

**MINNESOTA STATE UNIVERSITY MOORHEAD**  
**Faculty Bargaining Unit IFO Seniority Roster**  
**AS OF THE END OF THE 2010-11 ACADEMIC YEAR**

Years Of Seniority	Program/Department Faculty Member	Full-Time/ Part-Time	% Time	Type Appt	Initial Empl Date	Date of Tenure	Other Program
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Accounting

32.00	Phillips, Cynthia	FT			09/79	09/84	
29.78	Violet, William	FT			09/81	09/86	
29.00	Sliwoski, Leonard J	FT			09/82	09/86	
13.00	Erickson, Sheri	FT			08/98	08/07	
11.00	Bader, Mary	SAB			09/86	08/01	
9.00	Hansen, James	FT			08/02	08/04	

Untenured

	Clapp, D Benjamin	FT	.50	P	01/03		
	Mollberg, Kim	FT		P	08/08		
	Stone, Mary	FT		P	08/08		
	Johnson, Lori	FT		FXT	01/05		

American Multicultural Studies

22.00	May-Machunda, Phyllis	FT			07/89	09/93	
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Untenured

	Arauzo, Yolanda	FT		P	01/07		
	Park Nelson, Kim	FT		P	08/08		
	Creel Falcon, Kandace	PT	.75	FXT	08/10		

Anthropology

36.00	Michlovic, Michael G	FT			09/75	09/81	
12.00	Roberts, Bruce	FT			08/99	08/02	
12.00	Dalan, Rinita	FT			08/99	08/04	
7.22	Holley, George	PT	.75		08/99	08/08	
6.00	Gooding, Erik	FT			08/05	08/09	

## Art

28.00	Oltvedt, Carl T	FT		09/83	09/87
24.00	Sheets, Allen	FT		09/87	09/91
15.00	Arnar, Anna	FT		08/96	08/01
14.00	Clark, Donald	FT		08/97	08/02
13.00	Guan, Zhimin	FT		08/98	08/03
13.00	Shynkaruk, Wil	FT		08/98	08/03
11.00	Park, Jim	FT		08/00	08/05
10.16	Short, Sherry	FT		08/00	08/09
8.00	Walla, Chris	FT		08/03	08/08
6.00	Sinner, Kelli	FT		08/05	08/10

## Untenured

	Anderson, Bjorn	FT		P	08/08
	Bachmeier, Bradley	FT		P	08/08
	Anstadt, Thomas	FT		FXT	08/06
	Volk, John	FT		FXT	08/06
	Hahn, Alison	FT		FXT	08/10
	Iverson-Hannaher, Loral	PT	.67	FXT	08/09
	Matson-Fluto, Jessica	PT	.67	FXT	05/10

## Athletic Training

12.00	Hammerschmidt, Dawn	FT		08/99	08/04
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## Untenured

	Huot, Christopher	FT		P	08/04
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## Athletics: Basketball

## Untenured

	Nelson, Karla	FT		FXT	08/95
	Sobolik, Jason	FT		FXT	08/03
	Peterson, Eric A	FT		FXT	08/09
	Walthall, Chad	FT		FXT	05/10

