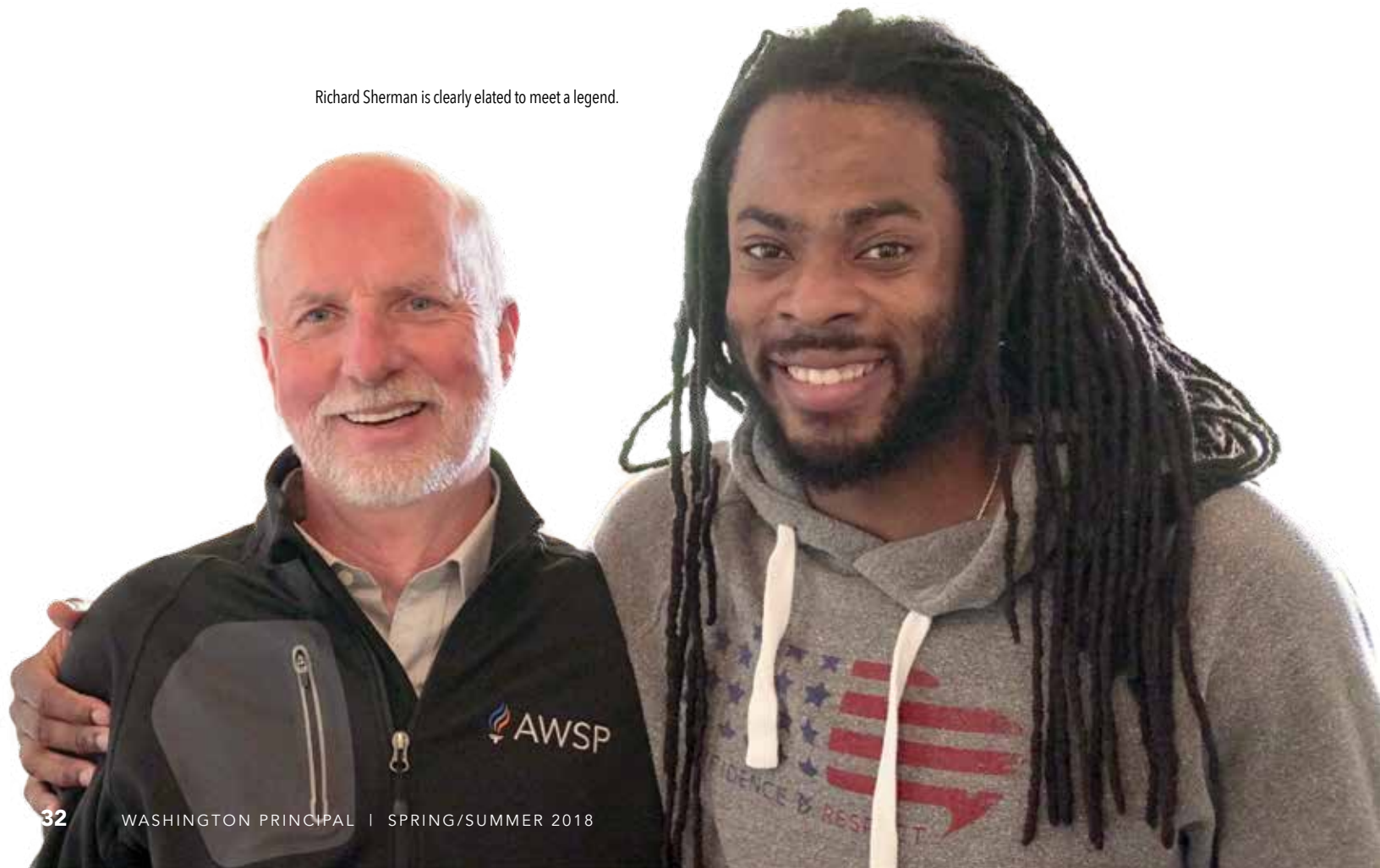


# GOODBYE, GARY

*A Legend Leaves*

Richard Sherman is clearly elated to meet a legend.



