

**St. Charles Community College  
Board of Trustees Public Meeting  
Monday, March 25, 2019  
5:30 p.m.  
Daniel J. Conoyer Social Sciences Building  
Room 2102 (Board Room)**

**M I N U T E S**

**CALL TO ORDER AND INTRODUCTION OF GUESTS**

The meeting of the St. Charles Community College Board of Trustees was called to order at 5:30 p.m. by Board President Cilek. A quorum was present with the following members in attendance: Pamela Cilek, President; Shirley Lohmar, Vice President; Mary Stodden, Secretary; Jean Ehlmann, Trustee; and William Pundmann, Trustee. Board Treasurer Rose Mack was not in attendance.

Also present were Dr. Barbara Kavalier, College President; Dr. John Bookstaver, Vice President for Academic Affairs and Enrollment Management; Donna Davis, Vice President for Human Resources; Todd Galbierz, Vice President for Administrative Services; Chad Shepherd, Chief Information Officer; and Julie Parcel, Executive Assistant.

Audience members included staff members Jeff Drake, Bob Ronkoski, Susie Rubemeyer, Sharon Schreiber, and Eric Weidinger; faculty members Joe Baumann and Isaac Ruedin; and community members Sergio Espinoza, Sherry Espinoza, and Arnie Dienoff.

**PLEDGE OF ALLEGIANCE**

Board President Cilek led the Board, staff, and audience in the Pledge of Allegiance.

**ACCEPTANCE OF MINUTES: FEBRUARY 22, 2019, STUDY SESSION**

On a motion by Ehlmann, a second by Lohmar, and a unanimous "AYE" vote to carry the motion, minutes of the February 22, 2019, Board of Trustees study session were accepted as presented.

**ACCEPTANCE OF MINUTES: FEBRUARY 25, 2019, REGULAR MEETING**

On a motion by Lohmar, a second by Stodden, and a unanimous "AYE" vote to carry the motion, minutes of the February 25, 2019, Board of Trustees regular meeting were accepted as presented.

**APPROVAL OF AGENDA**

On a motion by Pundmann, a second by Lohmar, and a unanimous "AYE" vote to carry the motion, the

agenda was approved.

### **TREASURER'S REPORT**

Trustee Ehlmann presented the Treasurer's Report. Cash in bank \$3,909,078; total investments \$27,160,000; tuition and fees received to date \$16,150,680; local taxes received to date \$18,075,103; state appropriations received to date \$5,724,942. On a motion by Lohmar, a second by Pundmann, and a unanimous "AYE" vote to carry the motion, the Treasurer's Report was accepted.

### **APPROVAL FOR PAYMENT OF BILLS**

On a motion by Pundmann, a second by Lohmar, and a unanimous "AYE" vote to carry the motion, the Board approved payment of bills from the Operating Fund in the amount of \$4,091,503.

### **PUBLIC COMMENTS**

Board President Cilek called for public comments. Community member Arnie Dienoff expressed irritation at not being included on the invitation list for Governor Mike Parsons' visit on March 8, 2019; recommended a 15% staffing reduction rather than a tuition increase; and suggested pay increases for staff and faculty to cover the cost of employee medical insurance.

### **STUDENT REPORT**

Student government representative Drew Bowdish presented highlights of student government and club activities, accomplishments, and future goals.

### **FACULTY REPORT**

Faculty representative Dr. Joe Baumann presented degree offerings and faculty accomplishments in the Humanities division, highlighting English/Literature, Fine Arts, and Communications. A report of accomplishments in other academic areas was distributed to trustees.

### **REPORT OF THE COLLEGE PRESIDENT**

Dr. Kavalier presented highlights of the institution's most recent accomplishments, included in the monthly newsletter distributed to guests.

### **STRATEGIC PLAN: PLAN FOR THE FUTURE 2019-2023**

On a motion by Lohmar, a second by Ehlmann, and a unanimous “AYE” vote to carry the motion, the 2019-2023 Strategic Plan was approved.

## **PROJECTED TAX LIABILITY NOTICE**

The Board reviewed figures for the projected tax liability notice for 2019, to be submitted to the county registrar in preparation for notification to St. Charles County property owners of projected property tax rates as calculated by taxing authorities.

## **BIDS AND CONTRACTS**

### ***Contract for Charter Bus Services***

On a motion by Stodden, a second by Lohmar, and a unanimous “AYE” vote to carry the motion, the Board awarded contracts to Vandalia Bus Lines, Caseyville, IL; GEM Transportation, Hazelwood, MO; and Mid America Coaches, Washington, MO, with no guaranteed amount going to any one vendor, for an estimated total annual amount of \$48,000.00 for a period of one year with the option to renew for three additional one-year terms, for the main purpose of providing transportation of student athletes and coaches for away games. Other College departments needing chartered transportation will also benefit from this contract. *Funding Source: Current Operating – Athletics*

## **BOARD OF TRUSTEES POLICY MANUAL REVISION**

### ***Article VI.01 Operations: Tuition, Fees, and Refunds for Credit Classes***

On a motion by Ehlmann, a second by Lohmar, and a unanimous “AYE” vote to carry the motion, the Board approved a policy numbering change from *P-417 Tuition, Fees, and Refunds for Credit Classes* to *Article VI.01 Operations: Tuition, Fees, and Refunds for Credit Classes* and revision of tuition, fees, and refunds contained in the *Schedule of Tuition, Fees, and Refunds for Credit Classes*.

