds to protect natural features like steep slopes, floodplains, wetlands, specimen trees, and forest cover.

It includes specific building requirements, maximum heights, setbacks, site coverage, and architectural guidelines that fit the local mountain setting.

It outlines precise procedures for lot splits, parcel adjustments, plat approvals, and density limits based on neighborhood buildable space standards.

It integrates outdoor lighting restrictions to minimize light pollution, protecting the local astronomical observatories (Lowell Observatory) and Flagstaff's designation as the world's first International Dark-Sky City.

It incorporates provisions for mixed-use developments, accessory dwelling units (ADUs), and infill projects to address housing availability.

Having developed and engineered 3 parcels within city limits, and having designed and built my own home, I am well-aware of the need to understand and the City's zoning codes. Additionally, my wife is a building-designer in flagstaff, and we frequently discuss her projects in relation to city code. Two of her plans were selected by Flagstaff City for the ADU design library.

8. How would I balance the seven key community priorities and the realities of the city's financial position with the Council's role of policy development?

Balancing Flagstaff's Seven Community Priorities with fiscal constraints while advancing city policy requires a structured, data-driven approach. The Flagstaff City Council achieves this by Priority Based Budgeting (PBB), a framework that shifts the focus from traditional line-item spending to direct community outcomes. By evaluating every program against the city's strategic goals, PBB ensures that policy development remains firmly anchored to financial realities. The process begins by translating the seven community priorities—such as affordable housing, environmental sustainability, and safe communities—into measurable scoring criteria. When council members develop or update policies, city staff use these criteria to score municipal programs. High-priority programs that align with council objectives receive funding preference. Conversely, lower-scoring programs are scrutinized for potential cost-reductions, partnerships, or sunseting. This systematic ranking allows the council to maximize the impact of limited public funds.

DANIEL KEITH O'BRYANT

Flagstaff, AZ, 86001

Formal Education

- 2003 - 2006 **Arizona State University, D.M.A. in Orchestral and Opera Conducting**
- 1999 - 2001 **Brigham Young University, M.M. in Orchestral Conducting**
- 1992 - 1998 **Brigham Young University, B.M in String Bass Performance and Pedagogy**

Area Director and Orchestral Conducting Positions

- 2013 - 2025 **Northern Arizona University, Associate Professor of Music (Tenure, 2017)**
Area Director of Orchestras and Opera Theatre
String Scholarship Coordinator (\$250,000 annually)
Member of the Faculty Review, Graduate, College Curriculum, Administrative Council, String Area, and Accreditation committees
Supervisor of Graduate Instrumental Conducting Degree
Instructor of Applied Instrumental Conducting
- 2013 - 2023 **Curry Summer Music Camp, AZ, Director of Orchestras**
- 2006 - 2013 **St. Cloud State University, Associate Professor of Music (Tenured, 2011)**
Area Director of Orchestras and Opera Theatre
Chair of Scholarship and Recruitment Committees
Member of Touring and Outreach Committees
Instructor of Applied Instrumental Conducting
Instructor of Applied Cello and Bass lessons
Supervisor of Graduate Instrumental Conducting Degree
Instructor of String Methods, Music Appreciation, and Orchestral Literature
- 2008 - 2013 **St. Cloud Symphony, Associate Conductor**
A fully-professional orchestra, performing 8 concerts annually
- 2007 - 2008 **Heartland Symphony Orchestra, Music Director**
A community orchestra, performing 3 concerts annually
- 2007 - 2013 **St. Cloud State Youth Symphony, Founding Director**
- 2003 - 2006 **Arizona State University, Graduate Assistant Conductor**
Graduate assistant for the ASU Symphony and Chamber Orchestras
Principal Conductor of the ASU Sinfonietta
Music Director of the ASU Lyric Opera Theatre
- 2002 - 2003 **Jackson Intermediate (TX), Director of Orchestras**
- 2000 - 2002 **Utah Valley Chamber Players, Founding Director**