# For many people, Gary Kipp is synonymous with AWSP.

During his 15 years of leadership, our association has grown in size, ambition, and relevance. We are the only principals association in the nation to develop and own its own leadership framework. As of next school year, the AWSP Leadership Framework will be the only state-approved framework to use for evaluating principals and assistant principals. We are the only principals association with two learning centers (Cispus and Chewelah), where our nationally-acclaimed student leadership programs are usually held. We also have the highest percentage of members of any principals association in the nation.

The list of firsts, onlys, and accolades goes well beyond that. Much of that either began or grew under Gary's calm, even, steady, and thoughtful leadership. Whether you ask someone at the district, state, or national level, Gary's name brings instant credibility and reassurance.

Always quick to crack a joke and create a smile, the staff here and his colleagues wanted to make Gary feel as appreciated on the way out as he makes us feel every day, and if he's a little embarrassed, well, that's just a bonus!

## FORMER STAFF



**Don Rash**, *Former AWSP Director of Middle Level Programs*

Thank you, Gary, for being a supportive, inspiring, mentoring

“boss.” And for never making us feel like you were our “boss,” though you clearly were the leader we wanted to follow.

To this day I think of one of his columns in *Washington Principal* a few years ago when he reminded us of the safety message we hear from the flight just before we take off: “In the event of loss of cabin pressure, be sure to place the oxygen mask over your nose and mouth before you attempt to help others.”

Ever since then, when I hear that flight attendants message I am reminded of Gary's concern for all principals, even we retired

ones, that we need to make sure to take care of ourselves before we can take care of others. Now as Gary moves into retirement, as least his departure from more than full time work, I hope he makes sure he puts his mask on first.



**Brian Barker**, *Former AWSP Executive Director*

I find it hard to relay an embarrassing or funny moment with Gary without

being accused of another incident of a Husky picking on a Cougar. But I do vividly recall the Principals' Conference in Spokane (early 90s) when the speaker was to be secretary of state Ralph Munro. Ralph called from the airport and was too sick to travel or speak. We scrambled (!). The happy hour went long, the crowd was getting restless and out of the snow and fog, principal Gary Kipp arrived with his latest PowerPoint. As usual, Gary was prepared, hit a home run, and a good time was had by all.



**Paula Quinn**, *Former AWSP Director of Elementary Programs*

I was privileged to work with Gary for over eight years

at AWSP and many more years on AWSP and ESPAW boards. Gary made work and board meetings fun. He



Gary serenading Paula Quinn at her retirement.

encouraged leadership from everyone at the office and on the boards. When something went well, Gary gave credit to the individuals and teams involved. Gary would never say anything failed, but occasionally something didn't go so well. He never blamed anyone, but looked at these as opportunities to change or try new things. Gary gave me free reign to try new ideas in professional development and supported some of my most crazy schemes to meet the needs of our members. When TPEP came to town, Gary thought I should represent AWSP in everything TPEP, but when I went back after the first meeting whining, he jumped right in. Boy am I glad he did!

Traveling with Gary is always an adventure, especially if you like Starbucks — Gary knows where every one in Washington is located.

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Gary rocking a big beard and some keyboard skills.

Continued from page 33

I appreciated him doing the driving so I could knit or quilt. Working with Gary on the AWSP Framework was the most challenging and rewarding opportunity in my entire career. The framework would not exist without Gary Kipp. I am so proud of that work. Whenever life gives us lemons, Gary makes lemonade, as long as there is some ice tea included. Best wishes, Gary!



**Gary Kipp**  
Class Cab. 2,3,4  
Ski Club 3,4  
Band 2,3  
Intramural 2,3,4

A young Gary in his high school yearbook.

Yet he doesn't focus on himself. For example, he has received more than one award from state education associations but doesn't tell anyone about them. Rather than plaques of recognitions hanging on the wall in his office, he has a picture of himself being drenched by a rainstorm at at Mark Morris outdoor graduation ceremony. On the bookcase behind his desk is a plaque that says, "Fire Kipp." Again evidence that he doesn't take himself too seriously.