## **BOARD RESOLUTION: INTENTIONS FOR THE EXPENDITURE OF PROPERTY TAX REVENUE**

On a motion by Pundmann, a second by Stodden, and a unanimous “AYE” vote to carry the motion, the Board passed the following resolution:

### **A RESOLUTION TO DOCUMENT THE BOARD OF TRUSTEES INTENTIONS FOR THE EXPENDITURE OF PROPERTY TAX REVENUE.**

**WHEREAS**, the Board of Trustees of St. Charles Community College (the “College”) has the legal authority, subject to voter approval, to levy property taxes for operating and debt service purposes; and

**WHEREAS**, the College desires to make clear its intentions on the expenditure of said property taxes; and

**WHEREAS**, the College desires to expand its taxing district beyond the current St. Charles County school district boundaries.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF ST. CHARLES COMMUNITY COLLEGE, AS FOLLOWS:**

1. The College expresses its commitment that monies received from property taxes collected as a result of the College's tax levies will be expended for the benefit of the county in which the taxes are levied and paid.
2. For the purposes of this resolution, the county in which the taxes are levied and paid will follow the boundaries of the school district that approved said taxes.
3. In the case where a school district boundary extends into two or more counties, the county in which the school district maintains its primary administrative office will be deemed the county in which said taxes are levied and paid.
4. Notwithstanding any restrictions to the contrary, expenditures for the benefit of the county in which the taxes are levied and paid include, but are not limited to, the operation, construction and financing of educational facilities, programming and other related services that enhance the community and are consistent with the mission of the College.

This Resolution shall take effect and be in full force immediately after its approval by the Board of Trustees.

**CLOSED SESSION**

On a motion by Pundmann, a second by Ehlmann, and a roll-call vote in which "AYE" votes were cast by Cilek, Ehlmann, Lohmar, Pundmann, and Stodden to carry the motion, the Board adjourned to closed session as allowed under RSMo Section 610.021.3 to discuss hiring, firing, disciplining or promoting of particular employees where personal information about the employee is discussed or recorded; and RSMo Section 610.021.9 to discuss preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups.

After discussions in these areas, on a motion by Stodden, a second by Ehlmann, and a roll-call vote in which "AYE" votes were cast by Cilek, Ehlmann, Lohmar, Pundmann, and Stodden to carry the motion, the Board reconvened to open session.

**PERSONNEL RECOMMENDATIONS**

On a motion by Lohmar, a second by Stodden, and a unanimous “AYE” vote to carry the motion, the Board approved the following personnel recommendations:

**Full-time Changes**

Poage, Bridgette (DPS)..... Part-time Police Dispatcher to  
Full-time Police Dispatcher  
Njenga, Esther (EVS) ..... Project-Based Environmental Services Associate to  
Full-time Environmental Services Associate

**Full-Time Separations**

Hermes, Louise (CDC)..... Assistant Teacher  
Mueller, Adam (TEC)..... Tier 2 Technical Support Analyst

**Part-Time New and Replacement Hires**

Engelbrecht, Nicole (LRC)..... Library Assistant  
Gates, Katrice (ENS) ..... Work Study  
Grass, Thomas (CAD)..... Part-time Faculty  
Odiwuor, Clementina (EVS) ..... Project-Based Environmental Services Associate  
Otieno, Kelvin (EVS) ..... Project-Based Environmental Services Associate  
Pudiwitr, Walter (ACE) ..... Student Assistant  
Smith, Yemeseratch (TEC)..... Technology Support Coordinator  
Sundberg, Jacob (ATH)..... Head Coach – Cross Country/Track

**Part-Time Separations**

Barthelmass, Scott (DPS)..... Police Officer  
Cortes Meneses, Edgar (ENS)..... Student Assistant  
Daugherty, Nathan (CAD) ..... Part-time Faculty  
Ditch, Gene (MUS) ..... Emeritus Faculty  
Frkovic, Brooke (CDC) ..... Child Development Associate  
Marshall, Bradley (ATH) ..... Assistant Coach – Men’s Soccer

**CHANGED FROM ANNUAL APPOINTMENT TO CONTINUOUS APPOINTMENT FOR THE 2019/2020**

**ACADEMIC YEAR**

Brand, Lindsay (ENG) ..... Arts, Humanities & Social Sciences  
Jagmohan, Deepika CPT)..... Math, Science, Business, Computer Science & Physical Education  
Morris, Katy (NUR) ..... Nursing & Allied Health  
Radle, Jacqueline (MAT) ..... Math, Science, Business, Computer Science & Physical Education  
Schultz, Debby (HIM) ..... Nursing & Allied Health