## Athletics: Cross-Country/Track &amp; Field

## Untenured

	Barnier, Keith	FT		FXT	08/02
	Twigg, Cley	PT	.75	FXT	08/06

## Athletics: Football

## Untenured

	Laqua, Steven	PT	.75	FXT	01/11
	Hunt, Nathan Robert	PT	.42	FXT	02/11

Lardinois, Joseph PT .37 FXT 02/11

## Athletics: Soccer

Untenured

Bulock, Rollie FT FXT 07/04

## Athletics: Softball

Untenured

Boyes, Kristin FT FXT 08/07

## Athletics: Swimming

Untenured

Peters, Todd FT FXT 07/10

## Athletics: Volleyball

Untenured

Blake-Kath, Tammy FT FXT 08/95

Peterson, Kathryn FT FXT 08/10

## Biology

30.00 Wise, Kathryn M FT 09/81 09/86

22.00 Stockrahm, Donna SAB 09/89 09/93

13.00 Wisenden, Brian FT 08/98 08/02

12.00 Brisch, Ellen FT 08/99 08/03

10.00 Malott, Michelle Admin LOA since 7/09 08/01 08/05

7.00 Fuselier, Linda FT 07/04 08/08

Untenured

Alemadi, Shireen FT FXT 01/07

McEwen, Daniel FT FXT 08/08

Andres, Rebecca FT FXT 08/09

Anderson, Sara FT FXT 08/10

Melchior, Paul PT .44 FXT 08/09

## Biology: Education

11.00 Wallace, Alison SAB 08/00 08/04 Biology

## Biology: Human Anatomy

5.00 Wisenden, Patricia FT 08/06 08/08

## Biotechnology

21.00	Wallert, Mark	SAB		09/90	08/95	Biology
20.00	Ellingboe, Shawn	FT		09/91	08/95	Chemistry
17.00	Chastain, Chris	FT		09/94	08/99	Biology
14.00	Provost, Joseph	FT		08/97	08/01	Chemistry
6.00	Marry, Andrew	FT		08/05	08/10	

## Untenured

	Mans, Tamara	FT		FXT	08/10	
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## Chemistry

24.00	Pezeshk, Abbas	FT		09/87	09/91	
22.00	Edverson, Gary	FT		09/89	09/94	
19.00	Marasinghe, Asoka	FT		09/92	08/97	
17.00	Jasperse, Craig	FT		09/94	08/98	
8.00	Bodwin, Jeffrey	FT		08/03	08/08	
7.00	Lahti, Richard	FT	.75	08/04	08/09	

## Chinese

## Untenured

	Chao, Tsuo-Wen	PT	.46	FXT	08/07	
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## Communication Studies

30.00	Gregg, Virginia	FT		09/81	09/85	
14.00	Borchers, Timothy	Admin LOA since 8/08		08/96	08/01	
9.00	Hest, Theresa	FT		08/02	08/07	
8.00	Gorsline, Denise	Admin LOA since 6/10		08/03	08/08	
6.00	Anderson, Jason	FT		08/05	08/10	

## Untenured

	Gardner, Rebecca	FT		P	08/07	
	Holtan, Merrie Sue	FT		FXT	08/07	
	Manning, Holly	FT		FXT	08/10	

## Computer Science &amp; Information Systems

26.00	Brekke, Daniel	FT		09/85	09/90	
23.00	Walker, Richard	SAB		09/88	08/95	
20.87	Gaffrey, John C	PT	.42	09/88	09/94	
7.50	Boreisha, Yurii	FT		01/04	08/06	
6.00	Chen, Andrew	FT		08/05	08/10	

## Untenured

	Haugrud, Michael	FT	FXT	08/99
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## Construction Management

22.00	Seltveit, Scott	FT		09/89	08/98
21.33	Williams, Ronald	FT		03/90	09/94
12.00	Andersen, Norma	SAB		08/99	08/03

## Untenured

	Bertolini, Kenneth	FT	P	08/07
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## Corrick Center for General Education

13.52	Gess, Jarilyn	FT		11/94	08/02
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## Untenured

	Sando, Jean	FT	FXT	07/10
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## Counseling

15.00	Seaburg, Deborah	FT		08/96	08/00
7.11	DeMinck, Debra	FT		08/00	08/06

## Criminal Justice

24.00	Powell, Joel O	FT		09/87	09/92
19.00	Stead, Denis G	FT		09/92	08/96

## Untenured

	Hendrix-Sloan, Geraldine	FT	P	08/08
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## Economics

33.00	Greenley, Douglas	FT		09/78	09/82
30.00	Dobis, Vernon	FT		09/81	09/92
22.00	Flores-Ibarra, Oscar	FT		09/89	08/95 AMCS
11.00	Bolduc, Steven	FT		08/00	08/05
11.00	Stutes, Greg	FT		08/00	08/05

## Untenured

	Hansen, Tonya Jo	FT	P	08/08
	Larson, Carol	PT	.50 FXT	08/07

## Education: Counseling

12.00	Smith, Brian	FT		08/99	08/03	Educ Foundations
	Untenured					
	Brown, Donna	Admin LOA since 08/09	P		07/07	
	Karch, Lisa	FT		FXT	01/09	

