CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY 1)

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

2) **NEW POSITIONS AND REPLACEMENTS**

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

RETAINED AT SAME POSITION NOW HELD 3)

Academic Executives, Administrators of Name, Degree, Position	<u>Tenure</u>	<u>1998-99 Salary</u>	1999-2000 Salary Effective: 10/1/99	% Increase
Judith Bricker , B.S. Director of Alumni Affairs & Annual Fund Coordinator	NT	26,500 FY	27,030 FY	2
James Potter, B. Rel. Director of University Relations	NT	33,720 FY	37,209 FY[3]	2.5

4)

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

Name, Degree, Department	Tenure	1998-99 Salary Effective: 6/30/99	1999-2000 Salary Effective: 11/15/99	% Increase	
Professors:	<u>renure</u>	Ellective: 0/30/33	Lifective: 11/10/05	<u> 70 morcuse</u>	
Robert P. Christeck, Ph.D. Chemistry	С	48,803	50,243	2.9	
Douglas D. DeLong , Ed.D. Mathematics	С	50,228	51,668	2.8	
Virgil C. Hawkinson, M.S. Technical Sciences	С	43,673	45,113	3.2	

Kevin H. Johnson , M.S. Automotive Technology	С	42,675	43,972	3
Gregory D. Kegel , M.S. Drafting & Mechanical Technology	С	42,675	43,830	2.6
Stephen P. Lockwood , Ph.D. English	С	41,132	45,968 <u>^[4]</u>	3.1
Suzanne F. Lockwood , R.N., Ed.D. Nursing	С	49,088	50,528	2.8
Robert L. Miller, M.Ed. Automotive Technology	С	46,808	48,248	3
Reno L. Parker , Ph.D. Biology	С	45,383	46,823	3.1
Will Rawn , Ph.D. English Director of Library	С	56,410 FY	58,167 FY	3
John M. Snider , Ph.D. English	С	45,668 <mark>[5]</mark>	47,108 <mark>[6]</mark>	3.1
Lloyd E. Stallkamp , M.Ed. Technical Sciences	С	38,994	43,830 <u>^[7]</u>	2.6
Jackie Swanson , Ph.D. Nursing	Р	47,264	48,704	3
Stephen G. Sylvester, D.A. Chair/ Dean, Arts and Sciences	С	58,401 FY[8]	59,787 FY[9]	3.1
William W. Thackeray , Jr., D.A. English	С	49,943	51,383	2.8
Randy L. Waln, M.F.A. Art	С	42,675	43,830	2.6
Thomas M. Welch , M.S. Agricultural Technology	С	42,675	43,830	2.6
David L. Westenskow , M.A. Languages	С	45,668	47,108	3.1
Janice L. Wiberg, D.M.A. Music	С	47,818 <mark>[10]</mark>	48,533 <u>[11]</u>	3
Associate Professors:				
Kevin S. Carlson, M.B.A. Business	С	42,272	43,519	2.9
Gregory C. Clouse, M.Ed. Diesel & Agricultural Technology	С	39,992	41,239	3.1
William H. Danley, M.S. Agricultural & Mechanical Technology	С	39,137	40,384	3.1
James R. Edwards, Ph.D. Economics	С	41,132	42,379	2.9
Jerold B. Franson , M.Ed. Automotive Technology	С	37,997 <u>[12]</u>	39,244 <mark>[13]</mark>	3.2
Brian G. Gilmartin, Ph.D. Education/Sociology/Psychology	0	42,984	44,231	2.8
	С	42,504		
James C. Howland, M.B.A. Computer Information Systems	С	36,714	37,676	2.6
		·	37,676 42,664	2.6 2.9

