

(1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY:

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
(a) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS							
Bach, Betsy W. PhD	Fr: Assistant Provost, Retention and Enrollment Professor, Communication Studies	C		1.0	80,167 (inc 3,000/ stipend)	FY	
	To: no change		12/01/02		80,167		3.89%
Hollmann, Robert PhD	Fr: Associate Dean, School of Business Administration Professor, Marketing and Management	C		1.0	83,635 (inc 5,000/ stipend)	AY	
	To: no change		01/01/03		83,635		6.36%
Seninger, Stephen	Fr: Research Associate Director, Bureau of Business and Economic Research Professor, Marketing and Management	C		1.0	76,351	FY	
	To: no change		10/01/02		96,000¹		25.74%
Scott, James PhD	Fr: Associate Dean, College of Arts and Sciences Professor, Foreign Languages and Literatures	C		1.0	77,009 (inc 5,200/ stipend)	FY	
	To: no change		12/01/02		77,009		7.24%
Shelton, Joanna MA	Fr: Interim Director/Instructor Mansfield Center (Adjunct)	N-T		1.0	99,558 ²	FY	
	To: no change		11/01/02		103,540²		4.0%
Snyder, Conrad W. PhD	Fr: Interim Director, International Programs Assistant Vice President for Research and Development Professor, Educational Leadership and Counseling	C		1.0	114,400 ³	FY	
	To: Assistant Vice President for Research for International Projects Professor, Educational Leadership and Counseling		01/01/03		106,557⁴	AY	(6.86%)

¹ Entire salary from research base of \$96,000 and from non-state funds² Entire salary from non-state funds³ Partial salary from non-state funds⁴ Entire salary from research base of \$106,557 and from non-state funds

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<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
Snyder, Frederic R. JD	Fr: Associate Dean/Professor, School of Law Director, Law Library	C		1.0	107,905 (inc 8,750/ stipend)	FY	
	To: no change		01/01/03		99,155		0.0%

(b) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Jensen, Jennifer	Fr: Administrative Officer, Mansfield Library (Classified Staff)	N-T		1.0	35,398	FY	
	To: Associate Director of Administrative, Fiscal and Personnel Services, Mansfield Library		01/01/03		52,000		46.90%
Krebsbach, Kevin BA	Fr: Associate Director, Facilities Services	N-T		1.0	60,236 (inc 5,757/ stipend)	FY	
	To: no change		10/01/02		60,236		10.57%
Seccomb, Robert MS	Fr: Computer Systems Manager, Division of Biological Sciences	N-T		1.0	36,409 ⁵	FY	
	To: no change		10/01/02		37,501⁵		3.0%

(c) FACULTY**Professors:**

Belsky, Jill M. PhD	Fr: Professor, Sociology	C		1.0	63,631	AY	
	To: Professor, School of Forestry		01/01/03		(no change)		0.0%
Burnham, Scott J. LLM	Fr: Professor, School of Law	C		1.0	103,820	AY	
	To: no change		11/01/02		113,320 (inc 9,500/ Mason Stipend)		0.0%
Kende, Mark S. JD	Fr: Professor, School of Law	C		1.0	87,659	AY	
	To: Interim Associate Dean/ Professor, School of Law		01/22/03		92,034 (inc 4,375/ stipend)		0.0%

⁵ Entire salary from non-state funds

Associate Professors:

Ravesloot, Craig H. MA	Fr: Co-Director, Rural Institute Assistant Professor, Psychology (Research)	N-T	1.0	59,451 ⁶	FY
	To: Co-Director, Rural Institute Associate Professor, Psychology (Research)		11/01/02	63,735^{6,P}	7.21%

Assistant Professors:

Gordon, Stacey L. JD	Fr: Reference/Acquisitions Librarian (Adjunct)	N-T	1.0	40,820	FY
	To: Reference/Acquisitions Librarian (Adjunct) Interim Director/Law Library		01/01/03	43,820 (inc 3,000/ stipend)	0.0%
Kanevskaya, Marina PhD	Fr: Assistant Professor, Foreign Languages and Literatures	P	1.0	40,000	AY
	To: no change		08/29/02	41,000^{MA}	2.50%
			11/01/02	44,483^{7,M}	8.50%
Mulligan, Sarah A. MEd	Fr: Assistant Professor, Curriculum and Instruction (Research) Project Director, Rural Institute	N-T	1.0	80,000 ⁸	AY
	To: Assistant Professor, Curriculum and Instruction (Research)		11/01/02	(no change)	0.0%

Instructors:

Brown, Lynda PhD	Fr: Instructor, Marketing and Management (Adjunct)	N-T	.75	36,000	AY
	To: no change		01/22/03	.50 (no change)	0.0%
Cahalan, Daniel P. MS	Fr: Instructor, Marketing and Management (Visiting) Coordinator Ad Team	N-T	.50	46,002	AY
	To: no change		01/22/03	.75 (no change)	0.0%