## Education: Educ Leadership

16.00	Van Berkum, Dennis	FT		08/95	08/97	
4.96	Bradbury, Boyd	FT		08/04	08/10	

## Education: Elementary &amp; Early Childhood

17.00	Benson, John	FT		09/94	01/99	
13.00	Rittenhouse, Peggy	FT		08/98	08/03	
10.71	Gillett, Erin	FT		08/00	08/09	
10.00	Cole, Layna	FT		08/01	08/06	
10.00	Lee, Ok-Hee	FT		08/01	08/06	
10.00	Newton, Ruth	FT		08/01	08/06	

## Untenured

	Theisen, Rebecca	FT	P		08/06	
	Ritland, Valerie	FT	P		01/08	
	Dosch, Mary	FT	FXT		08/06	

## Education: Field Services

12.16	Walseth, Teri	Admin LOA since 8/07		01/96	08/04	
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## Untenured

	Youngs, Melissa	PT	.74	FXT	01/02	
	Valan, Kris	PT	.75	FXT	08/02	
	Kerzman, Renee	FT		FXT	01/03	
	Harmon, Bruce	PT	.75	FXT	08/04	
	Staiger, Lisa	FT		FXT	08/05	

## Education: Foundations

26.00	Grineski, Steven	FT		08/84	09/90	Physical Educ
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## Untenured

	Sand, Heather	FT		FXT	08/98	
	Mollerud, Robert	FT		FXT	08/99	
	Shume, Teresa	PT	.67	FXT	08/04	
	Martin, Barbara	PT	.67	FXT	08/07	
	Tack, David	FT		FXT	08/07	

Mowers, Erin	FT	FXT	08/10
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## Education: Special Education

23.00	Severson, Susan	FT	09/88	09/94
14.00	Borgeson, Deanne	FT	08/97	08/02
10.00	Street, Steven	LOA	08/01	08/06

## Untenured

Goldade, Ann	FT	P	01/05
Johnson, Shirley	FT	FXT	01/98
Brandt, Camille	FT	FXT	08/05
DeSutter, Keri	FT	FXT	01/08
Pullen, Debra	FT	FXT	01/05
Suarez-Sousa, Ximena	FT	FXT	01/10
Stabnow, Erin	PT	.45 FXT	01/10

## English

28.00	Tamaro, Thomas	FT	09/83	09/87
28.00	Coghill, Sheila	FT	09/83	09/89
26.00	Davis, Alan R	FT	09/85	09/90
26.00	Zinober, Richard	FT	09/85	08/95
24.33	Early, John	FT	09/86	08/99
23.89	Retzlaff, Hazel	FT	09/87	08/96
23.00	Pearce, Sandra M	SAB	09/88	09/92
21.00	Fasick, Laura	FT	09/90	08/95
19.00	Frederick, Jill A	FT	09/92	08/97
18.00	Enger, Lin	FT	09/93	08/98
18.00	Meiners, Katherine	FT	09/93	08/98
14.17	Severn, Elizabeth	SAB	08/96	08/10
12.00	Imbarrato, Susan	FT	08/99	08/03
10.00	Scapple, Sharon	FT	08/01	08/05 English: Educ
9.00	McCord, Michael	FT	08/02	08/05
8.00	Hamrick, Stephen	FT	08/03	08/08
8.00	Carollo, Kevin	FT	08/03	08/08

## Untenured

Lein, Linda	FT	FXT	08/05
Tomanek, Michael	FT	FXT	01/09

## English: Education

4.00	Kirchoff, Elizabeth	FT	08/07	08/10
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## English Foundations

12.00	Frederickson, Yahya	SAB	08/99	08/04
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10.00	Rowse, Elizabeth	FT		08/01	08/06
9.83	Zepper, Kevin	FT		08/00	08/07
6.00	Decker, Timothy	FT		08/05	08/09

## Film Studies

7.00	Brandau, Thomas	FT		08/04	08/09
5.00	Kristjansson-Nelson, Kyja	FT		08/06	08/10

## Untenured

	Rea, Raymond	FT		P	08/08
	Adah, Anthony	FT		P	08/08

## Finance

22.00	Weber, Marsha	Admin LOA since 08/10		06/89	08/98
22.00	Kalra, Rajiv	SAB		09/89	09/94
9.00	Sahin, Olgun	FT		08/02	08/06

## Untenured

	Clapp, D Benjamin	FT	.50	P	01/03
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## Geography