Drafting Technology	
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Torence Munson, M.I.M. Business					
Vaughn M. Rundquist, Ph.D. Biology C 41,702 42,949 Biology Brenda Skornogoski, M.B.A. Business C 42,699 43,946 Bisiness Virginia A. Slutter, M.A. Mathematics C 39,137 40,384 Jool K. Soiseth, M.F.A. Art C 36,714 37,818 Fed Spatkowski, Ed.D. Education, Director of Alhletics C 41,132 42,379 Roger D. Stone, M.B.A. Computer Information Systems C 41,274 42,521 Lawrence J. Strizich, M. Engr. Electronics Engineering Technology and Computer Information Systems C 41,417 42,664 William J. Swartz, Jr., Ed.D. Mathematics C 41,417 42,664 Korinne Tande, Ed.D. Chair/Dean, Education C 55,171 FY[15] 56,693 FY[16] Darryll H. Thackeray, M.Ed. Chair/Dean, Technical Sciences C 52,445 FY[17] 54,432 FY[18] R. Cameron Worstell, M.Ed. Technical Sciences C 52,445 FY[17] 33,154[20] Assistant Professors: Loreta Anderson, RN, M.S.N., Nursing P 32,017[19] 33,154[20] Loreta Anderson, RN, M.S. D., Nursing P 36,349 37,486		С	41,417	42,664	2.9
Biology Brenda Skornogoski, M.B.A. C 42,699 43,946 Business Virginia A. Sluiter, M.A. C 39,137 40,384 Adhermatics Virginia A. Sluiter, M.A. C 36,714 37,818 Att Ted Spatkowski, Ed.D. C 41,132 42,379 Education, Director of Athletics C 41,132 42,379 Education, Director of Athletics C 41,274 42,521 Computer Information Systems Lawrence J. Strizich, M. Engr. Electronics Engineering Technology and Computer Information Systems C 38,344 43,234 Management		С	41,417	42,664	2.9
Business Wirginia A. Sluiter, M.A. C 39,137 40,384 Mathematics Joel K. Soiseth, M.F.A. C 36,714 37,818		С	41,702	42,949	2.9
Mathematics Joel K. Soiseth, M.F.A. C 36,714 37,818 Art Ted Spatkowski, Ed.D. C 41,132 42,379 Education, Director of Athletics C 41,132 42,379 Roger D. Stone, M.B.A. C 41,274 42,521 Lawrence J. Strizich, M. Engr. Electronics Engineering Technology and Computer Information Systems William J. Swartz, Jr., Ed.D. C 41,417 42,664 Mathematics Athletic Athletic Athletic Athletic Korinne Tande, Ed.D. C 55,171 FY[15] 56,693 FY[16] Chair/Dean, Education C 52,445 FY[17] 54,432 FY[18] Chair/Dean, Technical Sciences C 52,445 FY[17] 54,432 FY[18] R. Cameron Worstell, M.Ed. C 44,837 46,084 Technical Sciences Assistant Professors: Loretta Anderson, RN, M.S.N., P 32,017[19] 33,154[20] Nursing Revin Brown, Ph.D. P 36,349 37,771 Suzane B. Burris, Ed.D. NT 36,203 Suzane B. Burris, Ed.D. NT 36,203 Suzane B. Burris, Ed.D. P 36,349 37,486 Civil Engineering Technology P 40,597 FY[21] 41,683 FY[22] Sandra Erickson, M.B.A. P 33,442 34,579 Surving S		С	42,699	43,946	2.8
Art Ted Spatkowski, Ed.D.		С	39,137	40,384	3.1
Education, Director of Athletics Roger D. Stone, M.B.A. C 41,274 42,521 Roger D. Stone, M.B.A. C 41,274 42,521 Lawrence J. Strizich, M. Engr. Electronics Engineering Technology and Computer Information Systems C 38,344 43,234[14] William J. Swartz, Jr., Ed.D. C 41,417 42,664 Mathematics C 55,171 FY[15] 56,693 FY[16] Korinne Tande, Ed.D. C 55,171 FY[15] 56,693 FY[16] Chair/Dean, Education C 52,445 FY[17] 54,432 FY[18] Darryll H. Thackeray, M.Ed. Chair/Dean, Revolucial Sciences C 44,837 46,084 R. Cameron Worstell, M.Ed. Technical Sciences C 44,837 46,084 Assistant Professors: Loretta Anderson, RN, M.S.N., Nursing P 32,017[19] 33,154[20] Kevin Brown, Ph.D. Community Services P 36,349 37,486 Suzanne B. Burris, Ed.D. R. School, M.S. Chair/Dean, Nursing P 36,349 37,486 Civil Engineering Technology Sandra Erickson, M.B.A. P 33,442 41,683 FY[22]		С	36,714	37,818	2.9
