

Aaron L. Clanton

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SUMMARY

More than 20 years' experience in implementing creative solutions for complex learning needs. Create and develop interactive learning courses and curriculum to fulfill client and learner needs. *Areas of core strengths include:*

- ◆ Instructional design
- ◆ Data analysis
- ◆ Innovative
- ◆ Research
- ◆ Project implementation
- ◆ Teaching
- ◆ Client satisfaction
- ◆ Leadership
- ◆ Problem-solving
- ◆ Communications and marketing
- ◆ Learning strategy
- ◆ Project management
- ◆ Product development
- ◆ Adaptable

WORK EXPERIENCE

Kansas State University, Manhattan, KS

Bakers National Education Foundation Instructor

2019 to present

- ◆ Teach baking science classes and advise Baker Club.
- ◆ Manage bakery science laboratory in Shellenberger 110.

AIB International, Manhattan, KS

Manager, Baking Training Quality

2017 to 2019

Director Baking Innovation

2016 to 2017

Global Manager, Standards and Calibration, Baking Services

2013 to 2016

Baking Curriculum Manager

2008-2013

Baking Instructor

2006-2008

- ◆ Led cross-functional development team with subject matter experts and external instructional designers to build interactive, self-paced online baking learning courses.
- ◆ Managed vendor relationships with external contractors.
- ◆ Implemented new learning technology in face-to-face and virtual, instructor led classes.
- ◆ Collaborated with a virtual interdisciplinary team using online-based communication and networking platforms to revise and enhance course curriculum to equip learners with critical baking industry skills.
- ◆ Oversaw conceptualization, design, development, and commercialization of new learning products, one of which incorporated results of internal baking research.
- ◆ Led development of baking competency matrix by researching the market and analyzing 350 industry job descriptions, distilling data into 79 measurable outcomes.
- ◆ Coached instructional staff on methods, activities, and techniques that can be used to improve the delivery of learning events to promote participant engagement and interaction.
- ◆ Coordinated materials and speakers to facilitate and deliver more than 40 training seminars on baking related topics in the US and other countries.
- ◆ Designed and delivered interactive, customized baking training programs for clients on breads, hamburger buns, cakes, cookies, crackers, and puff pastry.
- ◆ Presented at multiple baking industry trade shows (IBIE, All Things Baking, IFT) and served on the task force coordinating the education sessions for IBIE.
- ◆ Researched and analyzed the effort and resources needed by the department to meet obligations. Recommended strategies to improve efficiencies and workload balance.

WORK EXPERIENCE (Continued)

- ◆ Taught key components (Operations, Baking Science, Breads, and Sweet Goods) of an internationally recognized leadership development course to a diverse, multicultural student population from around the world.

Interstate Brands Company, Kansas City, MO

Senior Product Development Technologist 2004-2005

Product Development Technologist 2001-2004

- ◆ Identified \$15 million cost savings by researching alternate ingredients.
- ◆ Formulated and launched 33 new bread and roll products.
- ◆ Managed ingredient, equipment, and material needs of bread bake lab.
- ◆ Mentored and supervised activities of three employees.
- ◆ Researched new methods to extend the shelf-life of existing products. Monitored shelf-life through texture analysis and sensory panels.
- ◆ Wrote product specification books for eight new products as corporate guidelines.
- ◆ Created product concepts and prototypes for marketing and management.

Kellogg Company, Memphis, TN

In-Plant Food Technologist 1999-2000

- ◆ Investigated and implemented increases in productivity, reduction in raw material usage, and reduction in waste.
- ◆ Contributed technical knowledge for researching problems with equipment, quality parameters, or raw materials in frozen waffle plant and ready-to-eat cereal plant.
- ◆ Started up a new processing line. After start up phase was complete, focused on process improvements to the line and training operators.
- ◆ Documented standard operation conditions on 12 processing lines.
- ◆ Represented the production plant as liaison on 25 corporate initiatives such as product improvement projects, new product start-ups, capital projects, and process efficiency development.

Kellogg Company, Battle Creek, MI

Food Technologist 1997-1999

- ◆ Executed plant and pilot plant trials of convenience food and ready-to-eat cereal products on 12 projects including coordinating raw materials, key personnel, and plant availability.
- ◆ Managed cross-functional team (product development, engineering, quality, logistics, and operations) to commercialize three new frozen products and one product improvement.
- ◆ Compiled a comprehensive report which established the baseline for future projects.
- ◆ Organized and categorized department equipment, enabling greater utilization.

Cargill Flour Milling, Wichita, KS

Quality Assurance Intern Summer 1996

- ◆ Assisted in the evaluation of wheat and flour samples through analytical tests, milling performance, and experimental baking to provide information about the new wheat crop.

Cereal Food Processors, Inc., Wichita, KS

Quality Assurance Intern Summer 1995

- ◆ Supported a new crop wheat survey by collecting, processing, and analyzing wheat samples and updating the database with the new crop information.

Clanton Farms, Inc., Minneapolis, KS

Production Worker 1987-1992

- ◆ Worked in production agriculture on the family farm.



EDUCATION

Baker College, Flint, MI

- ◆ Master of Business Administration in General Business

Kansas State University, Manhattan, KS

- ◆ Bachelor of Science in Milling Science and Management – Chemistry Option
- ◆ Bachelor of Science in Chemical Science

INTERESTS AND ACTIVITIES

American Association of Cereal Chemists member

American Society of Baking member

Lifetime 4-H member