

GREGORY ROBERT FANT

Curriculum Vitae

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EDUCATION:

University of Arizona - Ph.D. – 1996
New Mexico State University - M.M. - 1990
Delta State University - B.M.E - 1982

PROFESSIONAL EXPERIENCE:

July, 2020 – Present

Emeritus Professor
New Mexico State University

January, 2011 – June 30, 2020

New Mexico State University
Associate Vice President and Deputy Provost
(Interim Provost – during two month executive
transition, 2013)
Professor

New Mexico State University, located in Las Cruces, is the state's land grant campus. It also is designated as a Hispanic Serving Institution and a Minority Serving Institution. NMSU is comprised of the main campus, which is a doctoral granting research institution, four community colleges, and a center in Albuquerque, NM. Additionally, NMSU is home to the state's Cooperative Extension Program with offices in every county, and 12 Agricultural Research Centers.

Accomplishments:

- Chair of the taskforce that implemented NMSU Online – a virtual campus within the main campus that leverages the NMSU system for online degrees.
- Initiated the NMSU Aggie Pathway program – a partnership with our system community colleges to provide extra advising and targeted experiences for community college students to transfer to the main campus. Students who are part of this program transfer to the main campus at a higher rate than students not in this program.
- Initiated a system wide course alignment process that brought faculty together to agree on learning outcomes for courses taught on multiple campuses.
- Worked with Provost and other staff to offer the first system wide academic leadership training workshop. These summer events were required for all academic department heads and deans.
- Relocated our Albuquerque Center from a commercial building to a space on the Central New Mexico Community College campus. This saved the institution over \$500,000 in expenses and improved relations with the largest community college in the state.
- Collaborated with campus stakeholders to develop and/or revise University policies on Distance Education, Academic Integrity, Curriculum guidelines, and affiliate designations.

- Revised the faculty hiring process to integrate affirmative action reviews earlier in the recruitment process thus streamlining the efforts and implementing reviews to improve diverse candidate pools.
- Chaired a taskforce to improve awarding scholarships from the NMSU Foundation. This involved representatives from every college.
- I was part of the leadership team that developed our Higher Learning Commission re-affirmation of accreditation self study. I also serve HLC as a peer reviewer.
- Selected as a member of the first cohort of the Western Academic Leadership Forum's Leadership Academy. This academy is focused on developing academic leadership skills appropriate for Senior Academic Administration.
- Collaborated on NMSU LEADS 2025 as a member of the group working on a "Robust University." LEADS 2025 is NMSU's current strategic plan. This group is focused on processes and procedure improvements as well as management training.
- Chaired a taskforce that revised the selection procedures for our highest faculty honor, Regents Professorship.

My responsibilities as Associate Vice President and Deputy Provost were dynamic over the term of the appointment. In my first year I was responsible for the General Education curriculum and program coordination across the NMSU system. To accomplish this, I chaired the Community College Academic Vice President's committee. I handled student issues that were not resolved at the college or unit level as well as general complaints to the Office of the President. In the third year of this appointment, the Teaching Academy & the Online Course Improvement Program as well as the distance education support units were added to my portfolio. These units are focused on various aspects of faculty development and leadership development. At the same time, oversight of the Albuquerque Center, a remote instruction center, was added.

In August of 2013, Human Resource Services, which includes employee hiring, employee benefits, Employee & Labor Relations, our employee training unit and the Office of Institutional Equity, were added to my group of direct reports. About the same time, the system curriculum coordination expanded to bringing together faculty for a system wide course alignment initiative. This included faculty from all five campuses who worked on agreed upon learning outcomes and assessment at the course level. (note in 2015 the Office of Institutional Equity began reporting to General Counsel & in 2018, Human Resources Services began reporting to the campus President.) In 2015, the Director of Assessment and Director of Accreditation began reporting to me.

In 2016, I agreed to provide oversight for diversity support units – Chicano Programs, Black Programs, American Indian Programs, Gender Diversity Resources, Veterans Programs, and the Office of Student Accessibility. This change was done pending the recruitment of a chief diversity officer.

Other responsibilities as Deputy Provost included:

- Review of faculty hiring proposals including salary equity review
- Provost's representative to the Associate Deans Academic Council; this group functions as the university curriculum committee and provides oversight on all system academic procedures
- Chair of the Legislative Strike Force – a group that meets during the state legislative session to assist Government Relations with bill analysis
- Chair of the Community College Academic Vice President's Council
- Co-chair of the University Campus Space Committee
- Past chair of the System General Education Course Certification Committee
- Representative to the APLU Western Cluster "Power of Publics" initiative
- Chaired several Dean level searches including the College of Agriculture, Consumer, & Environmental Sciences and the Presidential search for two of our community colleges.