Gary was at the top of the heap of bosses I worked with throughout my career. I would have been a better administrator had I had him as a mentor before leading a building.



Gary's got no cap, but he's got an umbrella.

care of installing a light above the back door, forging partnerships with principal organizations across the country. From the little things to the big, Gary is always doing for AWSP.



**Jerry Bender**,  
Former AWSP  
Government Relations  
Director

Gary is serious about the work of

supporting all students and principals — but not serious about himself. He is relentless in his preparation to teach others about ways to help kids prepare for their future and serious that all are treated with respect. If you have ever seen one of his PowerPoints, you are amazed by the metaphors and analogies he comes up with to make his point.



**Laura Moore**,  
Executive Assistant, OSPI

I admired his abilities as a leader, as a coach, and his ability to have fun when the time came.



**Terry Barber**, Former  
AWSP Director of  
Elementary Programs

Gary has a wonderfully unique way of

creatively painting a picture about complex issues and making them understandable. That was the main reason I encouraged Gary to apply for the position of executive director. Our association of school leaders has been blessed by his calming presence and insightful analysis. Let's hear it for Gary!



**Jocelyn McCabe**,  
Former AWSP  
Communications  
Director

It is the rare treat to work with executives

who not only understand and value the role of communications and PR, but who are also excellent communicators themselves. Gary is one of those people, quick-witted and savvy to boot.

It is equally rare to work someplace where the office truly feels like family; Gary created that kind of environment at AWSP. From indoor mini-golf tournaments to Peeps decorating contests, Gary always finds a way to factor in fun. When your boss shows up to the office in a full SpongeBob costume (and a cowboy hat – he was SpongeBob Square Dance) on Halloween, you know you're working in a special place!

There have been many instances after I left AWSP where I've had a "What Would Gary Kipp Do?" moment. His inclusive nature and spirit of fun are just two of the great leadership traits I appreciate about him. I wish he and Sue many great adventures together in retirement.



**Vicki Bates**, Assistant  
Superintendent of  
Technology, Auburn SD

Gary loves AWSP and takes endless care of its people,

the organization, even the facility. Gift cards following the Seahawks competitions on the weekends, taking



Gary and crew on one of his many visits to Washington, D.C.



Gary is as cool as ice and as monumental as a mountain.

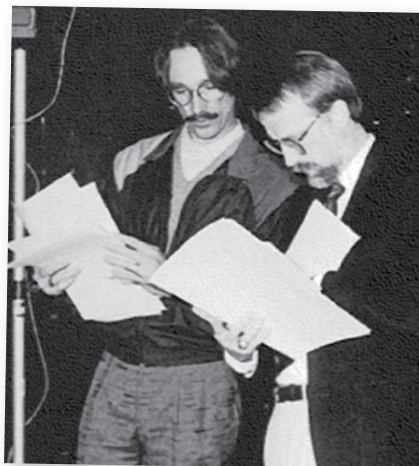
## CURRENT STAFF



**Roz Thompson,**  
*Director of AWSP  
 Governmental Relations  
 & Advocacy*

As we all know, Gary is a masterful teacher

and mentor who counsels everyone he meets with a gracious manner and a healthy dose of humor. There have been many moments over the past year when Gary has shared his nuggets of wisdom with me. I feel so lucky to have spent a year working with him! One of the most meaningful statements from Gary came when I was in the process of considering the move to my new position. Gary said to me “no one is in this alone.” This was quite comforting knowing that I was stepping in to a new role with a steep learning curve



Gary reading something very, very serious.

and big shoes to fill. Thankfully, a year later, I can say that Gary was absolutely right. I’ve never felt like I am alone in my new role. AWSP has an amazing staff as well as a strong association of phenomenal principals from across our state who are all ready to lend support. Gary has to be given a lot of credit for

tending, cultivating and growing this supportive culture. I hope that Gary’s encouraging words to me can carry on to all of you...and that your own professional network of support is strong. AWSP is here for all of you!



