

**BRIAN COPPESS, Ed. D.**

Assistant Professor, Director of Principal Licensure  
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**EDUCATION**

- University of Northern Iowa, 2010, Ed.D.
- University of Northern Iowa, 2005, Certification, Superintendent in the state of Iowa
- Drake University, 1999, Certification, Secondary Education Administration
- M.S. Iowa State University, 1992, Major: Athletic Administration
- B.A. Simpson College, 1981, Major: English

**PROFESSIONAL EXPERIENCE**

- Western Colorado University (Assistant Professor) July, 2017-2023
- Urbandale Community School July, 1998-June, 2017
  - High School Principal August, 2013-June, 2017
  - High School Associate Principal August, 2002-August, 2013
  - Activities Director, grades 6-12 July, 1998-June, 2002
- Nevada Community School August, 1985-June, 1998
  - 7<sup>th</sup> Grade Language Arts and Reading Teacher
  - Middle School PE Teacher
  - 7-12 Athletic Director (1988-1998)
- Buffalo Center-Rake Community School August, 1982-May, 1985
  - 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup> grade Language Arts
  - Women’s Literature (College Prep)
  - Comedy (College Prep)
- Adjunct Professor, Buena Vista University August, 2014-May, 2017

**PROFESSIONAL APPOINTMENTS/EMPLOYMENT**

Western Colorado University (Associate Professor) March, 2023

**AWARDS AND HONORS**

- Iowa High School Athletic Directors’ Hall of Fame, 2019
- Finalist – University of Northern Iowa Educational Leadership Legacy Award, 2014
- Iowa High School Athletic Association School Administrator’s Award, 2003
- Central Iowa IHSADA Athletic Director of the Year, 2001-2002 School Year
- National Guard Partner Award, 2001-2002 School Year
- Urbandale High School Wrestling Hall of Fame, 2002
- Extra Effort Award, Urbandale School Board, 2001

## CONFERENCE PRESENTATIONS

- Coppess, B. (2022, November). *A continual improvement process and flowchart to identify and meet the needs of all of your students*. Paper to be presented at the CASE Inaugural Principal Conference, Colorado Springs, CO.
- Coppess, B. (2022, October). *Relationships that motivate the indifferent: A continual improvement process that inspires at-risk students*. Paper to be presented at the Critical Questions in Education Symposium, Denver, CO, October 2022.
- Coppess, B. (2022, October). *Continual improvement: Creating the case for transforming change management in schools*. Paper to be presented at the Northern Rocky Mountain Educational Research Association Annual Conference, Billings, MT, October 2022.
- Coppess, B. (2021, October). *The case for empathy as a standard for principal certification*. Paper presented at the Northern Rocky Mountain Educational Research Association, Ketchum, ID.
- Coppess, B. (2021, March). *Focus on improvement by examining your leadership system*. Paper presented at the Iowa High School Athletic Directors' Convention, Des Moines, IA.
- Coppess, B. (2020, March). *Be the inspiration*. Video presented at the Iowa High School Athletic Directors' Association.  
[https://www.youtube.com/watch?v=Nft9C3wkMU4&list=PLD\\_5SvTpHVyrmy4tE2AxQzX1klbxsv9xd&index=11](https://www.youtube.com/watch?v=Nft9C3wkMU4&list=PLD_5SvTpHVyrmy4tE2AxQzX1klbxsv9xd&index=11).
- Coppess, B. (2020, February). *Motivation tools to engage your staff*. Paper presented at the Colorado Association of School Executives Winter Conference Breakout Session, Westminster, CO.
- Coppess, B. (2019, November). *The virtue of school culture: Advancing your mission and vision for a happy and engaged staff*. Paper presented at the Critical Questions in Education Symposium: Supporting Public Schools, Teachers, and Students, Chicago, IL.
- Coppess, B. (2019, October). *Mindset progression and intellectual growth of students in one principal preparation program in Colorado*. Poster presented at the Northern Rocky Mountain Educational Research Association, Denver CO.
- Coppess, B. (2019, July). *Advancing your mission and vision with a design for a happy and engaged staff*. Paper presented at the Colorado Association of School Executives, Westminster, CO.
- Coppess, B. (2018, October). *Field experiences with meaning*. Paper presented at the Colorado Association of Teacher Educators, Denver, CO.