10.00	Sando, Paul	FT		08/01	08/06
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## Geology

18.00	Colson, Russell O	FT		08/93	08/97
10.00	Leonard, Karl	FT		08/01	08/06

## Untenured

	Rock, Jessie	PT	.63	FXT	01/10
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## Graphics Communication

25.00	Ruth, Michael	FT		09/86	09/91
11.00	Conzemius, Trista	FT		08/00	08/06

## Health Education

## Untenured

	Adair, Janice	PT	.71	FXT	08/01
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## Health Services Administration

## Untenured

	Bezbaruah, Nandita	FT	FXT	08/10
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## History

25.00	Harris, Paul	FT		09/86	09/90
22.00	Chan, Henry Y	FT		09/89	09/93
8.50	Taylor, Sean	FT		08/00	08/10
6.00	Morrow, Annette	FT		08/05	08/09

## Untenured

	Clarke, Nathan	FT	P	08/08
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## Humanities

20.00	Czynski, Konrad	FT		09/91	08/95
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## Instructional Resources

24.00	Ficek, Rhonda	FT		09/87	09/94	CSIS
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## Japanese

14.00	Mita, Takanori	FT		08/97	08/02
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## Library

30.00	Sibley, Carol	FT		07/81	07/86
27.00	Kenz, William G	FT		07/84	07/89
25.00	Shoptaugh, Terry	FT		09/86	09/91
15.00	Voeller, Stacy	FT		08/96	08/01
14.00	Kramer, Jean	FT		08/97	08/00
12.00	Schwartz, Lawrence	FT		07/99	07/04
11.00	Werre, Pam	SAB		07/00	07/03
8.00	Goodman, Brittney	Admin LOA since 7/03		08/97	07/02
6.00	Dolence, Travis	FT		08/05	08/09

## Untenured

	Maneiro, Heather	FT	FXT	08/10
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## Management

38.67	Swenson, James	FT		09/72	09/75
34.00	Alexander, M Wayne	FT		07/77	07/81
29.00	Geib, Peter	SAB		07/82	07/86
13.00	Kuperman, Jerome	FT		08/98	08/03

11.00	Lall, Vinod	SAB		08/00	08/02
5.00	Gupta, Ashish	FT		08/06	08/10

## Untenured

	Li, Han	FT		P	01/09
	Wu, Jinpei	FT		P	08/09
	Pettinger, Jane	PT	.63	FXT	01/01

## Marketing

7.16	Lumb, Ruth	FT		01/04	08/07
4.00	Lowrie, Anthony	SAB		08/07	08/10

## Mass Communications

36.00	Hall, William B	FT		09/75	09/79
30.00	Grindeland, Martin A	FT		09/81	09/85
22.00	Gudmundson, Wayne	FT		09/89	09/94
22.00	Strand, C Mark	SAB		09/89	09/94
20.00	Hanson, Colan T	FT		09/91	08/95
11.00	Johnson, Daniel	SAB		08/00	08/04
11.00	Radniecki, Regene	FT		08/00	08/05
10.00	Wilson, Camilla	FT		07/01	08/05
7.62	Mattern, Jody	FT		01/02	08/08

## Untenured

	Quanbeck, Aaron	FT		P	08/07
	Gilmour, Deneen	FT		P	01/08

## Mathematics

38.00	Hatzenbuhler, James	FT		09/73	09/78
31.00	Sizer, Walter S	FT		09/80	09/84
30.00	Wijetunga, Ariyaratna	FT		09/81	09/86
23.00	Chen, Wayne	FT		09/88	09/93
22.00	Ali, Sayel A	FT		09/88	09/93
20.00	Jeppson, Ronald	FT		09/81	09/86
10.00	Hill, Ellen	FT		08/01	08/06
9.00	Midgarden, Bette	Admin LOA since 9/86		09/79	09/83

## Untenured

	James, Justin	FT		P	08/06
	Goyt, Adam	FT		P	08/07
	Lynch, O'Neil	FT		P	08/08
	Schmidt, Bonita	FT		FXT	08/07
	Nelson, Martha	FT		FXT	01/10
	Fulghesu, Damiano	FT		FXT	08/10