**Scott Seaman,** *AWSP  
 Deputy Executive  
 Director*

About 15 years ago I attended my first ever AWSP event as a member of the WASSP Board. That was also my first experience and opportunity to meet Gary Kipp. I knew from the first moment of listening to him speak to our group that some day I wanted to

*Continued on page 36*

grow up and be just like Gary. For years I've observed his demeanor, wisdom, wit and vision for pushing our organization to better support principals in our state and beyond. Gary has moved AWSP into a position that garners incredible respect in our state and across the country. He leads with heart, passion, integrity and conviction to improve our educational systems in order to better serve kids. Gary empowers us to lead with our own energy and creativity but always keeps us grounded in the mission of our work. Some would say I've reached my lifelong dream of growing up to be just like Gary. I would agree, with the exception of growing up.



Gary with a prom queen, who happens to be his daughter, Kristen.



**Alli Jorgenson,**  
*AWSP Financial Services*

In the relatively short time I've been working at AWSP I have been lucky

enough to work and learn from Gary. He has an incredible passion for the association and those he works with, something that most strive to find in their careers. I wish you well in your retirement Gary and hope you have lots of adventures ahead!

insightful leader with a fantastic sense of humor. He cares. I often hear him talking to members of the AWSP family about their lives outside of work. He goes to great lengths to support each of us and unsure we feel valued. Gary is a leader's leader and a true gentleman. It is my privilege and pleasure to learn from him as a leader and get to know him as a person.



**Kurt Hatch,** *AWSP Director of Principal Support, Middle Level Programs and Diversity & Equity*

Gary is a kind, thoughtful, humble and



**Caroline Brumfield,**  
*AWSP Graphic Designer*

I want to share one small example of Gary's cleverness and wit that I think

back on often and smile about. My first son, Lincoln, was born on February 22 (Washington's birthday!). After I emailed the staff about how I wouldn't be in that day due to Lincoln being born, Gary replied, "Well, Lincoln arrived on Washington's birthday. How cool. I hope it's Truman that the delivery wasn't Harding and he didn't Polk you much on the way out. Nixon anyone who says that's not the cutest baby in the world. Keep Coolidge and Grant us an opportunity to see his little Obama soon." Gary's sense of humor is presidential!



**David Morrill,** *AWSP Communications Director*

I've been fortunate to work for a lot of great bosses in my life.

Gary is no exception. I owe so much of my success to him. He empowers you and always wants to say yes, but has the wisdom and caution to ask the right questions and foresee all the implications of almost any decision. He leads with such humility, creativity, and humor. On a personal note, when I get to the stage in life where I'm a grandparent, I only hope I can be half the grandparent he is. Gary, thanks for teaching us all what it means to be a great leader and a great man.

Of all the things I learned from Gary, maybe the best thing I learned is the art of delegation. I remember walking into his office to discuss how we would break some unwelcome news to another staff member. I asked if he wanted to have the conversation and break the news, because I sure didn't. "Let's draw straws," Gary calmly suggested. In my head, I'm thinking,



Gary providing some laughs for Sue Davis at her retirement party.



Gary with Kurt Hatch and Dr. Caprice Hollins at the 2017 Equity Conference.

“Well, he’s the boss, so I’d really love to have him break the news, but this seems fair.” I watched anxiously as he picked up a pen and a notepad and started jotting something down. I was a little confused. “What are you doing?” I asked. With a big grin on his face, Gary tells me, “I’m drawing straws,” while he flips the notebook around, revealing a drawing of a long strong with his name under it and a short straw with my name under it. “Yours is shorter,” he added with a chuckle. That’s Gary in a nutshell. He always has the ability to draw a laugh, even in tense or uncomfortable situations.



**Ron Sisson, AWSP**  
Director of Principal Support and Elementary Programs

These past three years working with Gary have been incredible. I come to work every day to a boss who fosters creativity by allowing us to dream, plan and implement. Though he keeps guard rails on our outside the box thinking (which can be a little crazy at times), he also supports our innovation and creativity. The question is never “why?”, it’s “why not?”. His leadership has allowed us to dream big and build a high performing association that truly does amazing work for principals.

