

September 16, 2023

Presidential Search Committee
South Dakota Board of Regents
Black Hills State University

Dear Ms. Bastian and members of the search committee,

It is with strong interest that I am submitting my materials to you for the presidency of Black Hills State University. As this letter and my materials will demonstrate, I believe I offer a unique combination of leadership skills and experiences that have prepared me well to lead Black Hills State in the execution of a bold and exciting vision for the future. I offer my leadership, devotion to teaching, service, and an unwavering commitment to developing opportunities for all students to be effective and successful in fulfilling their goals and exceeding their expectations. After years of higher education experience, coupled with my enthusiasm for students and deep admiration for faculty, I respectfully offer my candidacy.

As a candidate for this position, I bring strong executive leadership experience that provides knowledge in several areas of university leadership. In my time in executive leadership, I have led in several significant areas, including academics, university development and public relations, intercollegiate athletics, new program development and assessment, comprehensive fiscal management, student recruitment and retention, and university strategic planning and execution. I have been privileged to serve at three very different universities to gain executive leadership experience that has included an understanding of both private and public institutions with varying enrollment and retention philosophies. I have experience in leading undergraduate, graduate, and doctoral programs, and both traditional and online course delivery systems. Although I have taught at the undergraduate and master's levels, I currently teach in the Ph.D. program at Indiana Tech with courses in the Higher Education Administration program, alongside my role as the Dean of the College of Business. For the past 10 years, fundraising and partnerships have been a central part of these varied leadership roles, and this experience has allowed me ongoing success in this area.

I believe my experience at Purdue Fort Wayne, a regional, state-funded university (formerly Indiana University- Purdue University Fort Wayne IPFW) as a Vice-Chancellor for University Advancement prepared me well in understanding the many facets of leadership in public higher education and working in concert with other state higher education institutions in the system. Many initiatives were accomplished during my time there, and I had the opportunity to serve as an active and visible community leader on behalf of this institution.

Throughout my career, I have had the opportunity to combine vision with strategy to accomplish many things, and am passionate about building engagement with stakeholders who can and will participate in support of ongoing excellence. I have always been a student-centered leader and I embrace this commitment to students by working to build a culture of opportunity and support so that each may be empowered to develop and flourish. My experience has provided me the

opportunity to connect students, individuals, and organizations who believe in the potential and value that a university such as Black Hills State brings to the region and community.

I would offer the following strengths if chosen as your next president:

1. **I would be an outstanding advocate and champion.** A top priority would be to build relationships with people and organizations throughout the community and beyond, and I would embrace this with enthusiasm and vigor. I consider it a privilege to work diligently to champion students, faculty, programs, athletics, and points of pride. I will build relationships with civic, church, and community leaders in hopes that Black Hills State would serve the community, engaging university and faculty expertise to be considered a welcoming destination and partner. In building relationships, I will work diligently to identify the interests and talents of donors with faculty, staff, and students to build new programs and partnerships.
2. **I will embrace philanthropy, as demonstrated in both skill and exuberance.** In various university roles, I have had the opportunity to work with stakeholders to engage in fundraising. I have been successful in engaging people, organizations, and foundations to help build programs and provide opportunities. Specifically, I have had success in building partnerships with corporations for needed educational programs and leadership support. While serving as Vice-Chancellor for Advancement at Purdue Fort Wayne (formerly Indiana University-Purdue University Fort Wayne), the university experienced an advancement strategy that significantly increased yearly giving, alumni participation, estate gift commitments, increases in new donors, overall gains in the foundation's endowment, and significant major gifts. At Indiana Institute of Technology, we are currently in a successful capital campaign, and this experience has widened my scope of knowledge in this important area.
3. **I will bring over 25 years of experience as a faculty member and academic leader.** From my beginning years as a K-12 teacher to a tenured faculty member, I have successful experience teaching in the classroom and preparing aspiring teachers for the classroom. These roles and experiences helped to inform my leadership and to provide insight so that faculty feel they are understood, appreciated, and supported. As a tenured professor, I have developed and led department chair leadership training at Indiana Tech and helped to plan and facilitate programming for our Center for Teaching Excellence. I am a strong advocate for faculty and would work to build ongoing and healthy communication. In addition, I would respect and value the faculty's comprehensive role in shared governance. I have experience in attracting, recruiting, and retaining top faculty and staff, and have worked with compensation, the tenure-track process, and developing mission-fit faculty and staff.
4. **I will foster student success through strong recruitment, retention, and engagement.** Over the past few years, I have led initiatives that have resulted in increased student enrollment in programs located in undergraduate, graduate, and Ph.D. programs. In