**FACULTY EMERITUS, PART-TIME FACULTY, & STAFF WHO TEACH AS A SECONDARY ASSIGNMENT FOR 19/SP (AS REPORTED BY ACADEMIC AFFAIRS & ENROLLMENT MANAGEMENT AS OF 3/8/19)**

Abate-O'Dell, Jennifer (NUR) ..... Nursing & Allied Health  
Abberton, David (COM) ..... Arts, Humanities & Social Sciences  
Abdelbaset, Ferrahs (BIO)..... Math, Science, Business, Computer Science, & Physical Education  
Adams, Charles (ENG) ..... Arts, Humanities & Social Sciences

Adkins, Deborah (RDG) .....Arts, Humanities & Social Sciences

Al-Albani, Laura (ARB).....Arts, Humanities & Social Sciences

Alameda, Andrea (PHE).....Math, Science, Business, Computer Science, & Physical Education

Allerton, Samuel (LGM).....Math, Science, Business, Computer Science, & Physical Education

Amor, Abdelouahab (CPC) .....Math, Science, Business, Computer Science, & Physical Education

Anderson, Joseph (CPT) .....Math, Science, Business, Computer Science, & Physical Education

Andrzejewski, James (ENG).....Arts, Humanities & Social Sciences

Anthony, Joseph (POL).....Arts, Humanities & Social Sciences

Antonio, Brandy (CDC) .....Math, Science, Business, Computer Science, & Physical Education

Archer, Donna (MAT) .....Math, Science, Business, Computer Science, & Physical Education

Arnett, Megan (SOC).....Arts, Humanities & Social Sciences

Asuncion, Alison (ESL).....Arts, Humanities & Social Sciences

Aubuchon, Fay (COL).....Math, Science, Business, Computer Science, & Physical Education

Backer, Jennifer (BIO) .....Math, Science, Business, Computer Science, & Physical Education

Bahr, Randy (MUS).....Arts, Humanities & Social Sciences

Bahram-ahi, Kimia (CHM) .....Math, Science, Business, Computer Science, & Physical Education

Bailey, Michelle (ESL) .....Arts, Humanities & Social Sciences

Barbarick, Laura (PSY) .....Arts, Humanities & Social Sciences

Bartoe, Lindsay (NUR).....Nursing & Allied Health

Barudin, Jeffrey (COM) .....Arts, Humanities & Social Sciences

Beck, Randall (HIS) .....Arts, Humanities & Social Sciences

Becker, Brent (ART).....Arts, Humanities & Social Sciences

Bedel, Jeannine (EDU).....Math, Science, Business, Computer Science, & Physical Education

Ben, Amanda (NUR) .....Nursing & Allied Health

Benton, Melissa (COM).....Arts, Humanities & Social Sciences

Bequette, Amanda (PSY).....Arts, Humanities & Social Sciences

Berg, Stephen (CPC) .....Math, Science, Business, Computer Science, & Physical Education

Berry, Hal (HIS).....Arts, Humanities & Social Sciences

Bias, Jimmy (BAS) .....Math, Science, Business, Computer Science, & Physical Education

Binsbacher, Robert (ACT).....Math, Science, Business, Computer Science, & Physical Education

Binsbacher, William (PHE) .....Math, Science, Business, Computer Science, & Physical Education

Blood, Adelina (ESL) .....Arts, Humanities & Social Sciences

Bono, Tracy (THE).....Arts, Humanities & Social Sciences

Book, Wayne (CRJ) .....Arts, Humanities & Social Sciences

Boyd, Kara (COM).....Arts, Humanities & Social Sciences

Braun, Timothy (CRJ).....Arts, Humanities & Social Sciences

Bray, Kevin (BUS).....Math, Science, Business, Computer Science, & Physical Education

Bridegan, Jonathan (WLD) .....Math, Science, Business, Computer Science, & Physical Education

Brown, David (CDM) .....Math, Science, Business, Computer Science, & Physical Education

Brown, Neal (COM).....Arts, Humanities & Social Sciences

Brunk, Lisa (BAS) .....Math, Science, Business, Computer Science, & Physical Education

Bruns, Deborah (MAT) .....Math, Science, Business, Computer Science, & Physical Education

Bruns, Kevin (MAT) .....Math, Science, Business, Computer Science, & Physical Education

Bulan, James (CPT) .....Math, Science, Business, Computer Science, & Physical Education

Bunze, Victor (PHY) .....Math, Science, Business, Computer Science, & Physical Education

Caldwell, Scott (MAT).....Math, Science, Business, Computer Science, & Physical Education