On a personal note, Gary has become more than just my boss, he’s become my friend. I appreciate his humor, his genuine caring for others and his camaraderie. Though our paths have crossed for a short time, Gary’s impact on me will last a lifetime.



**Kim Marquette,**  
Assistant to the Executive Director

There are so many things I could say about Gary that I didn’t even know where to begin. When I think about him, here’s what

comes to mind: Compassionate, calm, trusting, funnier than hell, kind, family man, genuine, passionate, friend, leader, and unassuming. It’s been a joy to work with him.



**Susan Fortin, AWSL**  
Director of Student Leadership

Gary’s the rock. Observing his leadership over the years has guided my growth as a leader. When faced with a tough situation I ask myself, “What would Gary do?” While pondering that, I usually get a pretty clear vision of how to proceed. Thank you, Gary, for your wisdom, support, humor and guidance. I’m a better person for having had the opportunity to learn from you.



**Martin E. Fortin, Jr.,**  
AWSP Learning Centers Director

Gary has taught me about patience in decision making. A proposal takes time to contemplate, research, and to decide the proper approach. My best work has been under Gary’s tutelage and guidance, encouraging me to take time before selecting a course of action. He also taught me to pursue all options and be present. My most repeated quote I learned from Gary: “If you are not at the table, you may end up on the menu.”

## STATE AND NATIONAL LEADERS



**JoAnn Bartoletti,**  
NASSP, Executive Director

My admiration for Gary Kipp is boundless. Not only is he a terrific leader of AWSP he is a true educator and friend and funnier than hell.



Gary can answer a phone with the best of them.



**L. Earl Franks, Ed.D., CAE,** Executive Director, National Association of Elementary School Principals

Gary Kipp has served as an exemplary leader for the Association of Washington School Principals (AWSP) as well as the National Association of Elementary School Principals (NAESP). Throughout his successful tenure as an education association executive, he epitomized servant leadership as he always focused on serving his members and spotlighting the important role principals and other school administrators play in the education of all students. Gary has been a mentor and friend to many state principal association leaders throughout the country. His insightful ideas coupled with his quick wit will be greatly missed by many. We wish him the very best in his well-deserved retirement.



**Dr. Jason E. Leahy,** Executive Director, Illinois Principals Association

In my opinion, Gary Kipp is one of our country’s most respected state principals’ association executives. He possesses the qualities of visionary, innovator, and love for the profession

Continued on page 38

the rest of us in similar positions across the nation strive to emulate. For my part, I have made it routine to frequently benchmark our work at the Illinois Principals Association (IPA) to that of AWSP. Due to Gary's steadfast leadership, I know that if I want to ensure we at the IPA are doing what is best for our state's school leaders we better pay attention to what is going on in Washington. No doubt his impact and legacy go well beyond Washington's borders. Gary, I wish you, Sue and your family the very best in your next season. It is a pleasure to call you colleague and friend. Illinois wishes you the very best.



**Bill Keim**, Executive Director, Washington Association of School Administrators

I met Gary Kipp in the 1990s when we both served on WASSP Rep Council, AWSP's board for secondary school principals. Within a few years we were both moving through various leadership roles with WASSP, but then my path was diverted by an offer to serve as our school district's

superintendent. As a result of that change I had much less contact with Gary for several years, but I was very pleased to hear that he had been selected as the new AWSP Executive Director when Brian Barker retired. I was even more pleased to begin working closely with Gary again when I was selected in 2013 to serve as the WASA Executive Director.

During the past five years I have learned a lot from Gary, and we have maintained a high level of positive collaboration between our two associations. Through those interactions I have been impressed by the wisdom and insights Gary brings to any discussion topic. He clearly understands the role and impact of highly effective building leaders in helping all students succeed. Gary also understands and articulates the importance of building leaders working together as part of a cohesive school district leadership team.

I would like to wish Gary all the best as he moves into retirement and offer my thanks for his tireless efforts during a remarkable career. As he makes that transition, Gary should

feel proud of the many positive contributions he has made toward improving Washington's system of public education.