## Mathematics: Education

25.00	Wolff, Vernon	FT		09/86	09/89	Mathematics
21.00	Peil, Timothy	FT		09/90	08/95	Mathematics
13.00	Ng, Geok Lian	FT		08/98	08/03	Mathematics
11.00	Harms, Timothy	SAB		08/00	08/04	Mathematics
10.00	Montis, Kristine	FT		08/01	08/05	Mathematics
9.75	Okigbo, Carol	FT		08/01	08/07	

## Untenured

	Miller, Michael	FT		P		08/08
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## Music

35.00	Tesch, John	FT		09/76	09/81	
30.00	Gwiazda, Henry	FT		09/81	09/86	
22.00	Manno, Terrie	SAB		09/89	09/93	
16.00	Rothlisberger, Rodney	FT		08/95	08/00	
11.00	Dufault, Jenny	FT		08/00	08/05	
10.00	Blunsom, Laurie	FT		08/01	08/06	
10.00	Strait, Thomas	FT		09/01	08/05	
9.00	Williams, Kenyon	FT		08/02	08/06	
7.00	Rowe, Simon	FT		08/04	08/08	
7.00	Jackson, Ryan	FT		08/04	08/10	
6.00	Carter, Allen	FT		08/05	08/08	
6.00	Nesheim, Paul	FT		08/05	08/08	

## Untenured

	Fryer, Nicholas	FT		P		08/08
	Sung, Benjamin	PT	.48	FXT		08/07
	St John, Brian	FT		FXT		08/10

## Nursing

21.73	Clark, Donna R	PT	.50		09/86	09/92
19.89	Matthees, Barbara	FT			09/89	08/96
10.44	Bergland, Jane	PT	.75		08/99	08/04
3.86	Wright, Tracy	FT			08/07	08/09

## Untenured

	Kelly, Gina Aalgaard	FT		P		08/08
	Rousslang, Mary	FT		P		08/08
	Harris, Helen	PT	.96	FXT		08/98
	Teske, Victoria	FT		FXT		08/99
	Dobmeier, Terry	PT	.79	FXT		08/06
	Kirk, Pamela	FT		FXT		08/07

## Paralegal

22.00	Streich, Judith	SAB		09/89	08/95
15.00	Kukowski, Deborah	FT		08/96	08/01

## Untenured

	Gompf, Tracy	FT		P	01/07
	Hannig, Jean	FT		FXT	08/10

## Philosophy

25.00	Gracyk, Theodore	FT		09/86	09/91
12.00	Hong, Chang-Seong	FT		08/99	08/03
11.00	Mouch, Philip	SAB		08/00	08/08
8.00	Cagle, Randy	FT		08/03	08/07

## Untenured

	Bramer, Marilea	FT		P	08/09
	Murphy, Claudia	FT	.88	FXT	01/09
	Ang, Ching-E	FT		FXT	06/10

## Physical Education

32.00	Smith, Randall	FT		09/79	09/84
28.00	Gemar, James	FT		09/83	09/88
18.00	Micheli, Ralph	PT	.50	08/92	08/95 Athletics Football
16.42	Frappier, Wendy	FT		12/90	08/01

## Untenured

	Mauch, Lois	PT	.50	FXT	08/09
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## Physics

25.00	Jacobs, Dennis	FT		09/86	09/91
12.00	Winkler, Linda	FT		08/99	08/03
12.00	Craig, Matthew	FT		08/99	08/04
11.00	Shastri, Ananda	FT		08/00	08/05
10.42	Lindaas, Stephen	FT		08/00	08/06
7.00	Lahti, Richard	FT	.25	08/04	08/09
5.00	*Cabanela, Juan	SAB		08/06	08/09

## Untenured

	Schultz, Sara	PT	.58	FXT	01/10
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\*Juan Cabanela retains an additional 3.00 years of previously accrued seniority in the Minnesota State Universities.