Campo, Jill (PSY)	Arts, Humanities & Social Sciences
Cardoni, Kristi (MUS)	Arts, Humanities & Social Sciences
Carr, Jennifer (MAT)	Math, Science, Business, Computer Science, & Physical Education
Carron, Troy (ENG)	Arts, Humanities & Social Sciences
Carter, Cassandra (HIS)	Arts, Humanities & Social Sciences
Chapman, Stephanie (ART)	Arts, Humanities & Social Sciences
Chase, Erin (PSY)	Arts, Humanities & Social Sciences
Choi, Ha Young (ESL)	Arts, Humanities & Social Sciences
Chorlins, Suzanne (ESL)	Arts, Humanities & Social Sciences
Clapp, Carla (NUR)	Nursing & Allied Health
Claybon, Tina (CPT)	Math, Science, Business, Computer Science, & Physical Education
Clemons, Kristin (CDC)	Math, Science, Business, Computer Science, & Physical Education
Coates, Andrea (GDS)	Arts, Humanities & Social Sciences
Compton, Andrea (BTC)	Math, Science, Business, Computer Science, & Physical Education
Conneally, Timothy (CMM)	Arts, Humanities & Social Sciences
Conover, Deborah (SPE)	Arts, Humanities & Social Sciences
Conoyer, Daniel (BUS)	Math, Science, Business, Computer Science, & Physical Education
Cooper, Edwina (ENG)	Arts, Humanities & Social Sciences
Copher, Renee (MAT)	Math, Science, Business, Computer Science, & Physical Education
Cowgill, Jennifer (ENG)	Arts, Humanities & Social Sciences
Cox, Christina (PSY)	Arts, Humanities & Social Sciences
Cramer, Scott (ACT)	Math, Science, Business, Computer Science, & Physical Education
Crisler, Rachel (NUR)	Nursing & Allied Health
Curry, Mary (CPT)	Math, Science, Business, Computer Science, & Physical Education
Daman-Scheel, Kimberly (HIM)	Nursing & Allied Health
Daugherty, Nathan (CAD)	Math, Science, Business, Computer Science, & Physical Education
Davania, James (ART)	Arts, Humanities & Social Sciences
Davis, Joseph (POL)	Arts, Humanities & Social Sciences
Davis, Philip (CDM)	Math, Science, Business, Computer Science, & Physical Education
Dawkins, Douglas (WLD)	Math, Science, Business, Computer Science, & Physical Education
De Los Santos, Tammie (COL)	Arts, Humanities & Social Sciences
Delcour, Lisa (ENG)	Arts, Humanities & Social Sciences
Derenski, Stephanie (MAT)	Math, Science, Business, Computer Science, & Physical Education
Devin, Zachary (MUS)	Arts, Humanities & Social Sciences
Dickens, Lauren (ECO)	Math, Science, Business, Computer Science, & Physical Education
Dickerman, Alyson (ENG)	Arts, Humanities & Social Sciences
Ditch, Gene (MUS)	Arts, Humanities & Social Sciences
Downing, Kevin (MFG)	Math, Science, Business, Computer Science, & Physical Education
Drews, Kathy (CDC)	Math, Science, Business, Computer Science, & Physical Education
Droegkamp, Theresa (ENG)	Arts, Humanities & Social Sciences
Duke, Jordan (ESL)	Arts, Humanities & Social Sciences
Edelen, Vitina (MAT)	Math, Science, Business, Computer Science, & Physical Education
Engel, Edward (ART)	Arts, Humanities & Social Sciences
Enoch, Jerol (COL)	Arts, Humanities & Social Sciences
Enstall, Laura (THE)	Arts, Humanities & Social Sciences
Eudy, Julia (CPM)	Math, Science, Business, Computer Science, & Physical Education