July, 2010 – December, 2010

New Mexico State University

Associate Dean, College of Arts and Sciences

August 2009 – June, 2010

Interim Dean, College of Arts and Sciences

August 2008 – July 2009

Associate Dean, College of Arts and Sciences

September 2007 – July 2008

Interim Dean, College of Arts and Sciences

July 2007 – August 2007

Assistant Dean, College of Arts and Sciences

July 2005 – June 2007

Dual appointment

Academic Department Head, Music

Assistant Dean, College of Arts and Sciences

Associate Professor

While serving as an Assistant Dean, Associate Dean, and Interim Dean for the College of Arts and Sciences, I was involved in all facets of administration. Managing a unit this large is by nature collaborative, with the Dean often being a facilitator, but ultimately being accountable. As Interim Dean, I was responsible for managing 24 departments (along with programs for Womens Studies and Latin American Studies), a college advising center, college research center, 320 regular faculty, and over 5600 students majoring in academic programs within the college. I was also responsible for a \$31.5 million Instruction and General budget, a research enterprise with over \$25 million in funded projects, and private donations that support over 200 scholarships, three faculty chairs, two professorships, and numerous special use accounts.

Working with the faculty and staff of the college, together we:

- brought the Center for the Arts from a dream to Phase I ground breaking, Summer 2010
- revised the College Promotion and Tenure documents
- revised the Faculty Evaluation Summary process for departments
- established a Dissemination Grant program to help faculty present research findings
- adopted an electronic faculty performance instrument
- advocated with other Deans for a 10% increase in operating budgets in 2007

January 2005 – July 2005	New Mexico State University Dual appointment Academic Department Head, Music Interim Development Officer/ College of Arts and Sciences
August 1999 – December 2004	New Mexico State University Academic Department Head, Music Associate Professor
August 1996 – May 1999	New Mexico State University Associate Director of Bands Assistant Professor
August 1990 – May 1996	New Mexico State University Assistant Director of Bands Instructor

Most of my teaching has focused on performance and/or training music teachers. My research has been in the preparation of music teachers. During my tenure as the Academic Department Head, I was in charge of all facets of the music department. This included managing a \$300,000 operational budget, supervising 3 clerical staff, evaluating 17 full-time faculty, developing class schedules, making course room assignments, and providing oversight for one of the university's busiest performance spaces.

I led the Music Department through the National Association of Schools of Music re-accreditation process, where I edited our self-study document and wrote a response to the initial site team report. The result was a 10 year re-accreditation with no interim reporting. I led a revision of the entire Music Education Curriculum and developed a strong working relationship with the College of Education. Building on the work of my predecessor, we established several new scholarships and ran a mini-campaign to raise money for a new Steinway piano. The music department was an early model for outcomes assessment.

ACTIVITIES SINCE ARRIVING AT NMSU:

Courses taught:

Music Appreciation - Jazz, Pop, and Rock	Instrumental Teaching Methods
Marching Band Techniques	Marching Band - ensemble
Roadrunner Revue Pep Band - ensemble	Symphonic Band - ensemble
Applied Saxophone	Music Technology
Intermediate Conducting	Problems in Music Education, graduate level
Research in Music, graduate level	Student Teacher Seminar

Other work with students includes:

- serving on approximately 30 Masters Committees as chair, member, or Dean's Representative
- Coordinating observers for Music Student Teachers
- Observing Music Student Teachers
- Various Independent Study courses at both undergraduate and graduate level

Committee work prior to 2011:

J. Paul Taylor Social Justice Organizing Committee, 2006, 2008-2010
Center for the Arts Building Committee, 2005-2010
Dona Ana Community College Task Force, Fall, 2009
Faculty Salary Committee, 2008
University Outcomes Assessment Committee, 2008
First Year Experience – Entity Committee, 2008
Dean's Subcommittee on Program Review, 2007
Graduate Program Review, 2006, 2008
Teacher Education Council, 1996-2006
Dean's Advisory Council, 2004-2005
University Compensation Committee – Chair, 2001-2004
Department Curriculum Committee, 1994-1998
Department Publicity/Recruitment & Scholarship Committee, 1992-1998
Homecoming Committee, 1996-1999

Other Activities:

- Director of the Tournament of Bands Marching Band Contest (1989-1999), an event that brought 30-38 bands representing approximately 5,000 students to the NMSU campus annually. From 1989-1998, in a collaborative effort with KRWG, our local PBS affiliate, the finals of this event were televised live locally and offered nationwide via one of the PBS satellites. At one point in the early nineties, 72 markets in 34 states elected to air this broadcast.
- NMSU Music Display Coordinator for New Mexico Music Educator's Association State Conference, 1998-2006 – this included gathering promotional and recruiting materials to present to high school students
- Recruiting high school students is a priority to be a successful music department. Throughout my time as a faculty member and Academic Department Head, I was writing, calling, and making personal visits to recruit students. This included annual trips across the state and west Texas auditioning students for the NMSU Honor Band. During a one week period, 5-7 faculty members would personally visit 15 communities listening to students in that area of the state. Collectively we would audition 400-600 students.