## DISSERTATION

- Coppess, B. (2010). A case study of the perceptions of stakeholders from a school district in Iowa on the impact of no child left behind on the comprehensive high school. <https://scholarworks.uni.edu/etd/381/>

## JOURNAL PUBLICATIONS

- Coppess, B. (2022). Challenging educators' mental models about motivating students. Northern Rocky Mountain Educational Research Association journal, *Educational Research: Theory and Practice*.  
[http://www.nrmera.org/wp-content/uploads/2022/05/12-Coppess\\_2022.pdf](http://www.nrmera.org/wp-content/uploads/2022/05/12-Coppess_2022.pdf)

Coppess, B. (2022) The case for empathy as a standard for principal certification –Northern Rocky Mountain Educational Research Association journal, *Educational Research: Theory and Practice*.  
[http://www.nrmera.org/wp-content/uploads/2022/05/09-Coppess\\_2022.pdf](http://www.nrmera.org/wp-content/uploads/2022/05/09-Coppess_2022.pdf)

## **PODCAST EPISODES**

Coppess, B, Edmonds, K (cohosts), & Reid, D. (guest) (2022, November 22). Intersectionality – Denise Reid describes disability as a diversity identity. Anchor by Spotify.  
<https://anchor.fm/dashboard/episode/e1r3fto>

Coppess, B, Edmonds, K (cohosts), & Coppess, C. (guest) (2022, November 1). Why lgbtq has a hold on our hearts. Anchor by Spotify. <https://anchor.fm/dashboard/episode/e1q38h9>

Coppess, B. & Edmonds, K. (Cohosts). (2022, May 25). White supremacy is poison. Time to end terrorism fueled by hate. [4] In BECK Podcast for a diverse America. Anchor by Spotify.  
<https://anchor.fm/brian4112>

Coppess, B. & Edmonds, K. (Cohosts). (2022, May 6). Returning to school from COVID: Building relationships and social solutions for all students [4] In BECK Podcast for a diverse America. Anchor by Spotify.  
<https://anchor.fm/brian4112>

Coppess, B. & Edmonds, K. (Cohosts). (2022, January 31). The courage to lead: Lead with your heart. [4] In BECK Podcast for a diverse America. Anchor by Spotify. <https://anchor.fm/brian4112>

Coppess, B. & Edmonds, K. (Cohosts). (2022, January 31). The courage to lead: Celebrate the influence of black Americans all year long. [3] In BECK Podcast for a diverse America. Anchor by Spotify.  
<https://anchor.fm/brian4112>

Coppess, B. & Edmonds, K. (Cohosts). (2022, January 26). The odyssey. A black. Inner city kid becomes a principal in a white school. [1] In BECK Podcast for a diverse America. Anchor by Spotify.  
<https://anchor.fm/brian4112>

Coppess, B. & Edmonds, K. (Cohosts). (2022, January 19). White people can and should lead the charge to terminate racism and here is how. [1] In BECK Podcast for a diverse America. Anchor by Spotify.  
<https://anchor.fm/brian4112>

## **MANUSCRIPTS IN PREPARATION**

Coppess, B. (2022). Round up a culture of continual improvement and put the legend of silver bullets and other shiny objects in the past.

Coppess, B. (2022). The legislative end of external control.

Coppess, B. (2022). Relationships that motivate the indifferent: A continual improvement process that inspires at-risk students.

Coppess, B. (2022). Continual improvement: Creating the case for transforming change management in schools.

## **COURSES TAUGHT**

EDUC 670: Introduction to School Leadership, Western Colorado University

EDUC 672: Personnel Selection and Development, Western Colorado University

EDUC 673: School Safety and Facilities Management, Western Colorado University

EDUC 675: Student Learning and Accountability, Western Colorado University

EDUC 678: Principal Internship I, Western Colorado University

EDUC 679: Principal Internship II, Western Colorado University

EDUC 680: Research & Critical Inquiry for Leaders, Western Colorado University  
EDUC 681: Instructional Program Development and Evaluation, Western Colorado University  
EDUC 682: Shaping School Culture, Western Colorado University  
EDUC 693: Capstone, Western Colorado University  
EDUC 695: Resource Management in Education, Western Colorado University  
EDUC 699: Research Problems (Independent Study)  
GECI 510: Introduction to Graduate Studies and Research, Buena Vista University  
GECI 502: Cognition and Instruction Buena Vista University  
GECI 504: Professional Development and Instructional Leadership, Buena Vista University  
GEDU 517: Social and Cultural Foundations of Education, Buena Vista University  
GEDU 591: Capstone, Buena Vista University