2000 - 2001	Utah Valley Youth Symphony, Conductor and Recruiter
1999 - 2001	Brigham Young University, Graduate Assistant Conductor Graduate Assistant for the BYU Philharmonic and Chamber Orchestras Principal Conductor of the BYU String Orchestra and University Orchestra Principal Conductor of the BYU Recital and Studio Recording Orchestras Guest Conductor of the BYU Lyric Opera Theatre Guest Conductor of the BYU Early Music Ensemble
1997 - 1998	Salt Lake Opera Company, Assistant Conductor Conductor and Personnel Manager
1996 - 1998	Utah County Chamber Players, Founding Director

Guest Conducting and Clinics

2020	Missouri Philharmonic, Guest Conductor
2020	AZ All-State Southwest Regional Orchestra, Guest Conductor
2015 - 2020	AZ North Regional High School Orchestra Festival, Clinician
2019	NAU Faculty Chamber Players, Guest Conductor
2019	Cactus Chamber Musicians, Guest Conductor
2019	West Chester University Philharmonic, Guest Conductor
2019	AZ All-State South Regional Orchestra, Guest Conductor
2018	AZ All-State West Regional Orchestra, Guest Conductor
2017	Flagstaff Symphony Orchestra, Guest Conductor
2017	Arizona Eastern Regional Orchestra, Guest Conductor
2017	Desert Vista High School, AZ, Guest Conductor
2017	Highland High School Chamber Orchestra, Clinician
2017	Northland Prep Academy Orchestra, Clinician
2017	Dobson High School Symphonic Winds, Clinician
2017	Page High School Orchestra, Clinician
2017	Combs High School Orchestra, Clinician
2017	Flagstaff High School Orchestra, Clinician
2016	NAU Lyric Opera Theatre, Guest Conductor

2016	NAU Faculty Chamber Orchestra, Guest Conductor
2016	University of Oregon Symphony Orchestra, OR, Guest Conductor
2016	North West Regional Orchestra, AZ, Guest Conductor
2015	La Cueva High School Chamber Orchestra, NM, Clinician
2015	Basha High School Chamber Orchestra, AZ, Clinician
2015	Saguaro High School Orchestra, AZ, Clinician
2015	Marcos de Niza High School Orchestra, AZ, Clinician
2015	Perry High School Chamber Orchestra, AZ, Clinician
2015	Sierra Vista High School Chamber Orchestra, NV, Clinician
2015	Southwest High School Chamber Orchestra, CA, Clinician
2015	Highland High School Concert Orchestra, AZ, Clinician
2015	North Central Regional Orchestra, AZ, Guest Conductor
2015	Keweena Symphony Orchestra, MI, Guest Conductor
2015	Highland High School Chamber Orchestra, AZ, Guest Conductor
2014	Iowa State University Orchestra, Guest Conductor
2014	Flagstaff Master Chorale, Guest Conductor
2014	Curry Summer Music Camp, Guest Conductor
2014	Northern Arizona University Choirs, Guest Conductor
2014	Gilbert High School Chamber Orchestra, Clinician
2014	Phoenix Youth Symphony, Guest Conductor
2013	Greater Twin Cities Youth Symphony, Guest Conductor
2013	Dobson High School, AZ, Guest Conductor
2013	Coconino High School AZ, Clinician
2013	Perry High School AZ, Clinician
2013	Highlands High School AZ, Clinician
2013	Westwood High School AZ, Clinician
2013	Mesa High School AZ, Clinician

2013	Corona Del Sol High School AZ, Clinician
2012	University of Cincinnati College Conservatory of Music, Clinician
2012	Appalachian State University Symphony Orchestra, Guest Conductor
2012	St. Cloud State University Musical Theatre, Conductor
2012	East Central Minnesota Chorale, Guest Conductor
2012	Kennedy Jr. High, MN, Clinician
2012	Eden Prairie High School, MN, Clinician
2012	Chippewa Middle School, MN, Clinician
2012	Robbinsdale Armstrong High School, MN, Clinician
2012	Moorhead High School, MN, Clinician
2012	Discovery Middle School, MN, Clinician
2012	Oak-Land Jr. High School, MN, Clinician
2012	Grove City High School, MN, Clinician
2012	New London Spicer High School, MN, Clinician
2012	Litchfield High School, MN, Clinician
2012	Paynesville High School, MN, Clinician
2012	St. John's Prep Orchestra, MN, Clinician
2012	Eden Valley High School, MN, Clinician
2012	Kimball High School, MN, Clinician
2011	St. Cloud State University Concert Choir, Guest Conductor
2011	Minnesota Music Educators Conference, Presenter/performer
2011	Wartburg College, IA, Guest Conductor
2011	Concordia College, MN, Guest Conductor
2011	SCSU Festival Orchestra, Director of Events
2011	Robbinsdale Armstrong High School, MN, Clinician
2011	Wayzata High School, MN, Clinician

