

## 1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY

<u>Name/Degree</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary AY/FY</u>
Allan R. Culp. FR: M.Ed.	Student Development Counselor	NT		1.00	FR: 28,946 AY
<b>TO: N.C.C., M.Ed.</b>			<b>1-1-00</b>	1.00	<b>TO: 32,802 AY</b>
Lavurn M. Gagnon, B.T.	FR: Instructor in Automotive Technology	NT		1.00	FR: 27,895 AY
	<b>TO: Instructor in Automotive Technology &amp; Diesel Technology</b>	<b>P</b>	<b>8/24/00</b>	<b>1.00</b>	<b>TO: 28,251 AY</b>
<u>Lawrence J. Strizich</u> M.Engr.	FR: Associate Professor of Electronics Technology	C	6/30/99	1.00	43,234 AY
	<b>TO: Associate Professor of Electronics Engineering Technology and Computer Information Systems</b>	C	<b>7/1/00</b>	1.00	43,234 AY
Willard Leith, B.S.	FR: Technology Coordinator	NT	7/1/99	1.00	FR: 28,448 FY
	<b>TO: Technology Coordinator &amp; Curriculum Content Coordinator for Nursing on line</b>	NT	<b>3/1/00</b>	<b>1.00</b>	<b>TO: 29,612 FY<sup>[1]</sup></b>

## 2) NEW POSITIONS AND REPLACEMENTS

<u>Name/Degree/Rank/Dept</u>	<u>Replaces</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary AY/FY</u>
<b>ADMINISTRATIVE/PROFESSIONAL:</b>					
Margaret Meggs, Employee Relations Specialist	Catherine Laverdure (26,000)	NT	3/22/00	1.00	25,000 FY <sup>[2]</sup>

## 3) RETAINED AT SAME POSITION NOW HELD

Academic Executives, Administrators & Professionals

<u>Name, Degree, Position</u>	<u>Tenure</u>	<u>1998-99 Salary</u>	<u>1999-2000 Salary Effective: 10/1/99</u>	<u>% Increase</u>
Judith Bricker, B.S. Director of Alumni Affairs & Annual Fund Coordinator	NT	26,500 FY	27,030 FY	2
<del>James Potter, B. Rel.</del> Director of University Relations	NT	<del>33,720 FY</del>	<del>37,209 FY<sup>[3]</sup></del>	<del>2-5</del>

## 4) 1999-2000 FACULTY ROSTER

(Faculty salaries, rank and tenure reflect the 1999-2000 ratified collective bargaining agreement;  
academic year appointments unless otherwise indicated)

<u>Name, Degree, Department</u>	<u>Tenure</u>	<u>1998-99 Salary Effective: 6/30/99</u>	<u>1999-2000 Salary Effective: 11/15/99</u>	<u>% Increase</u>
<b>Professors:</b>				
Robert P. Christeck, Ph.D. Chemistry	C	48,803	50,243	2.9
Douglas D. DeLong, Ed.D. Mathematics	C	50,228	51,668	2.8
Virgil C. Hawkinson, M.S. Technical Sciences	C	43,673	45,113	3.2

<b>Kevin H. Johnson</b> , M.S. Automotive Technology	C	42,675	43,972	3
<b>Gregory D. Kegel</b> , M.S. Drafting & Mechanical Technology	C	42,675	43,830	2.6
<b>Stephen P. Lockwood</b> , Ph.D. English	C	41,132	45,968 <sup>[4]</sup>	3.1
<b>Suzanne F. Lockwood</b> , R.N., Ed.D. Nursing	C	49,088	50,528	2.8
<b>Robert L. Miller</b> , M.Ed. Automotive Technology	C	46,808	48,248	3
<b>Reno L. Parker</b> , Ph.D. Biology	C	45,383	46,823	3.1
<b>Will Rawn</b> , Ph.D. English Director of Library	C	56,410 FY	58,167 FY	3
<b>John M. Snider</b> , Ph.D. English	C	45,668 <sup>[5]</sup>	47,108 <sup>[6]</sup>	3.1
<b>Lloyd E. Stallkamp</b> , M.Ed. Technical Sciences	C	38,994	43,830 <sup>[7]</sup>	2.6
<b>Jackie Swanson</b> , Ph.D. Nursing	P	47,264	48,704	3
<b>Stephen G. Sylvester</b> , D.A. Chair/ Dean, Arts and Sciences	C	58,401 FY <sup>[8]</sup>	59,787 FY <sup>[9]</sup>	3.1
<b>William W. Thackeray</b> , Jr., D.A. English	C	49,943	51,383	2.8
<b>Randy L. Waln</b> , M.F.A. Art	C	42,675	43,830	2.6
<b>Thomas M. Welch</b> , M.S. Agricultural Technology	C	42,675	43,830	2.6
<b>David L. Westenskow</b> , M.A. Languages	C	45,668	47,108	3.1
<b>Janice L. Wiberg</b> , D.M.A. Music	C	47,818 <sup>[10]</sup>	48,533 <sup>[11]</sup>	3