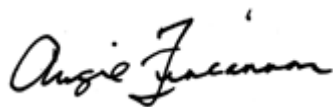
addition to increased enrollment, these initiatives have also experienced increased student retention and graduation success. I have ongoing experience working on strategies for retention through student engagement, advising, mentorship, and other programs. I believe in building relationships with students by participating in activities, being available, and providing support and encouragement while getting to know them personally.

5. **I will use my knowledge of higher education trends and best practices to be market competitive, distinctive, and academically strong.** I have expertise in best practice modeling, professional development, and scholarship. Even amid the changing landscape we face in higher education, a thriving exposure to a comprehensive educational experience is a cornerstone that must be actively supported. I continue to lead and participate in higher education professional development conferences and workshops that continue to build awareness. My work in the Ph.D. program involves research and insight into higher education trends and their impact on leaders. As an administrator, I have been involved in fiscal management and reductions, comprehensive retention programs, a redesign of enrollment practices, and the development of a 10-year university strategic plan. I have had experience in combining disparate programs and identifying a combined vision and strategy for development.

6. **I will be a collaborative and engaging leader, working to build a culture of trust, openness, and authenticity.** Serving in leadership requires ongoing and consistent communication, listening, accepting feedback, and evaluating and using data for decisions and assessment, among many other things. I believe in building an executive team of talented and diverse thought leaders who are results-driven and committed to the mission of the university. I have been successful as a transformational leader, one who works to empower people and teams to build success effectively. Simply said, I love working with people.

I would like to thank you for the opportunity to present my qualifications for your consideration for this important leadership role. I hope you will find that my work and service demonstrate not only capable experience but also a commitment to lead with excellence alongside all of whom I serve.

Sincerely,



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UNIVERSITY PRESIDENT

STRATEGY | LEADERSHIP | PERFORMANCE

Current Leadership Role: Dean of the College of Business

University Leadership Roles and Experience: Vice-Chancellor, Assistant Provost, Dean, Associate Dean, Department Chair, Director of the Ph.D. and Graduate programs, and Director of Athletics

Core Areas of Leadership: University Advancement, Graduate and Undergraduate Academic Programs, Recruitment and Enrollment, Fundraising and Community Development, University Relations, Marketing & Communications, Alumni Relations, and Intercollegiate Athletics

A tenured faculty member with over 25 years of higher education teaching and leadership

Leadership Experience in the following areas:

- Executive Cabinet Leadership
- Academic Leadership
- Marketing & Communications
- University Fundraising/Alumni
- University/Government Relations
- Recruitment & Retention
- Strategic Planning and Execution
- Faculty Shared Governance
- Board Development/Governance

EDUCATION

ED. D, EDUCATIONAL ADMINISTRATION (Dual Specialization in Higher Ed and K-12) Ball State University

MA, EDUCATION AND ADMINISTRATION, Ball State University

BS, PHYSICAL EDUCATION, AND HEALTH (K-12), Ball State University

PROFESSIONAL EXPERIENCE

INDIANA INSTITUTE OF TECHNOLOGY, FORT WAYNE

DEAN, COLLEGE OF BUSINESS (2021 TO PRESENT)