2011	Hopkins West Junior High, MN, Clinician
2011	Coon Rapids High School, MN, Clinician
2011	Robbinsdale Cooper High School, MN, Clinician
2011	Moorhead High School, MN, Clinician
2011	Valleyview Middle School, MN, Clinician
2011	Kennedy Community School, MN, Clinician
2011	Discovery Middle School, MN, Clinician
2011	Stillwater Junior High, MN, Clinician
2011	Crosswinds Chamber Strings, MN, Clinician
2010	Central Lakes Conference, Guest Conductor
2010	SCSU Festival Orchestra, Director of Events
2009	Omaha Symphony, Conducting Fellow
2009	SCSU Festival Orchestra, Director of Events
2009	St. Cloud State University Opera Theatre, Guest Conductor
2008	Cantabile Children's Choir, Guest Conductor
2008	South High School, Minneapolis, MN, Clinician
2008	Forestview Middle School, Brainerd, MN, Clinician
2008	St. Cloud Apollo High School, St. Cloud, MN, Clinician
2008	College of St. Bens Orchestra, Guest Conductor
2007	Legacy Chorale, Guest Conductor
2007	Mississippi Strings Camp, Guest Conductor
2007	St. Cloud Tech High School, St. Cloud, MN, Clinician
2007	St. Cloud Apollo High School, St. Cloud MN, Clinician
2007	Coon Rapids High School, Coon Rapids, MN, Clinician
2007	Monticello High School, Monticello, MN, Clinician
2007	Minnesota Region 8 Festival, Adjudicator
2007	Minnesota Region 2 Festival, Adjudicator

2007	Mississippi Strings Camp, St. Cloud, MN, Guest Conductor
2006	Arizona State University, Lyric Opera Theatre Music Director
2006	Mississippi Strings Camp, St. Cloud, MN, Clinician
2006	St. Cloud Technical High School, St. Cloud, MN, Clinician
2006	St. Cloud Apollo High School, St. Cloud, MN, Clinician
2006	Minnesota Music Educators Conference, Guest Lecturer
2006	Riverside Brass Ensemble, Guest Conductor
2002	Bakersfield Symphony, Guest Conductor
2002	Conductors Institute Orchestra, SC, Conducting Fellow
2001	Brigham Young University Opera Theatre, Guest Conductor
2001	Aspen Music Festival, Conducting Fellow
2000	Lyceum Chamber Ensemble, Guest Conductor
1998	Mt. Nebo Cello Choir, UT, Guest Conductor
1997	Hillcrest High Concert Choir, UT, Guest conductor

Arts Leadership and Touring

2018	UCI Performance Tour, Director and Organizer
2013 - 2025	Northern Arizona University Orchestral Area Director Supervise budgets, contracts, marketing, personnel, stage management, scheduling, purchasing, competitions, festivals, auditions, seminars, and scholarships.
2015	AMEA Performance Tour, Director and Organizer
2013	Midwest Performance Tour, Director and Organizer
2006 - 2013	St. Cloud State University Orchestral Area Director Supervised budgets, contracts, marketing, personnel, stage management, scheduling, purchasing, competitions, festivals, auditions, seminars, and scholarships.
2011	MMEA Performance Tour, Director and Organizer
2010	Minnesota Stateside Performance Tour, Director and Organizer
2008	European Tour: France/Germany, Director and Organizer 200 musicians, from 3 colleges, traveled to Europe for 3 weeks of performances