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**Associate Professors:**

<b>Kevin S. Carlson</b> , M.B.A. Business	C	42,272	43,519	2.9
<b>Gregory C. Clouse</b> , M.Ed. Diesel & Agricultural Technology	C	39,992	41,239	3.1
<b>William H. Danley</b> , M.S. Agricultural & Mechanical Technology	C	39,137	40,384	3.1
<b>James R. Edwards</b> , Ph.D. Economics	C	41,132	42,379	2.9
<b>Jerold B. Franson</b> , M.Ed. Automotive Technology	C	37,997 <sup>[12]</sup>	39,244 <sup>[13]</sup>	3.2
<b>Brian G. Gilmartin</b> , Ph.D. Education/Sociology/Psychology	C	42,984	44,231	2.8
<b>James C. Howland</b> , M.B.A. Computer Information Systems	C	36,714	37,676	2.6
<b>Duane A. Klarich</b> , Ph.D. Biology	C	41,417	42,664	2.9
<b>D. Scott MacKenzie</b> , Ed.D.	C	41,987	43,234	2.9

Drafting Technology					
<b>Terence Munson, M.I.M.</b> Business	C	41,417	42,664		2.9
<b>Mary M. Pappas, RN, CANP, M.S.</b> Nursing	C	41,417	42,664		2.9
<b>Vaughn M. Rundquist, Ph.D.</b> Biology	C	41,702	42,949		2.9
<b>Brenda Skornogoski, M.B.A.</b> Business	C	42,699	43,946		2.8
<b>Virginia A. Sluiter, M.A.</b> Mathematics	C	39,137	40,384		3.1
<b>Joel K. Soiseth, M.F.A.</b> Art	C	36,714	37,818		2.9
<b>Ted Spatkowski, Ed.D.</b> Education, Director of Athletics	C	41,132	42,379		2.9
<b>Roger D. Stone, M.B.A.</b> Computer Information Systems	C	41,274	42,521		2.9
<b>Lawrence J. Strizich, M. Engr.</b> Electronics Engineering Technology and Computer Information Systems	C	38,344	43,234 <sup>[14]</sup>		3
<b>William J. Swartz, Jr., Ed.D.</b> Mathematics	C	41,417	42,664		2.9
<b>Korinne Tande, Ed.D.</b> Chair/Dean, Education	C	55,171 FY <sup>[15]</sup>	56,693 FY <sup>[16]</sup>		2.9
<b>Darryll H. Thackeray, M.Ed.</b> Chair/Dean, Technical Sciences	C	52,445 FY <sup>[17]</sup>	54,432 FY <sup>[18]</sup>		3
<b>R. Cameron Worstell, M.Ed.</b> Technical Sciences	C	44,837	46,084		2.7

**Assistant Professors:**

<b>Loretta Anderson, RN, M.S.N.,</b> Nursing	P	32,017 <sup>[19]</sup>	33,154 <sup>[20]</sup>		3.4
<b>Kevin Brown, Ph.D.</b> Community Services	P		37,771		2.3
<b>Suzanne B. Burris, Ed.D.</b> Education	NT		36,203		2.4
<b>James Clinton, M.S.</b> Civil Engineering Technology	P	36,349	37,486		3
<b>Sandra Erickson, M.B.A.</b> Business	P		33,781		2.5
<b>Trish Goudie, M.S.</b> Chair/Dean, Nursing	P	40,597 FY <sup>[21]</sup>	41,683 FY <sup>[22]</sup>		2.7
<b>Gayle Gransbery, M.S.N.</b> Nursing	P	33,442	34,579		3.3
<b>Maureen Henehan, RNCS,MSN</b> Nursing	NT	32,188 <sup>[23]</sup>	33,194 <sup>[24]</sup>		3.4
<b>Steve D. Hesske, Ph.D.</b> English	P	37,062	38,199		3
<b>Gregg Hester, Ed.D.</b> Water Quality Technology/Environmental Health	P	38,914	40,051		2.8
<b>John J. Kandelin, Ph.D.</b> Earth Science	P	37,489	38,626		2.9