Evans, Travis (MUS)	Arts, Humanities & Social Sciences
Evans-Schoenecker, Laurie (HMS)	Arts, Humanities & Social Sciences
Ezell, Teresa (ENG)	Arts, Humanities & Social Sciences
Farwig, Phyllis (MAT)	Math, Science, Business, Computer Science, & Physical Education
Fast, Diana (CPT)	Math, Science, Business, Computer Science, & Physical Education
Fitzgerald, Zoe (BIO)	Math, Science, Business, Computer Science, & Physical Education
Freund, Lisa (PHE)	Math, Science, Business, Computer Science, & Physical Education
Friedeck, Susan (CHM)	Math, Science, Business, Computer Science, & Physical Education
Funken, Richard (WLD)	Math, Science, Business, Computer Science, & Physical Education
Galbierz, Todd (ACT)	Math, Science, Business, Computer Science, & Physical Education
Gallaher, Sarah (MUS)	Arts, Humanities & Social Sciences
Galloy, Joseph (ANT)	Arts, Humanities & Social Sciences
Garrett, Jon (MUS)	Arts, Humanities & Social Sciences
Garza, José (GDS)	Arts, Humanities & Social Sciences
Gelz, Kyle (ENG)	Arts, Humanities & Social Sciences
George, Karen (MAT)	Math, Science, Business, Computer Science, & Physical Education
Giddens, Alexandra (NUR)	Nursing & Allied Health
Gifford, Yvonne (MAT)	Math, Science, Business, Computer Science, & Physical Education
Gubany, Debra (SPN)	Arts, Humanities & Social Sciences
Haferkamp, Deberah (MUS)	Arts, Humanities & Social Sciences
Hagar, Stacy (EDU)	Math, Science, Business, Computer Science, & Physical Education
Haghighi, Shawn (CPT)	Math, Science, Business, Computer Science, & Physical Education
Halel, Denise (COL)	Arts, Humanities & Social Sciences
Halfacre, Jack (CPT)	Math, Science, Business, Computer Science, & Physical Education
Hallemeier, Katherine (ENG)	Arts, Humanities & Social Sciences
Happe, John (POL)	Arts, Humanities & Social Sciences
Harland, Laura (NUR)	Nursing & Allied Health
Harmon, Howard (COM)	Arts, Humanities & Social Sciences
Haupt, Erin (MUS)	Arts, Humanities & Social Sciences
Haupt, Stephen (MAT)	Math, Science, Business, Computer Science, & Physical Education
Hauser, Deborah (ENG)	Arts, Humanities & Social Sciences
Hecht, Kevin (ECO)	Math, Science, Business, Computer Science, & Physical Education
Heckel, Sharon (CPT)	Math, Science, Business, Computer Science, & Physical Education
Heisse, William (ECO)	Math, Science, Business, Computer Science, & Physical Education
Helling, Deborah (ESL)	Arts, Humanities & Social Sciences
Henson, Michael (ACT)	Math, Science, Business, Computer Science, & Physical Education
Herbel, Corey (CPT)	Math, Science, Business, Computer Science, & Physical Education
Higgins, Donna (SPE)	Arts, Humanities & Social Sciences
Hill, Rebecca (MUS)	Arts, Humanities & Social Sciences
Hill, Tavish (PHY)	Math, Science, Business, Computer Science, & Physical Education
Hinkel, Sandra (EDU)	Math, Science, Business, Computer Science, & Physical Education
Hockman, Adamm (MAT)	Math, Science, Business, Computer Science, & Physical Education
Hoehn, Robert (CPM)	Math, Science, Business, Computer Science, & Physical Education
Hoffmann, Craig (ART)	Arts, Humanities & Social Sciences
Holland, Courtney (OTA)	Nursing & Allied Health
Hollingsworth, David (ENG)	Arts, Humanities & Social Sciences



Holtz, Christine (ART) .....Arts, Humanities & Social Sciences  
Hopkins, Lindsey (HMS) .....Arts, Humanities & Social Sciences  
Hopkins, Tamberly (ACT).....Math, Science, Business, Computer Science, & Physical Education  
Horner, Mary (SPE) .....Arts, Humanities & Social Sciences  
Hough, Joseph (ECO).....Math, Science, Business, Computer Science, & Physical Education  
Hugge, Daniel (BUS) .....Math, Science, Business, Computer Science, & Physical Education  
Hunter, Patrick (CPT).....Math, Science, Business, Computer Science, & Physical Education  
Jackson, Christiane (COL) .....Arts, Humanities & Social Sciences  
Jackson, Tammy (BAS) .....Math, Science, Business, Computer Science, & Physical Education  
Jaecques, Brittany (CRJ) .....Arts, Humanities & Social Sciences  
Johnson, Bruce (BUS) .....Math, Science, Business, Computer Science, & Physical Education  
Johnson, Laura (ESL) .....Arts, Humanities & Social Sciences  
Johnson, Margaret (BIO).....Math, Science, Business, Computer Science, & Physical Education  
Johnson, Richard (ENG).....Arts, Humanities & Social Sciences  
Jones, Amelia (ART).....Arts, Humanities & Social Sciences  
Jones, Wayne (CHM).....Math, Science, Business, Computer Science, & Physical Education  
Joyce, Jeffrey (ACT) .....Math, Science, Business, Computer Science, & Physical Education  
Kalinowski, Robert (HIS).....Arts, Humanities & Social Sciences  
Kamp, Michael (WLD) .....Math, Science, Business, Computer Science, & Physical Education  
Kessler, Nora (NUR) .....Nursing & Allied Health  
King, Denise (EDU) .....Math, Science, Business, Computer Science, & Physical Education  
Kirk, Brian (PHE) .....Math, Science, Business, Computer Science, & Physical Education  
Klem, Alice (BIO) .....Math, Science, Business, Computer Science, & Physical Education  
Koch, Yvonne (ENG) .....Arts, Humanities & Social Sciences  
Koechig, Joan (CRJ).....Arts, Humanities & Social Sciences  
Koehler, Amy (NUR) .....Nursing & Allied Health  
Kullman, John (CHM) .....Math, Science, Business, Computer Science, & Physical Education  
Larson, Lisa (CDC).....Math, Science, Business, Computer Science, & Physical Education  
Lato, Christine (EDU).....Math, Science, Business, Computer Science, & Physical Education  
Leslie, James (HIS).....Arts, Humanities & Social Sciences  
Levine, Rebecca (PHE).....Math, Science, Business, Computer Science, & Physical Education  
Lewandowski, Robert (BUS).....Math, Science, Business, Computer Science, & Physical Education  
Liebman, Nicole (RDG) .....Arts, Humanities & Social Sciences  
Lindsay, Daniel (PHY) .....Math, Science, Business, Computer Science, & Physical Education  
Long, Janet (ESL) .....Arts, Humanities & Social Sciences  
Long, Wanda (MAT) .....Math, Science, Business, Computer Science, & Physical Education  
Lucas, Tommy (SOC) .....Arts, Humanities & Social Sciences  
Mahnken, Aaron (MUS) .....Arts, Humanities & Social Sciences  
Maltzman, Kerry (CDC).....Math, Science, Business, Computer Science, & Physical Education  
Manes, Jennifer (PHE).....Math, Science, Business, Computer Science, & Physical Education  
Maracle, Melissa (ESL) .....Arts, Humanities & Social Sciences  
Marmolejo Correa, Danahe (EGR) .....Math, Science, Business, Computer Science, & Physical Education  
Martinez Morones, Violeta (SPN) .....Arts, Humanities & Social Sciences  
Martinez, Holly (BAS) .....Math, Science, Business, Computer Science, & Physical Education  
Mastin, Gary (CPT) .....Math, Science, Business, Computer Science, & Physical Education  
Mathews, Christine (NUR) .....Nursing & Allied Health