Computer Information Systems Lawrence J. Strizich, M. Engr. Electronics Engineering Technology and Computer Information Systems C 38,344 43,234[14] William J. Swartz, Jr., Ed.D. Mathematics C 41,417 42,664 Korine Tande, Ed.D. Chair/Dean, Education C 55,171 FY[15] 56,693 FY[16] Darryll H. Thackeray, M.Ed. Chair/Dean, Technical Sciences C 52,445 FY[17] 54,432 FY[18] R. Cameron Worstell, M.Ed. Technical Sciences C 44,837 46,084 Assistant Professors: Loretta Anderson, RN, M.S.N., P 32,017[19] 33,154[20] Kevin Brown, Ph.D. Community Services P 37,771 36,203 Suzanne B. Burris, Ed.D. Education NT 36,203 37,486 Suzanne B. Burris, Ed.D. Education P 36,349 37,486 James Clinton, M.S. Civil Engineering Technology P 36,349 37,486 Sandra Erickson, M.B.A. Business P 40,597 FY[21] 41,683 FY[22] Gayle Gransbery, M.S.N. Nursing P 33,442 34,579 Maureen Henehan, RNCS,MSN Nursing NT 32,188[23] 33,194[24]		С	41,132	42,379	2.9
Electronics Engineering Technology and Computer Information Systems		С	41,274	42,521	2.9
Mathematics Korinne Tande, Ed.D. Chair/Dean, Education C 55,171 FY[15] 56,693 FY[16] Darryll H. Thackeray, M.Ed. Chair/Dean, Technical Sciences C 52,445 FY[17] 54,432 FY[18] R. Cameron Worstell, M.Ed. Technical Sciences C 44,837 46,084 Assistant Professors: Loretta Anderson, RN, M.S.N., Nursing P 32,017[19] 33,154[20] Kevin Brown, Ph.D. Community Services P 37,771 36,203 Suzanne B. Burris, Ed.D. Education NT 36,203 James Clinton, M.S. Civil Engineering Technology P 36,349 37,486 Sandra Erickson, M.B.A. Business P 40,597 FY[21] 41,683 FY[22] Trish Goudie, M.S. Chair/Dean, Nursing P 40,597 FY[21] 41,683 FY[22] Gayle Gransbery, M.S.N. Nursing P 33,442 34,579 Maureen Henehan, RNCS,MSN Nursing NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. English P 37,062 38,199 Gregg Hester, Ed.D. Water Quality P 38,914 40,051	Electronics Engineering Technology	С	38,344	43,234 <u>[14]</u>	3
Darryll H. Thackeray, M.Ed. C 52,445 FY 17 54,432 FY 18		С	41,417	42,664	2.9
R. Cameron Worstell, M.Ed. C 44,837 46,084		С	55,171 FY[15]	56,693 FY[16]	2.9
Assistant Professors: Loretta Anderson, RN, M.S.N., Nursing		С	52,445 FY[17]	54,432 FY[18]	3
Loretta Anderson, RN, M.S.N., Nursing P 32,017[19] 33,154[20] Kevin Brown, Ph.D. Community Services P 37,771 Suzanne B. Burris, Ed.D. Education NT 36,203 James Clinton, M.S. Civil Engineering Technology P 36,349 37,486 Sandra Erickson, M.B.A. Business P 33,781 33,781 Trish Goudie, M.S. Chair/Dean, Nursing P 40,597 FY[21] 41,683 FY[22] Gayle Gransbery, M.S.N. Nursing P 33,442 34,579 Maureen Henehan, RNCS,MSN Nursing NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. English P 37,062 38,199 Gregg Hester, Ed.D. Water Quality P 38,914 40,051		С	44,837	46,084	2.7