- Oversight of a large College that includes undergraduate, graduate, and Ph.D. programs
- Development of a strategic plan for the college
- Fundraising, Advisory Board, and Partnership Development
- Working with a team that is involved in significant grant development
- Development of the Center for Executive Leadership
- Co-founder of the LEAD (Leadership and Diversity) Six-day Workshop and Certificate
- Led the development of over 15 new curricular programs, certificates, and concentrations this year
- Enrollment in both undergraduate and graduate programs has increased this past year
- Work closely with approximately 20 Tenure-track faculty and 225 adjunct faculty
- Work closely with initiatives and programs for student retention and student success
 - Service in the community on behalf of Indiana Tech, including:
 - Board Member, Women's Leadership Network, Greater Fort Wayne, Inc.
 - Recruitment of community members for the new Advisory Board
 - A recipient of the Athena Award for Community Leadership and Engagement (2017)
 - Member of Advancing Voices of Women (AVOW)
 - Member of Greater Fort Wayne, Inc., and the Northeast Indiana Partnership
 - Member of Financial Executives International
 - Member of the American Association of University Women

DR. ANGIE FINCANNON – PAGE 2
PROFESSIONAL EXPERIENCE – CONTINUED

DIRECTOR, Ph.D. PROGRAM IN GLOBAL LEADERSHIP (2018 TO 2021)

- Leadership of the program with accomplishments in the following:
 - Comprehensive strategic planning and execution
 - Oversight of curriculum and execution of revisions and development
 - Significant enrollment and revenue increases with over 150 students
 - Retention and graduation rates increased by 35% in three years
 - Fundraising that includes five new scholarships created
 - Service on university committees, including:
 - College of Business leadership team
 - Teaching Excellence Board
 - Leadership Program for Department Chairs, 2020
 - Leadership and Diversity Summit Ad Hoc
 - Chairman, Faculty Senate Graduate Council
 - University International Committee
 - Engineering Dean Search Committee
 - Library Director Search Committee

INDIANA UNIVERSITY-PURDUE UNIVERSITY, FORT WAYNE (IPFW)

VICE-CHANCELLOR FOR ADVANCEMENT (2015 TO 2018)

- Leadership of the Division of Advancement that includes:
 - Led three straight years of highest fundraising totals for the University
 - Developed strategic realignment that included departments in Marketing Communications, Development, Alumni Relations, College TV, Advancement Services
 - Advising the Chancellor, serving as the Chief Fundraising Officer of the University
 - Establishment of a comprehensive strategic plan for Advancement, including the creation of mission-driven key quality indicators and accomplishments that align with the University
 - Community Engagement: Leadership Fort Wayne (2017 alumnus), NE Indiana Regional Partnership Member, Greater Fort Wayne Inc. Athena Award Nominee (2017), Member, Advisory Council - Early College Programs of Northeast Indiana, Creation of Athena Fort Wayne
 - Envisioning, developing, and implementing new initiatives that include:
 - Fundraising: Development of a comprehensive fundraising infrastructure; Development of a comprehensive annual fund program; development of the first “Dean’s Workshop” and creation of a plan for ongoing development of academic-centered fundraising that involves deans, department chairs, and directors; development of the Mastodon Athletics Advisory Board; built a strategic plan for a strategic stewardship program, enhancement of donor events that include the annual signature gala “Celebrate Philanthropy”, created endowment fundraising program “25 for 25” that was completed in 12 months with \$625,000 added to the foundation (largest in IPFW history)
 - Alumni Relations: Reorganization of Alumni Relations and the IPFW Alumni Association; successful resolution and memorandum of understanding for the IPFW Alumni Association that will allow local autonomy and membership funding
 - Marketing: Development of a University-wide web modernization plan; implementation of a donor-centric iModules software program; comprehensive marketing and rebranding process; development of division-wide “IPFW Magazine”; and led comprehensive marketing campaign entitled “IPFW Proud” in 2016; enhancement of programming for the university’s “College TV”
 - Administrative: Staff reorganization; development of the IPFW Foundation Executive Board; creation of leadership teams and organizational strategies; implemented a development program for each college within the university; led a comprehensive strategic plan, development of a stewardship program, and new alumni programs that doubled alumni membership in 14 months.