<b>Gary Knarr, Ph.D.</b> History	P		35,776	2.4
<b>Mickey Kolis, Ed.D.</b> Education	P	37,347	38,484	3
<b>Mary McCroskey, Ed.D.</b> Education	C	36,919	38,056	3
<b>Pat Meznarich, B.S.N.</b> Nursing	NT	31,077 <sup>[25]</sup>	31,929 <sup>[26]</sup>	2.7
<b>Barbara Parker, M.S.</b> Business	NT	30,364	31,216	2.7
<b>Theresa Petersen, M.S.N.</b> Nursing	P	32,359	33,496	3
<b>Richard W. Pontius, Ph.D.</b> Education	P		37,201	2.3
<b>Carol A. Reifschneider, Ph.D.</b> Water Quality Technology/Environmental Health	P	36,292	37,429	3
<b>Mark A. Seiffert, Ed.D.</b> Theatre and Speech Communications	P	36,919 <sup>[27]</sup>	38,781 <sup>[28]</sup>	3
<b>Darlene Sellers, Ph.D.</b> Education	P	38,344	39,481	2.9
<b>Curtis Smeby, Ph.D.</b> Curriculum & Instruction/Distance Learning	P	37,347	38,484	3
<b>Lynn Stilger, B.S.</b> Diesel Technology	C	34,212 <sup>[29]</sup>	35,824 <sup>[30]</sup>	3.2
<b>Janet M. Trethewey, Ed.D</b> Education	P	34,924	36,061	3.2
<b>Lanny Wilke, M.Ed.</b> Business	P	35,494	33,781	2.5
<b>Instructors:</b>				
<b>Wane Boysun, M.Ed.</b> Automotive Technology/Agricultural Mechanic	P	29,514 <sup>[31]</sup>	30,485	3.2
<b>Lavurn Gagnon, B.T.</b> Automotive & Diesel Technology	NT	26,924	27,895	3.5
<b>Mary Claire McGuire, B.S.N</b> Nursing	NT	26,758 <sup>[32]</sup>	27,729 <sup>[33]</sup>	3.5
<b>Susan Reddoor, M.A.</b> Reading	NT	28,183 <sup>[34]</sup>	28,869 <sup>[35]</sup>	2.4

<sup>[1]</sup> Temporary change in assignment from March 1, 2000 through June 30, 2000

<sup>[2]</sup> Prorate for shortened period

<sup>[3]</sup> Includes \$1700 adjustment approved at the 11/18/99 board meeting

<sup>[4]</sup> reflects promotion

<sup>[5]</sup> plus stipend of \$725 for Northern Lights Advisor duties

<sup>[6]</sup> plus stipend of \$725 for Northern Lights Advisor duties

<sup>[7]</sup> reflects promotion

<sup>[8]</sup> Includes \$3600 for dean's stipend

<sup>[9]</sup> Includes \$3600 for dean's stipend

<sup>[10]</sup> plus stipend of \$725 for Choir Director duties

<sup>[11]</sup> plus stipend of \$725 for Choir Director duties

<sup>[12]</sup> plus stipend of \$475 for VICA Advisor duties

<sup>[13]</sup> plus stipend of \$475 for VICA Advisor duties

- [\[14\]](#) reflects promotion
- [\[15\]](#) includes \$3600 for dean's stipend
- [\[16\]](#) includes \$3600 for dean's stipend
- [\[17\]](#) includes \$3600 for dean's stipend
- [\[18\]](#) includes \$3600 for dean's stipend, also reflects promotion
- [\[19\]](#) prorate to .75 FTE
- [\[20\]](#) prorate to .75 FTE
- [\[21\]](#) Includes \$3600 for dean's stipend
- [\[22\]](#) Includes \$3600 for dean's stipend
- [\[23\]](#) prorate to .54 FTE
- [\[24\]](#) prorate to .54 FTE
- [\[25\]](#) prorate to .54 FTE
- [\[26\]](#) prorate to .54 FTE
- [\[27\]](#) plus stipend of \$725 for Drama Advisor duties
- [\[28\]](#) plus stipend of \$725 for Drama Advisor duties
- [\[29\]](#) plus stipend of \$475 for VICA Advisor duties
- [\[30\]](#) plus stipend of \$475 for VICA Advisor duties
- [\[31\]](#) includes completion of masters degree
- [\[32\]](#) prorate for .54 FTE
- [\[33\]](#) prorate for .54 FTE
- [\[34\]](#) prorate for .75 FTE
- [\[35\]](#) prorate for .75 FTE