Kevin Brown, Ph.D. P 37,771 Community Services P 37,771 Suzanne B. Burris, Ed.D. NT 36,203 Education NT 36,203 James Clinton, M.S. P 36,349 37,486 Civil Engineering Technology P 36,349 37,486 Sandra Erickson, M.B.A. P 33,781 41,683 FY Business P 40,597 FY 121 41,683 FY 122 Gayle Gransbery, M.S.N. P 33,442 34,579 Mursing Maureen Henehan, RNCS,MSN NT 32,188 23 33,194 24 Steve D. Hesske, Ph.D. P 37,062 38,199 Gregg Hester, Ed.D. P 38,914 40,051	Assistant Professors:				
Suzanne B. Burris, Ed.D. NT 36,203 Education NT 36,203 James Clinton, M.S. P 36,349 37,486 Civil Engineering Technology P 36,349 37,486 Sandra Erickson, M.B.A. P 33,781 Business P 40,597 FY[21] 41,683 FY[22] Chair/Dean, Nursing P 33,442 34,579 Maureen Henehan, RNCS,MSN Nursing NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. English P 37,062 38,199 Gregg Hester, Ed.D. Water Quality P 38,914 40,051		Р	32,017 <mark>[19]</mark>	33,154 <u>[20]</u>	3.4
Education James Clinton, M.S. P 36,349 37,486 Civil Engineering Technology P 36,349 37,486 Sandra Erickson, M.B.A. P 33,781 Business P 40,597 FY[21] 41,683 FY[22] Chair/Dean, Nursing P 33,442 34,579 Gayle Gransbery, M.S.N. P 33,442 34,579 Maureen Henehan, RNCS,MSN NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. P 37,062 38,199 Gregg Hester, Ed.D. P 38,914 40,051		Р		37,771	2.3
Civil Engineering Technology P 33,781 Sandra Erickson, M.B.A. Business P 33,781 Trish Goudie, M.S. Chair/Dean, Nursing P 40,597 FY[21] 41,683 FY[22] Gayle Gransbery, M.S.N. Nursing P 33,442 34,579 Maureen Henehan, RNCS,MSN Nursing NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. English P 37,062 38,199 Gregg Hester, Ed.D. Water Quality P 38,914 40,051		NT		36,203	2.4
Business Trish Goudie, M.S. Chair/Dean, Nursing P 40,597 FY 41,683 FY 222 Gayle Gransbery, M.S.N. Nursing P 33,442 34,579 Maureen Henehan, RNCS,MSN Nursing NT 32,188 23 33,194 241 Steve D. Hesske, Ph.D. English P 37,062 38,199 Gregg Hester, Ed.D. Water Quality P 38,914 40,051		Р	36,349	37,486	3
Chair/Dean, Nursing P 33,442 34,579 Mursing NT 32,188[23] 33,194[24] Mursing NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. P 37,062 38,199 Gregg Hester, Ed.D. P 38,914 40,051 Water Quality Water Quality 40,051		Р		33,781	2.5
Maureen Henehan, RNCS,MSN Nursing NT 32,188[23] 33,194[24] Steve D. Hesske, Ph.D. English P 37,062 38,199 Gregg Hester, Ed.D. Water Quality P 38,914 40,051		Р	40,597 FY[21]	41,683 FY[22]	2.7
Steve D. Hesske, Ph.D. P 37,062 38,199 English P 38,914 40,051 Water Quality P 38,914 40,051		Р	33,442	34,579	3.3
English Gregg Hester, Ed.D. P 38,914 40,051 Water Quality		NT	32,188 <mark>[23]</mark>	33,194 <mark>[24]</mark>	3.4
Water Quality		Р	37,062	38,199	3
lechnology/Environmental Health	English				
John J. Kandelin ,Ph.D. P 37,489 38,626	Gregg Hester, Ed.D.	Р	38,914	40,051	2.8

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

^[1] Temporary change in assignment from March 1,2000 through June 30, 2000 [2] Prorate for shortened period Includes \$1700 adjustment approved at the 11/18/99 board meeting

^[4] reflects promotion

^[5] plus stipend of \$725 for Northern Lights Advisor duties plus stipend of \$725 for Northern Lights Advisor duties

reflects promotion

^[8] Includes \$3600 for dean's stipend

- [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
- 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
- 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
- prorate for .75 FTE
- [35] prorate for .75 FTE