Matzker, Dawn (NUR) .....Nursing & Allied Health  
 Mawer, Katherine (CDC) .....Math, Science, Business, Computer Science, & Physical Education  
 McCollum, James (PHL).....Arts, Humanities & Social Sciences  
 McGuire, Lindy (ENG).....Nursing & Allied Health  
 McKell, Theresa (MAT).....Math, Science, Business, Computer Science, & Physical Education  
 McLin-Morris, Anis (PSY).....Arts, Humanities & Social Sciences  
 Meister, Adele (CDC).....Math, Science, Business, Computer Science, & Physical Education  
 Meyer, Pamela (EDU).....Math, Science, Business, Computer Science, & Physical Education  
 Miller, Benjamin (CPC) .....Math, Science, Business, Computer Science, & Physical Education  
 Miller, Gregory (CPT) .....Math, Science, Business, Computer Science, & Physical Education  
 Mills, Stephanie (MAT).....Math, Science, Business, Computer Science, & Physical Education  
 Mitchell, Metra (ART) .....Arts, Humanities & Social Sciences  
 Monahan, Marleen (PHE) .....Math, Science, Business, Computer Science, & Physical Education  
 Moritz, Kathryn (NUR) .....Nursing & Allied Health  
 Morse, Robert (GEO).....Arts, Humanities & Social Sciences  
 Mulherin, Debra (BAS) .....Math, Science, Business, Computer Science, & Physical Education  
 Murphy, Russell (ENG) .....Arts, Humanities & Social Sciences  
 Myers, John (BUS).....Math, Science, Business, Computer Science, & Physical Education  
 Neustaedter, Kevin (ENG) .....Arts, Humanities & Social Sciences  
 Newsham, Suzanne (ENG) .....Arts, Humanities & Social Sciences  
 Niehaus, Kristina (CPT).....Math, Science, Business, Computer Science, & Physical Education  
 Northrop, Shane (BIO) .....Math, Science, Business, Computer Science, & Physical Education  
 Nuebling, Kathleen (MUS) .....Arts, Humanities & Social Sciences  
 O'Hallaron, Dorrit (MAT).....Math, Science, Business, Computer Science, & Physical Education  
 Olson, Mark (CDM) .....Math, Science, Business, Computer Science, & Physical Education  
 O'Neal, Robert (CPT) .....Math, Science, Business, Computer Science, & Physical Education  
 Owen, Jodi (NUR) .....Nursing & Allied Health  
 Owen, Thomas (CHM).....Math, Science, Business, Computer Science, & Physical Education  
 Owens, Charles (MAT) .....Math, Science, Business, Computer Science, & Physical Education  
 Papageorge, Diane (EDU).....Math, Science, Business, Computer Science, & Physical Education  
 Patton, Kevin (BIO).....Math, Science, Business, Computer Science, & Physical Education  
 Pearson, Jasen (ACT).....Math, Science, Business, Computer Science, & Physical Education  
 Peleshenko, Christopher (MUS).....Arts, Humanities & Social Sciences  
 Perry, Andrew (MAT) .....Math, Science, Business, Computer Science, & Physical Education  
 Pesha, Kathleen (BUS).....Math, Science, Business, Computer Science, & Physical Education  
 Phillips, Deborah (THE) .....Arts, Humanities & Social Sciences  
 Pierson, T (ART).....Arts, Humanities & Social Sciences  
 Pittman, Nancy (PHE).....Math, Science, Business, Computer Science, & Physical Education  
 Porzelt, Sarah (BTC) .....Math, Science, Business, Computer Science, & Physical Education  
 Potthast, David (GDS) .....Arts, Humanities & Social Sciences  
 Powers, Tracy (BIO).....Math, Science, Business, Computer Science, & Physical Education  
 Pretre, Linda (HIT).....Nursing & Allied Health  
 Propper, Sue (NUR).....Nursing & Allied Health  
 Ragsdale, Rachael (COL).....Arts, Humanities & Social Sciences  
 Rahman, Shahidur (CHM) .....Math, Science, Business, Computer Science, & Physical Education  
 Randoll, Lisa (POL).....Arts, Humanities & Social Sciences