## Political Science

26.00	Conteh, Andrew	FT			09/85	09/89	
22.00	Baumann, Philip R	FT			09/89	09/92	
15.00	Headrick, Barbara	FT			08/96	08/00	
14.00	Kramer, Paul	FT			08/97	08/01	
9.00	Sankey, Margaret	FT			08/02	08/06	History

## Psychology

34.00	Kolotkin, Richard	FT			09/77	09/82	
29.00	Nickell, Gary S	FT			09/82	09/87	
27.00	Hallford, Ernest W	FT			09/84	09/89	
24.00	Dalhouse, A Derick	FT			09/87	09/90	
20.00	Chalikia, Magdalene	FT			09/91	08/96	
14.00	Nawrot, Elizabeth	FT			08/97	08/01	
8.00	Malone, Christine	FT			08/03	08/08	
6.00	Bergstrom, Rochelle	FT			08/05	08/10	

## Untenured

	Ladbury, Jared	PT	.63	FXT	08/10		
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## School Psychology

24.00	Potter, Margaret	SAB			09/87	09/92	
16.00	Melroe, Olivia	FT			08/95	08/02	
11.88	Stewart, Lisa	FT			08/99	08/02	

## Untenured

	Leonard, Nicholas	FT		FXT	08/10		
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## Science Center

21.00	Davis, George	FT			09/90	09/93	
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## Social Studies

13.00	Hoffbeck, Steven	FT			08/98	08/01	History
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## Social Work

15.00	Ginther, Shawn	FT			08/96	08/99	
10.00	Clark, Tracy	FT			08/01	08/06	
6.50	Carney, Jeremy	FT			01/05	08/10	

## Untenured

	Peterson, Susan M	FT		FXT	08/01		
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## Sociology

32.00	Hughey, Michael W	FT		09/79	09/84
12.00	Humphers-Ginther, Susan	FT		08/99	08/04
11.00	White, Deborah	FT		08/00	08/04
10.00	Vigilant, Lee	FT		08/01	08/06
6.00	Branden, Karen	FT		08/05	08/08

## Untenured

	Terry, Shannon	FT		FXT	01/09
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## Spanish

21.00	Hall, John	FT		09/90	08/95
11.00	Smith, Benjamin	FT		08/00	08/05
9.00	Mafla-Bustamante, C	FT		08/02	08/06

## Untenured

	Thronnd, Mary	PT	.96	FXT	05/07
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## Speech/Language/Hearing Sciences

31.50	Hanson, Bruce	FT		09/79	09/84
26.73	McGillivray, LaRae	PT	.50	09/78	09/84
9.12	Paul, Nancy	FT		08/01	08/08
7.50	Adler, Richard	Admin LOA since 01/08		08/02	08/06
6.00	Drake, Mary	FT		08/05	08/10

## Untenured

	Vossler, Kristi	FT		P	08/08
	Toutges, Laura	FT		FXT	01/08

## Speech: Theatre Arts

25.00	Wheeler, David	FT		09/86	09/91
14.00	Ellingson, Craig	FT		08/97	08/02

## Untenured

	Greenwell, Ricky	FT		FXT	08/09
	Tuttle, Jennifer	FT		FXT	08/09

## Teaching English Second Language

## Untenured

	Houts-Smith, Linda	FT		P	08/06
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## Technology

*14.00	Kian, Aziz	FT		08/97	09/84
	Untenured				
	McGee, Pamela	FT	P	01/07	
	Riesselman, Robert	FT	FXT	08/10	

\* Aziz Kian retains an additional 16.00 years of previously accrued seniority in the Minnesota State Universities.

**ADMINISTRATORS WITH TENURE**

Seniority	Name	Dept/Program	Initial Admin Leave	Initial Empl Date	Tenure Date
22.00	Weber, Marsha	Finance	8/10	6/89	8/98
14.00	Borchers, Timothy	Comm Studies	8/08	8/96	8/01
12.16	Walseth, Teri	Educ: Field Services	8/07	1/96	8/04
10.00	Malott, Michelle	Biology	7/09	8/01	8/05
9.00	Midgarden, Bette	Mathematics	9/86	9/79	9/83
8.00	Goodman, Brittney	Library	7/03	8/97	7/02
8.00	Gorsline, Denise	Comm Studies	6/10	8/03	8/08
7.50	Adler, Richard	SLHS	1/08	8/02	8/06

**TYPE OF APPOINTMENT**

P = Probationary  
 FXT = Fixed Term  
 SAB = Sabbatical  
 LOA = Leave of Absence

**NOTE:**

For purposes of layoff, "seniority" may only be exercised in the department or program in which the faculty member is serving at the time of retrenchment or in any department or program in which the faculty member has served at least three (3) full academic years. (Article 29, Section B).