

CURRICULUM VITAE

University of Idaho

NAME: Bauscher, Richard H.

RANK: Associate Clinical Professor of Educational Leadership

DEPARTMENT: Leadership and Counseling

OFFICE LOCATION: Suite 260

DATE OF FIRST EMPLOYMENT AT U OF I: August 1991

322 E. Front Street
Boise, Idaho 83702

EDUCATION: Ed.D., (Administration) Washington State University, 1984
M.Ed., (Administration) The College of Idaho, 1977
M.Ed., (Guidance and Counseling) The College of Idaho, 1977
B.A., (Biological Sciences and Physical Education) The College of Idaho, 1975
(Graduated with honors)

Certificates: Idaho Standard Secondary Teacher
Idaho Pupil Personnel Services (Counselor)
Idaho Elementary & Secondary Principal
Idaho Superintendent
Washington Continuing Teacher
Washington Secondary Principal
Washington Superintendent

EXPERIENCE: University of Idaho (12,500 students) Boise Center
2016 to Present Associate Clinical Professor. Teaching graduate classes, attending Superintendent of School meetings, legislature and community events to represent U of I.

2001 to 2016 Middleton School District #134 (4,500 students) 4A Size
Superintendent. Served as the chief school executive for the school district. Responsible for administering the schools in conformity with all of the approved Board policies, State Department regulations and statutes under Idaho Code. Establishes and maintains efficient procedures and controls for all expenditures of school district financial operations. Responsible to finalize the recruitment, screening, selection, hiring and dismissal of over 350 employees. Responsible for the planning of new schools, sites, enrollment projections and facility analysis.

2000 to 2001 Marsing Joint School District #363 (750 students) 2A Size
Superintendent/Personnel Director. Served as the chief school executive for the school district. Responsible for administering the schools in conformity with all of the approved Board policies, State Department regulations and statutes under Idaho Code. Established and maintained efficient procedures and controls for all expenditures of school district operations. Established a long range facilities plan for future improvement of the educational buildings. Responsible for the recruitment, screening, selection, hiring and dismissal of over 95 employees.

1997 to 2000 The Matrix Group & Facility Planners
Education Specialist/Facility Planner. Primarily for the Northwestern States. Developed master educational plans and specifications. Conducted community analysis, enrollment projections, pre-bond surveys, master planning and preliminary project budgeting. Established citizen committees to assist in the successful passage of

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school bond elections. Liaison and facilitator between the school district, staff, administration, patrons, school board, bond counsel and architectural firm.

Design West Architects

1991 to
1997

Educational Facility Planner. For Idaho, Oregon, Utah, and Washington.

Developed master educational plans and specifications. Conducted community analysis, enrollment projections, pre-bond surveys and preliminary project budgeting. Established citizen committees to assist in the successful passage of bond elections. Liaison and facilitator between school districts, staff, administration, patrons, school boards and the architectural designers. Key member of design team, which ensures curricular driven development of innovative and high technological school buildings which are responsive to changing trends in education.

Personnel Manager. Developed a new evaluation instrument and professional growth plan. Responsible for the evaluation of staff members. Developed job applications for clerical and architectural applicants. Assists in the hiring, lay-off and termination of employees. Developed a company handbook/office policy manual and in-service education for new employees on the regulations. Maintains the personnel files, records and reviews annual salary requests from employees, prior to Principal approval. Attends hiring seminars and law sessions to ensure company is in compliance with the Affirmative Action, Equal Opportunity and other applicable provisions in the Idaho Code.

1991 to
2016

University of Idaho, College of Idaho and Northwest Nazarene University

Adjunct Professor. For school administrators (principals and superintendents). On a rotational basis, taught graduate education courses in: Supervision of Instruction, School Administration/Personnel, Advance School Finance, School Law, Politics, School & Community Relations, School Facilities, Job Interview Skills, Internship Supervision and the School Superintendency.

1984 to
1991

Kimberly School District # 414 local(1,500 students) 3A Size

Superintendent/Personnel Director. Served as the chief school executive for the school district. Responsible for administering the schools in conformity with all approved Board policies, State Department regulations and statutes of the Idaho Code. Established and maintained efficient procedures and controls for all expenditures of school district funds and operation. Guided the administrative team in achieving the highest standards of excellence. Assisted in locating and purchasing of a new school site of 22 acres. Directed the successful passage of a school bond election to build a new Middle School (grades 6-8) facility. Responsible for the recruitment, screening, selection, hiring and dismissal of over 160 employees.

1983 to
1984

Pullman School District (3,100 students) 4A Size

Assistant to the Superintendent. Responsible for the support and encouragement of principals and teachers. Assisted in the hiring and maintaining a strong staff and program development process. Developed in-service training for all certificated and classified personnel. Provided leadership as a district representative, supervised the yearly citizens committee and shared district responsibilities with the Superintendent.

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1981 to
1983 Washington State University (19,500 students)
Teaching Assistant. For undergraduates. Taught both education and physical education courses. Held numerous leadership roles and conducted field work in public schools throughout Idaho, Oregon, Utah and Washington.

1979 to
1981 Cassia County School District (5,200 students)
Principal/Counselor. For grades 7-12. Formulated criteria for staff selection, training, supervision and evaluation. Handled all staff recruitment, hiring, supervision, student attendance, discipline and developed the master schedule. Taught a Science.
Athletic Director. For grades 7-12. Assigned, hired and evaluated all athletic coaches and extracurricular physical education personnel.

1977 to
1979 Melba School District (680 students) 2A Size
Teacher. For grades 7-8. Taught math and science classes.
Assistant to the Principal. For grades 7-12. Worked for the Secondary Principal and Athletic Director in maintaining discipline and dealt with special cases. Supervised student and athletes attendance. Served with parent, faculty and student groups in promoting and advancing educational, community and athletic activities.
Assistant Basketball Coach. For the varsity team.

PUBLICATIONS: IASA Newsletter
Education Research Journal
IASA Perspectives Journal
Idaho Press Tribune Newspaper
NWEA: Teachers Working Together
National Assoc. of Realtors: On Common Ground
Idaho School Board Journal
School and College Magazine
Idaho Statesman Newspaper
Gooding Leader Newspaper
Idaho School Boards Slate

PRESENTATIONS: Idaho State Secondary Principals' Association Annual Meeting
Idaho School Superintendents' Association Annual Meeting
Idaho Association of School Administrators' Annual Meeting
Idaho School Board Association Annual Convention (15)
Idaho School Business Officials Annual Conference
Idaho State Legislature (12)
National School Board Annual Conventions (6)
National Council of Facility Planners Annual Convention
Idaho Education Association Executive Meeting
Twin Falls Chamber of Commerce Annual Meeting
Kimberly Chamber of Commerce Annual Event
Middleton Chamber of Commerce Monthly Meetings
NCCE Conference (3)

**APPEARED
LIVE ON:** KMVT Television Station (Twin Falls, Idaho)
KKVI Television (Twin Falls, Idaho)
King Video Television (Twin Falls, Idaho)
KTVB Television (Boise, Idaho)
KTRV Television (Boise, Idaho)
KBCI Television (Boise, Idaho)
KIVI Television (Nampa, Idaho)
Idaho at Five Television (Boise, Idaho)