⁶ Entire salary from non-state funds^P Promotion increase^{MA} Market adjustment of \$1,000⁷ November increase recalculation because of market adjustment on 08/29/02^M Merit increase of \$2,253⁸ Entire salary from non-state funds

Harper-Whalen, Susan	Fr: Instructor, Curriculum and Instruction/Rural Institute (Research)	N-T	1.0	43,688 ⁹	FY
	To: Instructor, Curriculum and Instruction (Research) Co-Project Director, Rural Institute		11/01/02	51,500⁹	17.88%
Sohlberg, Kristen MAcct	Fr: Instructor, Accounting and Finance (Adjunct)	N-T	.75	26,187	AY
	To: no change		01/22/03	1.0 (no change)	0.0%

(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</u>	<u>AY/FY</u>
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(a) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Kia, Mehrdad PhD Assistant Vice President of Research and Development Director of International Programs Professor, History	(Snyder)	C	01/01/03	1.0	90,000	FY
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(b) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Burtis, Martha MA Director of Web Development, Information Technology Office	(new)	N-T	10/07/02	1.0	50,000	FY
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(c) FACULTY**Assistant Professors:**

Lawrence, Cameron MBA Marketing and Management (Visiting)	(new)	N-T	01/22/03	.50	80,000	AY
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Marks, Jeffrey PhD Montana Cooperative Wildlife Research Unit (Adjunct/Research)	(new)	N-T	10/01/02	.80	56,178	FY
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Instructors:

Bitar, Samir BS Foreign Languages and Literatures (Adjunct)	(new)	N-T	08/28/02	.53	27,046	AY
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Gillen, T. Daniel MEd Curriculum and Instruction (Adjunct)	(new)	N-T	08/28/02	1.0	26,187	AY
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⁹ Entire salary from non-state funds

Stevens, Debra C. MA Curriculum and Instruction/Rural Institute (Research/Adjunct)	(new)	N-T	10/21/02	1.0	35,000 ¹⁰	FY
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(d) POST RETIREES

Budge, Bruce P. PhD Accounting and Finance	(new)	N-T	01/27/03	.33	101,082	AY
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Hatcher, Karen A. MLS Mansfield Library	(new)	N-T	09/01/02	.33	93,248	AY
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McDonald, John JD School of Law	(new)	N-T	08/26/02	.33	112,333	AY
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McGlynn, Fred F. MA Philosophy	(new)	N-T	01/27/03	.33	67,339	AY
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Steele, Thomas J. PhD Marketing and Management	(new)	N-T	01/27/03	.33	94,721	AY
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3) RESIGNATIONS, RETIREMENTS, TERMINATIONS, POSITIONS DISCONTINUED:

<u>Name/Degree</u> <u>Rank/Dept</u>	<u>Tenure</u>	<u>Effective</u>
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(a) RESIGNATIONS:**ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS**

Shelton, Joanna MA Interim Director/Instructor Mansfield Center (Adjunct)	N-T	12/20/02
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NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Breske, Michael J. MA Assistant Head Football Coach Intercollegiate Athletics	N-T	12/13/02
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Cockhill, William F. BA Offensive Coordinator Intercollegiate Athletics	N-T	12/13/02
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Germer, Chad M. BS Assistant Football Coach Offensive Line Intercollegiate Athletics	N-T	12/13/02
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Glenn, Joseph C. MS Head Football Coach Intercollegiate Athletics	N-T	12/13/02
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Hefty, John W. BS Restricted Duties Football Coach Intercollegiate Athletics	N-T	12/13/02
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¹⁰ Partial salary from non-state funds

3) RESIGNATIONS, RETIREMENTS, TERMINATIONS, POSITIONS DISCONTINUED:

<u>Name/Degree Rank/Dept</u>	<u>Tenure</u>	<u>Effective</u>
Knutsen, Christopher J. MA Assistant Football Coach Special Teams, Linebacks Intercollegiate Athletics	N-T	12/13/02
Patton, Harvey W. BS Assistant Football Coach Intercollegiate Athletics	N-T	12/13/02
Robinson, Lance M. Restricted Duties Football Coach Intercollegiate Athletics	N-T	12/13/02
Wisniewski, Ronald S. PhD Assistant Football Coach Intercollegiate Athletics	N-T	12/13/02

(b) RETIREMENTS:**FACULTY****Professors:**

Brenner, Gerry PhD English	C	05/17/03
Goedicke, Patricia MA English	C	05/17/03

Associate Professors:

Brod, Mary J. MA Mathematical Sciences (Adjunct)	N-T	06/27/03
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(c) DEATH:**FACULTY****Assistant Professors:**

Kanevskaya, Marina PhD Foreign Languages and Literatures	P	12/13/02
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(1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY (corrections):

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/FY</u>	<u>% of Change</u>
FACULTY							
Professors:							
Adeleke, Tunde PhD	Fr: Professor, History Director, African American Studies	C	11/01/02	1.0	61,800	AY	
	To: no change		08/29/02		76,800^{MA}		24.27%

^{MA} Market adjustment of \$15,000