FORMAL PRESENTATIONS:

“Financial Thoughts for the Music Educator,” New Mexico Music Educators Association State Convention, January, 2010

“New Mexico Music Enrollment Trends,” Board of Directors, New Mexico Music Educators Association Annual Meeting, July, 2009

“Challenges to Recruitment and Retention of Music Teachers,” Southwest Division Board of the Music Educators National Conference, July, 2004

“Music and the Brain,” Cloudcroft Public Schools, February, 2001

“Ideas for the Small School Band Director,” New Mexico Music Educators Association, State Convention, January 2001

“Design Elements - Methods for Novice Drill Designers,” New Mexico Music Educators Association State Convention, January, 2000

“Music education student’s early field experience and its relationship to student teaching,” Music Education Symposium - University of Oklahoma, April, 1997

“Motivational Ideas for the Music Educator,” New Mexico Music Educators Association State Convention, January, 1990

PUBLICATIONS:

“A Move to Action, Motivational Ideas for the Ensemble,” Music Educators Journal, March, 1995

CREATIVE ACTIVITY:

Conducting/Directing – off campus ensembles, all were invited events

- Delta State Honor Band, January, 2010
- Mississippi Bandmasters All State Band, Guest Conductor – 2007
- Director New Mexico Lions Honor Band, 1998-2007 – a summer ensemble for select high school band students, performed at three International Lions’ Conventions - San Diego, 1999, Denver, 2003 (2nd place award for parade competition), Chicago, 2007.
- El Paso All-Star Senior Band, 2006
- New Mexico Small School All-State Band, January, 2002
- East Mississippi Regional Honor Band, January, 2001
- Region 12, Texas Small School Association Honor Band, 1998
- Reformation Mass Choir, Rio Grande Circuit, Lutheran Church Missouri Synod (1996,1997)

Conducting/Directing – campus ensembles

- Pride Marching Band - 17 performances a year on average, 1989-1998, 2000-2006
- Organized a European Tour for approximately 200 members of the Marching Band and Alumni. This included performances in Italy, France, and a special performance for the Prince of Monaco, December, 1998
- Symphonic Band - 4 performances per spring semester on average, 1989-1999; 2001-2004
- Dona Ana Lyric Opera – *Fiddler on the Roof* – Orchestra Conductor, 2003
- Roadrunner Revue Pep Band - 23 performances per year on average, 1990-1999
- Dona Ana Lyric Opera – *Tosca* – Orchestra Conductor, 1999

Marching Band Show Design: this is a unique activity where the motions and music for half time shows are created. On average it takes 7-10 hours to design an 8-9 minute drill after music has been selected. The total number of designs represented below is 53.

Pride Marching Band, NMSU, 1988-1999, 2000-2006 – each year included three designs
Alamogordo, NM (1997, 1998)
Las Cruces High School, NM (1997, 2000)
Deming High School, NM (1998-2001)
Reagan High School, Austin, TX (1998)
Artesia High School, NM (2001, 2002)

Often school music programs will invite College Directors to rehearse their ensemble and make suggestions for improvement. Serving as a judge can include evaluating Large Ensemble performances for marching or concert ensembles as well as Solo and Ensemble Festivals. I have been a clinician and/or a judge for over 50 events throughout New Mexico, Arizona, Utah, Mississippi, Texas, and Kentucky.

ARRANGEMENTS/RECORDINGS:

Arranged and recorded the theme music for “Aggie Almanac” – weekly news show for KRWG-TV that was broadcast from 2006-2009

GRANTS:

All – State Music Conference and In-service; program grant funded by New Mexico Arts, Fall, 2004-2009; Amounts ranged from \$7,000 - \$9,800

“For New Mexicans by New Mexicans” an outreach grant funded by New Mexico Arts, February, 1999, Amount \$10,080

“Sara McKinnon: Opera and Outreach” funded by New Mexico Arts and McCune Foundation, Summer-Fall, 2000, Amount \$8,900

AWARDS:

New Mexico Music Educators Association Hall of Fame, January, 2021
Papen Family Arts Award, Dona Ana Arts Council, June, 2009
Pride Band Alumni Podium Award, October, 2006
Outstanding Music Alumnus, Delta State University, February, 2000
Patricia Christmore Excellence in Teaching Award, New Mexico State University,
August, 1992
A.E. McClain Outstanding Young Band Director, Mississippi Bandmaster's
Association, December 1984

PROFESSIONAL ORGANIZATIONS:

Western Academic Leaders Forum Executive Committee – 2018-2019
Music Educators National Conference – member 1988-2017
New Mexico Music Educators Association – member
Past President – term 2005 -2006
President – term 2003-2004
Vice President, College/University Division – 1995-96
Phi Beta Mu – Honorary Band Organization – member
Council of Colleges of Arts and Sciences – member 2007-2010
National Band Association - Past State Chair – member 1984-2005

COMMUNITY/CHURCH ORGANIZATIONS:

Las Cruces Rotary Club, Chair Rotaract Committee and Faculty Advisor for NMSU
Rotaract Club (2017-2019)

Guest Conductor, Highlands Ranch Community Band and Swing Shift Jazz Band, 2022
Musician, Our Father Lutheran Church, September, 2021 - Present
Choir Director, Officer, & Bible Class Teacher, Mission Lutheran Church, 1989-2019