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PROFESSIONAL EXPERIENCE – CONTINUED

TAYLOR UNIVERSITY

ASSISTANT PROVOST

DIRECTOR, INTERCOLLEGIATE ATHLETICS, 2008-2015

- Led a department of 18 intercollegiate sports, with the following highlights:
 - Worked to develop and execute a plan for athletic facilities, approximately \$10 million total
 - NACWAA National Administrator of the Year in 2013,
 - Established a comprehensive strategic plan for recruiting, academic success, and retention
 - Worked with new athletic facilities through all phases of planning and construction
 - For three consecutive years, Taylor's athletic department was #1 in the nation for all-team Academic All-American honors (all 18 teams 3.0 or higher)
 - Crossroads League Athletic Director of the Year in 2011
 - Served as National Athletic Director's Association Secretary in 2013
 - Served as National Athletic Director's Association Vice President in 2014 and 2015
 - Presented several times at the National Athletic Director's Conference, 2011-2015

ASSISTANT PROVOST, 2010-2013

- Worked closely with Taylor's Provost to assist in the following university initiatives:
 - Led Taylor's Global Initiative Plan to develop partnerships to enhance academic program opportunities and internships in Freeport and Nassau, Bahamas
 - Served as a member of the general education task force
 - Served as a member of the University Assessment Task Force (AQIP Portfolio Assessment)
 - Served as a representative on the President's Strategic Initiatives Council
 - Served on Taylor's Global Task Force
 - Advised the Provost on matters involving academics, eligibility, faculty/coach integration, assessment, and overall information involving athletics

DEAN OF HUMAN PERFORMANCE AND ATHLETICS, 2008 – 2010

- Led department that included the large department of Exercise Science, Sport Management, and K-12 Physical Education and Health with oversight of the Student Activities Center and Intercollegiate Athletics
- Member of Provost's Council and Taylor's Academic Leadership Team (Dean's Council)
- General Education Task Force
- University Fiscal Development Task Force
- Responsible for overall strategic planning and fundraising, and advancement for all departments
- Assisted VP for Advancement to plan, secure, and develop a major gift for the aquatics center while working with faculty to create schematic planning and details surrounding the programming for a new program

ASSOCIATE DEAN, SPECIAL PROJECTS, 2007 – 2010

- Represented Provost and Academic Affairs with the following initiatives:
 - Assisted in soliciting funding and planning for the Eichling Aquatic and Exercise Science addition
 - Development of Service-Learning programs within the academic departments of the university; worked to establish a committee that eventually acquired a Service-Learning three-year grant
 - Responsible for resolving student issues related to excused absences, withdrawals, incompletes, disabilities, and extensive medical conditions for student advocacy and retention
 - Worked with the academic dean on many student situations requiring faculty input and correspondence related to student progress
 - Served at the Provost's direction as a member of the steering committee of the Comprehensive Athletic Review, a 10-year study
 - Worked with the Center for Teaching and Learning Excellence reviewing research and benchmark programs to assist with the development of a new faculty orientation program (2005-2006)
- Member:** Wellness Committee task force; Athletic and Enrollment Committee member; Provost's Council; Curriculum Management Committee, Service-Learning Committee, University Budget Committee

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PROFESSIONAL EXPERIENCE – CONTINUED

DEPARTMENT CHAIR, ASSOCIATE PROFESSOR OF PHYSICAL EDUCATION AND HUMAN PERFORMANCE (PHP), 2005 - 2010

- Chair of the department housing over 150 students in three distinct majors, in addition to leading a faculty of 15 tenure track faculty and seven adjunct professors, growing majors every year as chair
- Supervised student teachers in various K-12 school systems.
- Developed curriculum and expansion initiatives for the department
- Taught a variety of classes within the Human Performance department, earning tenure in 2006.
- Served for three years on the Faculty Development and Interview Committee for Taylor University, interviewing approximately 100 applicants within that time frame.
- Led a team of Exercise Science and Social Work students in January 2010 to Manila, Philippines.
Member: AQIP (University Assessment) task force; University Wellness task force; Sport Management Council for IAHPERD; Steering committee of a ten-year study for Intercollegiate Athletics Comprehensive Review; and President’s Task Force for Gender Equity and Salary Structure.