**Gene Sharratt**, Executive Director, AESD/OSPI Network Initiatives

One of my favorite things about Gary is his devotion to his family, friends, and profession.



**Lauren Hibbs**, Director of Partnerships and Professional Development, Pacific Lutheran University

I appreciate Gary's approachability, his wisdom. The way he listens and make you feel valued. His smile and the energy he brings with him every single day. Everyone needs a friend like Gary.



**Alan Burke**, Former OSPI Deputy Superintendent, Former WSSDA Executive Director

When I think of Gary the word "relax" immediately comes to mind. As someone who is wired fairly tight, I always appreciated seeing Gary come into a room. The topic could be testy, the lead up to the meeting filled with nasty-grams, and the room filled with administrative and union folks who clearly didn't agree on much of anything. Whatever the situation, Gary would enter with a smile on his face, tell a story that would make folks laugh a bit, and then get down to business. And always the group seemed to find a good place to land. This, of course, was all due to a guy who didn't take himself too seriously, never acted like he was the smartest person in the room—even if he was—and always approached problems with a let's-fix-this attitude. He'll clearly be missed



Don't worry, Gary wasn't really arrested... we don't think.

by the AWSP family, but perhaps equally so by those in Olympia-land who, like me, have come to appreciate and welcome him into to any meeting, any perilous political situation, and any social event where a smile, a funny story, and a bright mind always settled things down.

Happy retirement, Mr. Kipp!



**Sue Anderson,**  
*Director of Educator Effectiveness, OSPI*

We serve on the TPEP Steering Committee together. As you

can imagine, there are some good discussions at the meetings. What often happens is that the rest of us talk for awhile about an issue — sometimes a long while. Then there's this pause, and Gary speaks for the first time. Inevitably, he says something very wise. Often, it's also pretty funny. We are really going to miss him.



**Sharon Bower,**  
*Director, Washington State Leadership Academy*

Gary had the wisdom to join forces with

WASA to begin, create, and support the Washington State Leadership Academy changed the entire scope and quality of building leadership in Washington state.

## FELLOW PRINCIPALS AND AWSP BOARD MEMBERS



**Jeff Miller,** *AWSP President, 2013, Various Boards and Committees from 1991-2014*

Besides his very witty sense of

humor, he always came up with the best metaphors and analogies to fit the current “issues in education” to common sense practices that everyone could understand.

He's a man of honesty and integrity! At an AWSP Board dinner at a downtown Seattle restaurant, the



Gary participating in office shenanigans.

fire alarm went off clearing the entire restaurant out to 6th Avenue. During the 30-minute wait, while the fire department checked out the building, just about every other party, large and small skipped out on their bill and left. Gary kept us calm and entertained until we could return to the restaurant, finish our dinner and receive our free dessert, provided by the management, because of Gary's honesty and integrity.



Gary poses with a former student as his current patient. Yes, this actually happened, but the photo was staged.



**Dwight Cooper,**  
*ESPAW Board, NAESP State Representative, and NAESP Board of Directors*

As I ponder possible

tributes of Gary Kipp, two words keep resonating, “has been”.... in a good way. Above all else Gary has been a good friend. Gary has been insightful and a masterful mentor. I've appreciated Gary's dry humor. His impromptu video welcoming principals to Seattle for a NAESP National Conference was a masterful promotional production.

Besides earning the respect of educational, business, and political leaders in Washington state, Gary is greatly respected by state and national association leaders across the country. Because of Gary's vision and leadership AWSP is the premier

*Continued on page 40*



principals' association in the country. Thank you, Gary, for your friendship, support, and kindness. Best wishes for a rewarding retirement.



**Gunnar Guttormsen,**  
Assistant Principal,  
Coweeman Middle  
School, Kelso SD

Every interaction I have had with Mr. Kipp he has always made me feel important, from when I was a student at Mark Morris High School to today as a school administrator.



**Gordon Grassi,**  
Former AWSP Middle  
Level Board President

I admire his work ethic, and his compassion for making education a priority.