Reynolds, Cindy (BTC) ..... Math, Science, Business, Computer Science, & Physical Education  
 Richee, Clarissa (ENG) ..... Arts, Humanities & Social Sciences  
 Ring, Eric (MUS) ..... Arts, Humanities & Social Sciences  
 Ritter, Linda (CHM) ..... Math, Science, Business, Computer Science, & Physical Education  
 Robinson, Bryce (ART) ..... Arts, Humanities & Social Sciences  
 Rodgers, Thomas (BUS) ..... Math, Science, Business, Computer Science, & Physical Education  
 Rosener, Russell (ART) ..... Arts, Humanities & Social Sciences  
 Rufkahr, Marilyn (EDU) ..... Math, Science, Business, Computer Science, & Physical Education  
 Ruhland, Sarah (CHM) ..... Math, Science, Business, Computer Science, & Physical Education  
 Runde, David (ACT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Ruppert-Leach, Kristen (SPE) ..... Arts, Humanities & Social Sciences  
 Sadich, Michael (CPT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Schaffner, Joseph (ENG) ..... Arts, Humanities & Social Sciences  
 Schatz, Mark (ART) ..... Arts, Humanities & Social Sciences  
 Schippers, Julie (HIS) ..... Arts, Humanities & Social Sciences  
 Schneider, Michael (MFG) ..... Math, Science, Business, Computer Science, & Physical Education  
 Schnurbusch, John (MAT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Scholin, William (WLD) ..... Math, Science, Business, Computer Science, & Physical Education  
 Schoonover, Kelly (PHE) ..... Math, Science, Business, Computer Science, & Physical Education  
 Schuetz, Steven (WLD) ..... Math, Science, Business, Computer Science, & Physical Education  
 Schwandt, Tomi (POL) ..... Arts, Humanities & Social Sciences  
 Schwartz, Amy (ENG) ..... Arts, Humanities & Social Sciences  
 Scott, Timothy (MAT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Sheppard, Mark (ART) ..... Arts, Humanities & Social Sciences  
 Sherman, Elizabeth (HIS) ..... Arts, Humanities & Social Sciences  
 Shuecraft, Steven (SOC) ..... Arts, Humanities & Social Sciences  
 Sidwell, Anna (ENG) ..... Arts, Humanities & Social Sciences  
 Simmons, Heather (MFG) ..... Math, Science, Business, Computer Science, & Physical Education  
 Sippie, Andrew (ENG) ..... Arts, Humanities & Social Sciences  
 Slauson, Cody (ENG) ..... Arts, Humanities & Social Sciences  
 Smith, Stacie (BTC) ..... Math, Science, Business, Computer Science, & Physical Education  
 Spoede, Sharon (MAT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Spore, Terese (BIO) ..... Math, Science, Business, Computer Science, & Physical Education  
 Spudich, Christine (COM) ..... Arts, Humanities & Social Sciences  
 Spudich, Dimana (COM) ..... Arts, Humanities & Social Sciences  
 Stanton, Tracey (CDC) ..... Math, Science, Business, Computer Science, & Physical Education  
 Starkey, James (ENG) ..... Arts, Humanities & Social Sciences  
 Steers, James (SPN) ..... Arts, Humanities & Social Sciences  
 Stein, Debra (PHE) ..... Math, Science, Business, Computer Science, & Physical Education  
 Steineger, Joseph (PHL) ..... Arts, Humanities & Social Sciences  
 Steinhoff, Melissa (NUR) ..... Nursing & Allied Health  
 Stephenson, Lee (WLD) ..... Math, Science, Business, Computer Science, & Physical Education  
 Stock, Lori (BIO) ..... Math, Science, Business, Computer Science, & Physical Education  
 Stratton, Pamela (MAT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Strodman, Cynthia (MAT) ..... Math, Science, Business, Computer Science, & Physical Education  
 Stuart, Susan (GDS) ..... Arts, Humanities & Social Sciences