- 2006 **National ASTA Convention Tour, Assistant Conductor and Tour Organizer**
- 2001 **Russia Performance Tour: Assistant Conductor and Tour Organizer**

Publications and Awards

- 2020 **"Conversations with Simon Rattle"**
Exclusive interview published in the College Orchestra Directors Association Journal
- 2019 **National Opera Association, First Prize**
NAU Lyric Opera Theatre was awarded first prize for production of Mozart's *Magic Flute*
- 2019 **Flagstaff Arts Council, Viola Awards, First Prize**
NAU Lyric Opera Theatre was awarded first prize for production of Mozart's *Magic Flute*
- 2019 **"Interpreting Symphonic Music"**
Lecture presented at the Arizona All State Convention
- 2019 **"The Furtwangler Effect: Helping Orchestras Achieve Dramatic Arc"**
Lecture presented at the Massachusetts Institute of Technology and the Boston Conservatory of Music, for an international conducting conference
- 2018 **College Orchestra Directors Association Conference, Featured Performer**
The NAU Orchestra was chosen as one of three ensembles to perform
- 2017 - 2018 **"American Prize," Finalist in College Orchestra Performance Division**
The NAU Orchestra was identified as one of the top university ensembles in America
- 2016 **"Programming for High School Philharmonic Orchestras"**
Lecture given at Las Vegas Unified School District Teacher Training
- 2016 **"Winning the Audition," Event Organizer and Master Teacher**
International seminar on orchestral conducting
- 2015 **Arizona Music Educators Association, Featured Performer**
The NAU Orchestra was chosen as one of three ensembles to perform
- 2014 **"Winning the Audition," Event Organizer and Master Teacher**
International seminar on orchestral conducting
- 2011 **Minnesota Music Educators Association, Featured Performer**
The SCSU Orchestra was chosen as one of three ensembles to perform
- 2006 **"A Philosophy of Communication for the Modern Orchestra Conductor"**
Doctoral Dissertation at Arizona State University
- 2003 - 2006 **Graduate Assistantship and Full Scholarship, Arizona State University**
- 2000 - 2002 **Graduate Assistantship and Full Scholarship, Brigham Young University**
- 2001 **Aspen Music Festival, Full Fellowship Recipient**
- 1992 - 1998 **Brigham Young University, Concerto Competition Winner**

- 1997 **Utah Valley Symphony, Young Artists Concerto Competition Winner**
- 1992 **Huff Music Contest, UT, Overall sweepstakes winner**

String Bass Education

- 2001 **Aspen Music Festival**
Studied with Bruce Bransby of the Indiana School of Music
- 1992 - 1998 **Brigham Young University, BM in String Bass Performance**
Studied with Walter Birkedahl

String Bass Positions

- 2006-2013 **St. Cloud Symphony Orchestra, Principal Bass**
- 2006-2013 **St. Cloud State University, Professor of String Bass**
- 2006 **St. John's University Boys Choir Opera Orchestra, Principal Bass**
- 1999 – 2002 **Orchestra at Temple Square, UT, Co-principal bassist**
- 2001 **Aspen Music Festival, Principal Bassist**
- 1999 – 2001 **Utah Valley University, Adjunct Instructor of Bass**
- 1999 – 2000 **Ballet West, UT, Section bass**
- 1999 **Chicago Sinfonietta, Section bass**
- 1999 **Music of the Baroque, IL, Section bass**
- 1998 – 1999 **Civic Orchestra of Chicago, Assistant Principal Bass**
- 1998 – 1999 **Elgin Symphony, IL, Section Bass**
- 1996 – 1998 **Utah Regional Ballet, Principal Bass**
- 1995 – 2001 **LA East and Solarium Studios, UT, Studio Bass for Hollywood films**
- 1995 – 1998 **Utah Valley Symphony, Section Bass**
- 1998 **American West Symphony, UT, Principal Bass**
- 1992 - 1998 **Brigham Young University, Principal Bass of the Philharmonic Orchestra**
- 1997 **Park City International Music Festival, Section bassist**
- 1997 **Salt Lake Opera Company, Principal Bass**