**Carole Meyer,**  
Assistant  
Superintendent, Moses  
Lake SD

Gary is the guy who knows a thing or two because he's seen a thing or two, like

the Farmers Insurance commercial. He is the go-to guy when you need an answer for difficult situations.



**Nathan Plummer,**  
Principal, Sultan Middle  
School, Sultan SD

I admire Gary's comprehensive understanding of the principalship. He simply gets it regardless of the situation. And his sense of humor.



**Jeff Gutfeld,**  
Assistant Director of  
Assessment and Highly  
Capable, Bethel SD

Gary has a wonderful sense of humor. His professionalism and respect he has earned over the years with all the governors and state superintendents is beyond compare. Gary supported the new principal as much as he supported the 30-year veteran principal. He was never "too big" for the role while his position in the organization and within the state was of a stature that was second to none. Gary is an incredible leader with the personality, experience, and charisma which has made AWSP one of the most respected organizations, not only in our state, but in our nation. Congratulations!



**Mike Hagadone,**  
Assistant  
Superintendent, White  
River SD

Gary has been a tremendous support for principals throughout Washington state throughout his career. I appreciate everything he has done to help me become a better administrator and remember the reason why we do this work-the kids!



**Howard King,**  
Superintendent/  
Principal, Orchard Prairie  
SD

Gary was always accessible, positive and professional. He was a consistent credit to AWSP in the manner in which he represented the organization. A job well done, Gary!



**Dr. Glenn E. Malone,** Chief  
Assessment &  
Accountability Officer,  
Puyallup School District

I first met the principal of Mark Morris High School almost 20 years ago at Evergreen State College as we were both participants in the first ever Smart Tools Academy. Participants



We can't believe you're retiring, either, Gary!

Gary addresses the crowd at Summer Conference.

stayed in the dorms, were given a laptop computer and UW students showed us how school leaders should use it! Gary's quick wit and friendly personality made the four days (and nights) very enjoyable. We imbibed adult beverages in our dorm room while staying up late to do "our homework." Weeks later, I was surprised and honored when Gary sent me a coveted Monarch's Water Polo shirt. We have remained friends and I have great admiration for his work and the impact he has had on many others like me. Congrats on your retirement Gary!



WASA Executive Director Bill Keim and AWSP's Gary Kipp. Both will retire this summer.



**Samara Gilroy-Hicks**, *Director of Secondary in Evergreen*

I love Gary's wry sense of humor and his great sense of dress. He was always nattily attired. And he knew intrinsically that relationships were at the heart of school improvement.



**Christine Del Pozo**, *Former WASSP Board Member*

Gary has been a great mentor and leader for the entire state association. His leadership and dedication has been seen by moving us forward as an association. I will miss his expertise, knowledge of many things, positivity, and calm demeanor. Congrats Gary on your retirement! It is well deserved.



**Colleen Nelson**, *Former AWSP President*

One of the things I admire most about Gary is his ability to use his sense of humor to connect with people and help tackle tough topics. I remember distinctly being at the

Summer Conference in Spokane. I had just assumed a new role and was expected to introduce the VIP's on stage. I successfully introduced the two or three guest presenters I had never met. Next in line was Gary. No problem I knew him. However I went completely blank in front of the several hundred attendees. I think Gary could see the terror as I froze. He calmly leaned forward to the mike and said "I'm Gary.... Gary Kipp... AWSP." The crowd howled.



**Doris Bolender**, *Principal/PAC President/Middle School Representative*

Gary Kipp Is a pillar of honesty, respect, and true leadership. He can have composure when needed, empathy, and a voice of reason. He has had a positive impact on probably all that have been fortunate enough to work with him. He exhibits that balance that is difficult for so many administrators between keeping it light and getting down to business. I will always be grateful for the support that he has provided me in a couple of situations that helped me to believe in myself and become the kind of leader that will benefit kids and staff. Thank you, Gary. You are amazing.



**Courtney Margolin**, *Member of Vice Principal's Council*

Gary is one of the most supportive people I've had the opportunity to work with. His focus on moving our students, and ourselves, forward in new and innovative ways has changed the way I look at my own practice.