Sullivan, Timothy (PHY).....Math, Science, Business, Computer Science, & Physical Education  
 Sweetin, Mary (MUS).....Arts, Humanities & Social Sciences  
 Syfert, Stephanie (EDU) .....Math, Science, Business, Computer Science, & Physical Education  
 Tarnowski, Knut (GRM).....Arts, Humanities & Social Sciences  
 Tavakoli-Nezhad, Mahboubeh (BIO)....Math, Science, Business, Computer Science, & Physical Education  
 Terhune, Robert (CPT) .....Math, Science, Business, Computer Science, & Physical Education  
 Thomas, Rosa (ESL) .....Arts, Humanities & Social Sciences  
 Thorburg, Risa (BTC) .....Math, Science, Business, Computer Science, & Physical Education  
 Tucker, Kenneth (MUS).....Arts, Humanities & Social Sciences  
 Turnage-Ferber, Jacqueline (SPE) .....Arts, Humanities & Social Sciences  
 Valenti, Mary (EDU) .....Math, Science, Business, Computer Science, & Physical Education  
 Van Mierlo, David (CRJ).....Math, Science, Business, Computer Science, & Physical Education  
 Vaughn, Kieran (CDM) .....Math, Science, Business, Computer Science, & Physical Education  
 Venn, Richard (BUS) .....Math, Science, Business, Computer Science, & Physical Education  
 Vest, Jennifer (RDG).....Arts, Humanities & Social Sciences  
 Vogelpohl, Cassie (ENG).....Arts, Humanities & Social Sciences  
 Walseth, Sarah (MUS).....Arts, Humanities & Social Sciences  
 Warner, Michelle (SPE) .....Arts, Humanities & Social Sciences  
 Warren, Eric (MUS) .....Arts, Humanities & Social Sciences  
 Warren, William (LGM).....Math, Science, Business, Computer Science, & Physical Education  
 Watts, Cheryl (BTC).....Math, Science, Business, Computer Science, & Physical Education  
 Weber, Matthew (ART).....Arts, Humanities & Social Sciences  
 Webster, Christina (SOC) .....Arts, Humanities & Social Sciences  
 Wegmann, Matthew (ECO).....Math, Science, Business, Computer Science, & Physical Education  
 Weitkamp, Sandra (HMS) .....Arts, Humanities & Social Sciences  
 West, Chloe (ART) .....Arts, Humanities & Social Sciences  
 White, Amy (BIO) .....Math, Science, Business, Computer Science, & Physical Education  
 White, Edward (PHY).....Math, Science, Business, Computer Science, & Physical Education  
 White, Jamie (PHE).....Math, Science, Business, Computer Science, & Physical Education  
 Whitney, Harry (BUS).....Math, Science, Business, Computer Science, & Physical Education  
 Whyte, Julie (EDU) .....Math, Science, Business, Computer Science, & Physical Education  
 Wies, Mary (OTA).....Nursing & Allied Health  
 Wild, Suzan (CPT) .....Math, Science, Business, Computer Science, & Physical Education  
 Williams, Mark (POL) .....Arts, Humanities & Social Sciences  
 Williams, Ronald (BUS) .....Math, Science, Business, Computer Science, & Physical Education  
 Williams-Brown, Erika (GDS).....Arts, Humanities & Social Sciences  
 Willmore, David (COL).....Arts, Humanities & Social Sciences  
 Willott, Steven (MAT) .....Math, Science, Business, Computer Science, & Physical Education  
 Wilson, Kevin (ART).....Arts, Humanities & Social Sciences  
 Wilson, Stephen (WLD).....Math, Science, Business, Computer Science, & Physical Education  
 Witzel, Kristine (CHM).....Math, Science, Business, Computer Science, & Physical Education  
 Womack, Rosalia (CPT) .....Math, Science, Business, Computer Science, & Physical Education  
 Wombacher, Richard (MAT) .....Math, Science, Business, Computer Science, & Physical Education  
 Woodfin, Kurt (CRJ).....Arts, Humanities & Social Sciences  
 Yates, Ellen (NUR) .....Nursing & Allied Health  
 Zavediuk, Nicholas (PHL).....Arts, Humanities & Social Sciences

Zhu, Ming (CHM).....Math, Science, Business, Computer Science, & Physical Education  
Ziegemeier, Douglas (CRJ).....Arts, Humanities & Social Sciences

On a motion by Ehlmann, a second by Pundmann, and a unanimous “AYE” vote to carry the motion, the Board approved implementation of an early retirement incentive, pending legal review.

## **FACULTY PROMOTIONS**

On a motion by Stodden, a second by Ehlmann, and a unanimous “AYE” vote to carry the motion, the following faculty promotions were approved:

### From Associate Professor to Professor

Dr. Jennifer Bussen  
Aaron Proctor  
Lynne Snyder

### From Assistant Professor to Associate Professor

Dr. Charles Debord  
Sylvia Bane Malta  
LeeAnn Nelson  
Stacey Thater

### From Instructor to Assistant Professor

Dr. Joe Baumann  
Cathy Daugherty  
Dr. Garrett Foster  
Dr. Rachel McWhorter

## **ADJOURNMENT**

On a motion by Ehlmann, a second by Stodden, and a unanimous “AYE” vote to carry the motion, the meeting adjourned at 7:20 p.m.