## STATE AND REGIONAL SERVICE

- *Reviewer*, Benedetti, C. Fight fit: Developing racially diverse principal pathways in historically homogenous communities. Submission to the *Journal of Educational Leadership and Policy Studies*. (2022)
- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by the Colorado State University for reauthorization of their existing school administrator preparation program. (2022)
- *Reviewer*, Peer Review Committee, Routledge Publishing. Evaluated *Introduction to the principalship: Theory to practice* (2015) in preparation for the publication of the 2<sup>nd</sup> edition (2022)
- *Reviewer*, Benedetti, C. (2022). Texas Comprehensive Research Fund proposal: Inducing physiological responses to acute stress stimuli in virtual leader simulations. (May, 2022)
- *Department Senator*, University Senate, Western Colorado University, Gunnison, CO. (August, 2020-present)
- *Faculty Representative*, Intercollegiate Athletic Committee, Western Colorado University, Gunnison, CO. (August, 2022-present)
- *Faculty Representative*, University Academic Policies Committee, Western Colorado University, Gunnison, CO. (August 2017-May, 2022)
- *Reviewer*, North Rocky Mountain Educational Research Association journal, *Educational Research: Theory and Practice*. (2021-present)
- *Committee Chair*, Exemplary Service Award Committee, Northern Rocky Mountain Educational Research Association. (August, 2022-present)
- *Colorado Representative*, Governing Board of the Northern Rocky Mountain Educational Research Association. (2020-October, 2022)
- *Committee Member*, Exploring Educational Leadership Preparation with an Equity Mindset Committee. This committee generates ideas for advancing inclusivity and equity and to discuss ideas for improvement for internships and delivering Educational Leadership curriculum. (2020-present)
- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by Colorado State University Pueblo for initial authorization of a new school principal preparation program. (2021)

- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by the University of Colorado Denver for reauthorization of an existing school administrator preparation program. (2021)
- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by the University of Colorado Denver for reauthorization of an existing school principal preparation program. (2021)
- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by Colorado State University Fort Collins for reauthorization of an existing principal preparation program. (2021)
- *Reviewer*, Northern Rocky Mountain Educational Research Association Annual Conference, Ketchum, ID. (2021)
- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by Regis University for reauthorization for reauthorization of an existing school principal preparation program. (2020)
- *Reviewer*, Peer Review Committee, Colorado Department of Education. Evaluated materials submitted by Fort Lewis College for initial authorization of a principal preparation program. (2020)
- *Reviewer*, Colorado Department of Education Induction Review Committee. Reviewed state-mandated proposals from Colorado School Districts documenting schools' efforts for induction of teachers new to their district. (2020, 2019)
- *Reviewer*, Induction Review Committee, Colorado Department of Education. Reviewed state-mandated proposals from Colorado school districts documenting schools' efforts for induction of teachers new to their district. (2020, 2019)
- *Reviewer*, Northern Rocky Mountain Educational Research Association Annual Conference, Denver, CO. (2019)
- *Faculty Representative*, University Curriculum Committee, Western Colorado University, Gunnison, CO. (August, 2017-2019)

## **COMMUNITY SERVICE**

- Vice-President & Board Member, Western Colorado University Mountaineer Athletic Association (2021-present)
- Committee Member, Western Colorado University Mountaineer Hall of Fame Committee (2019-present)
- Volunteer Assistant Coach, Western Colorado University Wrestling Team (2017-2022)
- Play by Play and Color Commentator for Video Broadcast, Western Colorado University Wrestling Dual Meets (2022-present)
- Member, Gunnison Elks Lodge (2018-present)
- Member, Gunnison Sportsman's Association Gun Club (2020-present)
- Member, Gunnison Valley Animal Welfare League volunteer (2018-present).

- Professional Activity Fund, Western Colorado University, Travel Award to attend the Critical Questions in Educations Symposium, Chicago. (Funded, \$600). (2019)

## **PROFESSIONAL ORGANIZATIONS**

- Colorado Association of School Executives
- Association of Supervision and Curriculum Development (ASCD)
- National Association of Secondary School Principals (NASSP)
- Urbandale High School Wrestling Hall of Fame, March, 2002
- Extra Effort Award, Urbandale School Board, April, 2001