DIRECTOR OF SUMMER SCHOOL PROGRAMS, 2005 - 2008

- Responsibilities include contracts, scheduling, policy issues, honors program, data collection and assessment, and leading summer school faculty.

HEAD VOLLEYBALL COACH, 1992 - 2005

- Responsible for all facets of a college volleyball program, including recruitment, staff hiring and training, community relations, compliance, and varying administrative demands.
- Was honored by the NAIA as the most winningest volleyball program in the nation.
- Worked with external publics for endowments and fundraising for scholarships.
- Led three teams for global national competitions (Honduras and Puerto Rico).
 - Inducted into Taylor University’s Hall of Fame
 - Compiled a career record of 496-92 and led four teams to the Volleyball National Tournament (one in the '97 Elite Eight).
 - Mid Central Conference Coach of the Year, 1994, 1995, 1997, 2002, 2004.
- Served as the NAIA National rater for eight years, regional and conference rater for nine years; Regional Volleyball Chair for five years; and on the National Board of Directors for the American Volleyball Coaches Association for three years. (The only NAIA representative)

PROFESSIONAL EXPERIENCES – EXTERNAL AND COMMUNITY

- Board Member, Allen County Bar Association Foundation, 2022-present
- Board Member/Chair of Programming for Women’s Network of Greater Fort Wayne, Inc. 2019- 2022
- Development and Facilitator of Leveraging Engagement and Action in Diversity (LEAD), 2021-22
- Consultant, Team Building and Effectiveness, 2020-present
- Participant, Global Leadership Summit, 2018-2022
- International Leadership Association Annual Conference, Round Table Discussant, 2019
- IACBE Assessment Institute Certification, 2022
- IABCE Regional Conference, Member of the Indiana Tech Planning Team, 2020
- IABCE Regional Conference, Kentucky. Presented with Dr. Kate Watland “Women in Leadership 100 Years After the 19th Amendment”
- Member, NAFSA: Association of International Educators, 2020
- Attendee, NAFSA Annual Conference (Virtual), May/June (5 days), 2020
- ILA Women and Leadership Conference, June 7-10, 2020

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PROFESSIONAL EXPERIENCE – CONTINUED

- The Council for Advancement and Support of Education (CASE). Chief University Advancement Officer Training, Miami, FL, 2016
- Executive Leadership Coaching. Mr. Chris Anderson 2019-present
- Executive Leadership Coaching. Mr. Kelly Byrd, 2018
- Selected as a finalist, Greater Fort Wayne Athena Award, 2017
- Graduate of year-long “Leadership Fort Wayne” training through Greater Fort Wayne, 2017
- National Association of Collegiate Women Athletic Administrators, Kansas City, MO. Leadership Executive Institute, 2014.
- Strategic Planning for Leaders of Non-Profit Organizations: 2010
- Planned Giving: IUPUI Center for Philanthropy: 2011
- Principles and Techniques of Executive Fundraising, IUPUI Center for Philanthropy: 2012
- Capital Campaigns, IUPUI Center for Philanthropy: 2012
- Annual Sustainability, IUPUI Center for Philanthropy: 2013
- IUPUI Lilly School of Philanthropy: Completion of Certificate Program in Philanthropy, 2014

REGIONAL AND NATIONAL COMMITTEE LEADERSHIP

- International Leadership Association (ILA)
- Women’s Network Board of Directors (Fort Wayne Indiana)
- CASE (Former Committee Member)
- NAIA Athletic Director Association (ADA) Vice President
- NAIA National Administrative Council (NAC)
- National Association of Collegiate Women’s Athletic Administrators (NACWAA) Foundation and Fundraising Committee
- NAIA Competitive Experience Committee
- Site Evaluator for the NAIA
- NAIA Hall of Fame Committee
- National Oversight Committee for Volleyball, Basketball and Golf.