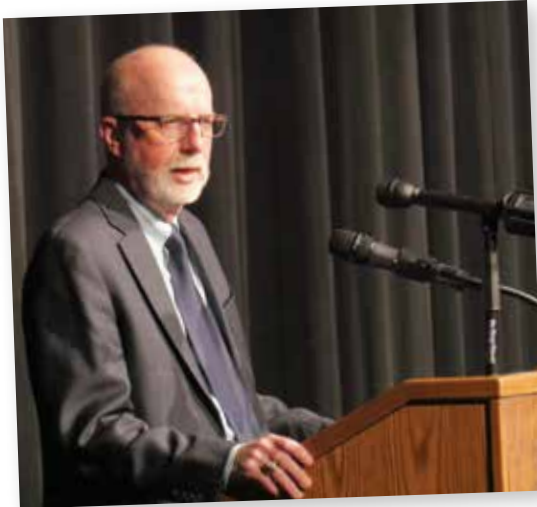


**Whitney Meissner**, *Former AWMLP President, La Conner Superintendent*

In 2006, I called Gary after I was appointed interim High School Principal in Chimacum. The situation was a bit complicated as it was March and the change was due to a legal matter involving the former high school principal. Not only did Gary respond quickly to my email inquiry asking if he had any suggestions, he drove out to Chimacum and met with me in person. That began what I now call a friendship, and I believe it was shortly after that meeting that I looked into joining the AWMLP board.

In 2010, I believe I was in a leadership position with AWMLP. In November

*Continued on page 42*



Gary presenting an award at Wilson High School.

of that year, my husband died in a car accident. Gary and all the AWSP staff reached out to me in many ways — from sitting with me at meetings and conferences, to attending the memorials, to checking in months later. Things were difficult for some time, but Gary always had a calm, supportive, and truly caring spirit that brought comfort during a very rough spot in my life.

Gary has gathered a wealth of information and has used it to develop leaders throughout the state, and to influence education policy nationally. He builds strong

relationships, he loves his family, and he has a great sense of humor. That wisdom, though, makes him someone whom I will always admire, and whose words will always guide me as a leader and a mom.

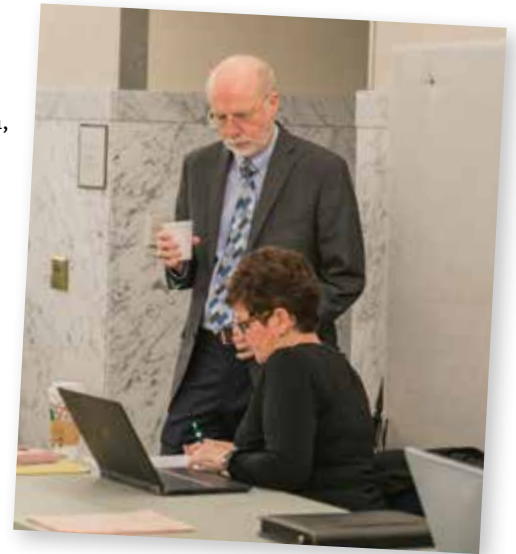
Thank you for leading and serving our state so well. I truly believe that schools throughout Washington, and thus kids throughout our state, have benefited beyond measure from YOU. Gary is irreplaceable

but he is leaving a legacy and standard that many of us will attempt to follow. In fact, it will take many of us to add up to the difference that Gary Kipp made.



**Erika Burden,**  
AWMLP NASSP  
Coordinator

I have always appreciated Gary's support and expertise when I need guidance. He will be truly missed.



Gary and Kim go over things at the 2018 Advocacy Day.



**Jeff Snell,** WASSP

I always looked forward to an opportunity to talk with Gary. He would always approach the conversation alongside of you. He made me feel confident even when I was struggling because of his support. You got the feeling he believed in you and would always be there to help. Thanks for your leadership Gary. You helped me be a better leader!



Friends, family and coworkers surprised Gary Kipp during his award acceptance and WSU's homecoming celebration on Sept. 22, 2012.