

Dan Sandberg

EMPLOYMENT EXPERIENCE

Outdoor Recreation Program Senior Coordinator

September 2022- Present

Montana State University Campus Recreation, Bozeman, MT

Oversight over all aspects of the Outdoor Recreation Program, including the climbing wall, a comprehensive trips and classes program, and a full-service rental shop

- Responsible for the expansion and implementation of a broad student leadership development training program for the Campus Recreation Department, which includes 150+ student employees across a variety of position types
- Created student staff leadership development benchmarks by position type using the National Association of Colleges and Employers (NACE) competencies, bringing our student staff leadership development model into alignment with the University's strategic plan
- Direct oversight over 3 professional staff and 7 student staff, indirect oversight of 40 Outdoor Recreation Program student staff
- Direct oversight over a small team of student staff dedicated to outreach and promotion for all program events and services, which includes the use of social media, print and digital marketing. Working directly with University Communications videographers and photographers on shared marketing and promotion goals
- Direct oversight over the risk management, curriculum design and instructor training for all credit-based outdoor courses, including wilderness medicine, avalanche education, and swiftwater rescue courses
- Manage a comprehensive program budget of \$450,000 to include student payroll, events and outreach, curriculum design, and maintenance and replacement of all equipment

Outdoor Recreation Program Coordinator

July 2017- September 2022

Montana State University Campus Recreation, Bozeman, MT

Worked to restructure and build the Outdoor Recreation Program to provide exceptional leadership opportunities for student staff while meeting student needs through high-quality programs and services

- Worked closely with the Office of Student Engagement, the Admissions Office, and University Student Housing to integrate Campus Recreation Programming into MSU Debut and Orientation Sessions
- Built and iteratively refined a comprehensive technical skill and leadership development curriculum for Outdoor Recreation Program student staff as our program grew from 8 student staff in 2017 to 35 in 2022
- Partnered on a variety of on-campus events with the Office of Sustainability, Office of Disability Services, and the Diversity and Inclusion Student Commons
- Facilitated custom teambuilding, leadership development, and outdoor adventure programming with a variety of campus partners, including the Diversity and Inclusion Student Commons, TRIO Support Services, Office of International Programs, the Allen Yarnell Center for Student Success, the Honor's College, the Jake Jabs College of Business and Entrepreneurship, the Veteran's Center, and the Leadership Institute
- Worked closely with Office of the Dean of Students and the Alumni Foundation to raise funds for projects related to student safety, including helping to fund free bear safety and avalanche rescue clinics and creating subsidized rentals on all life-safety equipment
- Worked collaboratively with the MSU Snow Science Department, the Office of the Dean of Students, and the Friends of the Gallatin National Forest Avalanche Center to fund an on-campus avalanche rescue training park and to host the MSU Snow and Avalanche Workshop, an annual event open to the MSU and Bozeman community (annual attendance of ~200 in-person attendees, along with a large live stream audience)
- Built a comprehensive credit-based outdoor education program, including the creation of curriculum, risk management structures, and staff training processes. This program began with 4 credits/year of outdoor skills courses and now offers 23 credits/year of outdoor safety courses

Instructor & Facilitator

Colorado Outward Bound School, Southwest Program, Moab, UT

Saint Lawrence University, Canton, NY

Ohio University, Athens, OH

Paul Smith's College, Paul Smiths, NY

May 2016-July 2018

August 2016- May 2017

August 2015- May 2016

January 2012- March 2015

Built curriculum and delivered credit and non-credit classroom and field courses for a variety of outdoor activities to students of all backgrounds and experience levels

- Coached application of group leadership and conflict styles, using the outdoors as a venue for increasingly complex leadership practice with ample opportunities for building self-reflection and communication skills
- Oversaw trip planning and creation of risk management plans, coordinating with multiple departments for transportation and facilities use, and mentoring and assessment of undergraduate Teaching Assistants

EDUCATION & RELEVANT CERTIFICATIONS/AWARDS

Master of Science in Recreation Studies, Ohio University

Campus Recreation Specialization

May 2016

Bachelor of Arts in Global Studies, Saint Michael's College

Minor in Spanish

May 2009

Montana State University

Front-Line Supervisor Training

August 2022

Diversity & Inclusion Development Certificate (Level 1)

November 2020

Leadership MSU Program

May 2021

Service Excellence Award Nomination

April 2021

Mental Health First Aid Training

May 2018

CONFERENCE PRESENTATIONS & PUBLISHED WORK

Snow Science: The Theory and Practice (co-presented with Dr. Jordy Hendrikx, Montana State University)

Educational Session, Association for Outdoor Recreation and Education (AORE) Conference

October 2018

How We Built This: Ideation to Installation of an on-campus Avalanche Beacon Park (co-presented with Dr. Matt Caires and Dr. Jordy Hendrikx, Montana State University)

Educational Session, Association for Outdoor Recreation and Education (AORE) Conference

October 2018

Using Run Lists to Manage Risk for Backcountry Ski Programs (co-presented with Bruce Saxman, University of Idaho)

Educational Session, Association for Outdoor Recreation and Education (AORE) Conference

October 2018

Investigation of influences on leadership identity development of co-curricular outdoor program student leaders

Research Presentation, Association for Outdoor Recreation and Education (AORE) Conference

October 2017

Developing Student Leaders in Campus Outdoor Recreation Programs: An Appreciative Inquiry

Journal of Outdoor Recreation, Education, and Leadership (JOREL), Vol. 9

January 2017

VOLUNTEER EXPERIENCE

Safe Zone LGBTQ+ Education and Allyship Program Facilitator, Montana State University

Student Wellness Diversity, Equity, and Inclusion Committee Member, Montana State University

Snow and Avalanche Workshop Steering Committee Chair, Montana State University

MSU Debut Committee Member, Montana State University