



*Recognizing
excellence
in teaching,
research, and
service to the
campus and
community*

Faculty
EXCELLENCE

Tuesday, February 25th, 2020



montana state university
BILLINGS

Patricia Williams

PROGRAM

Welcome and Opening Remarks

Dr. Dan Edelman
Chancellor

Ceremony

Dr. Melinda Arnold
Provost, Vice Chancellor for Academic Affairs

Presentation of Awards

Savannah Merritt, ASMSUB President, and
Robin Cunningham, ASMSUB Student Resolution Officer,
will present ASMSUB Outstanding Faculty Awards

Dr. Tom Manthey, Director, Montana Center for Inclusive Education, will
present two MCIE Awards for Support of Students with Disabilities

Dr. Jennifer Lynn, Associate Professor of History, College of Liberal Arts &
Social Sciences, will present the Dr. Tasneem Khaleel Award for Mentoring
Young Female Professionals

Dr. Paul Foster, Director of International Studies, will present
the Promoting International Student Success Award

Dr. Kurt Toenjes, Dean, College of Health Professions and
Science, will present the Part-Time Faculty Award

Mr. Mike Campbell, Interim Dean, College of Business, will
present the Outstanding Service Learning Award

Dr. Vicki Trier, Dean, City College, will present the
Excellence Award for Non-Tenured Faculty

Dr. Vicki Trier, Dean, City College, will present the
City College Faculty Leadership Award

Dr. Vicki Trier, Dean, City College, will present one Faculty Excellence Award

Dr. Robert Nava, Dean, College of Education, will
present one Faculty Excellence Award

Dr. Christine Shearer, Dean, College of Liberal Arts & Social Sciences,
will present two Faculty Excellence Awards

Dr. Christine Shearer, Dr. Kurt Toenjes, and a Cox Family member
will present the Winston & Helen Cox Fellowship Award

Dr. Christine Shearer and a Cox Family member
will present the Pippenger award

Years of Service and Retirees

Closing Remarks

Dr. Dan Edelman
Chancellor



Ms. Brenda Dockery

Adjunct Instructor
Marketing
College of Business



Ms. Salma Boumediene

Assistant Professor
Accounting
College of Business



Mrs. GayLynn Robertus

Part-time Faculty
Educational Theory and Practice
College of Education



Dr. Mary Helen McSweeney-Feld

Part-time Faculty
Health Administration
College of Health Professions and Science



Dr. Joseph Bryan

Assistant Professor
History
College of Liberal Arts & Social Sciences



Andrea Payne

Instructor, General Education, CC



Gifted with a passion for helping her students succeed, City College General Education Instructor Andrea Payne uses her gift to create lasting impressions on all students she meets. Her unwavering dedication to students has granted her an MCIE Faculty Award for Exceptional Support of Students with Disabilities.

The award is designed to recognize MSU Billings faculty who have gone the extra mile providing exceptional support to a student with a disability. Payne strives to make higher education a positive experience for everyone, revealing to students their unique capabilities for learning. For one student, it was Payne who made the difference in her academic success.

“I struggled with learning issues in math so not only did I hate it, I truly did not believe I was capable of learning math,” one of her students said. But after joining Payne’s class and experiencing her teaching style, the student was able to earn an A in the class. “She took the time to get to know and embrace my learning style and was able to teach me in a way I understood.”

Payne can be described as positive, patient, understanding, cheerful, and above all supportive of her students and their path to success. “She showed me that I was capable of learning,” said another student. “Having her as a teacher did not just strengthen me in math, but made me able to face other subjects no matter how scared I was to learn them.”

After graduating from MSU Billings in 2000, Payne began teaching developmental math at the university in 2001. She then went on to earn two more degrees from MSU Billings, including her master’s in 2005.

Even with a full teaching schedule both onsite and online, Payne has dedicated her nearly 20 years at MSU Billings to ensuring every student has what they need to succeed.



Brian Ernest, Ed.D.

Assistant Professor, Educational Theory and Practice, COE



Getting to know his students individually is how Dr. Brian Ernest works to address and adapt to the unique academic abilities of his students, especially those in need of extra assistance. As a result, it comes as no surprise that he has been chosen for an MCIE Award for Support of Students with Disabilities.

Working individually with students has allowed Ernest to ensure his students have set individual goals for success. Although he is a new faculty member at MSU Billings, he has succeeded in earning the respect of his students and colleagues.

“I felt like I was falling behind, and my wheels kept spinning,” said one student. “Not only did Dr. Ernest come with me to DSS, but he was there to support and collaborate with them to see what he can do for his students.” This passion for supporting others has led Ernest to create lasting bonds with his students and lend a helping hand whenever they need it.

Ernest knew from a very young age that he wanted to make a difference in the lives of students. After working as a research associate and university supervisor for nine years at The George Washington University in Washington, D.C., he has planted roots at MSU Billings, showing even more students their capabilities for learning.

A crucial part of teaching is making sure students are equipped with the tools they need to thrive and be successful learners. Ernest embodies this philosophy, concentrating his efforts on positivity and making everyone feel like a winner. He works to instill this mentality in his students, inspiring them to do the same as future educators.

“Dr. Ernest is such a huge asset to the college,” a student commented. “MSUB is truly lucky to have such a wonderful professor who goes above and beyond his call of duty.”



**DR. TASNEEM KHALEEL AWARD FOR MENTORING
YOUNG FEMALE PROFESSIONALS**

**Michele T. McMullen, MS, MA,
RDN, LN**

University Lecturer, CLASS

Lynn George, Ph.D.

Assistant Professor, CLASS



For Michele McMullen and Lynn George, dedication to the future of young female professionals meant re-engineering an event which brings together hundreds of youngsters and science-savvy adults from across the region onto the MSUB campus each year. This was no small feat, but the two women led the charge with smiles on their faces and “can-do” attitudes.

Girls-n-Science is an annual one-day science extravaganza introducing young girls to careers in science, technology, engineering, and math (STEM) through interactive activities. McMullen and George served as steering committee co-chairs, dedicating their time and efforts to organizing,



planning, and executing the successful event, which attracted over 350 children last fall.

Coordinating this event takes “a tremendous amount of work,” said their nominator. “[They] volunteered well over 100 hours of time to ensure that the girls would have a quality experience.” This involved devising new activities, including tours of the science building laboratories, and the inaugural “Taste of STEM” dinner, which allows girls to engage directly with women panelists who have accomplished great things in STEM fields.

Beyond Girls-n-Science, McMullen is involved in the Science Department’s other outreach activities including Science Expo, Star Parties, and Atomic Circus. A Registered Dietitian Nutritionist, McMullen has served as an MUS Wellness Champion, presented at the first annual MSUB Women’s Faculty Caucus Scholarship Showcase, and collaborated with Dr. Matt Queen on the MSUB Library Lecture “Culinary Chemistry & Campus Cookoff.” McMullen’s collaborative spirit and energy can be seen not only in her scholarly and service activities, but in her mentorship of newer faculty members, helping them navigate classroom challenges and celebrate successes. She was honored for her dedication with the Excellence Award for Non-Tenured Faculty in 2018.

In addition to her contributions to Girls-n-Science, George has mentored 11 young women in neuroscience research since establishing her lab at MSUB in 2014. Many of the female students who studied in her lab have enrolled in medical programs, graduate studies, and obtained research technology positions. George has also served on the University Creative and Research Endeavors (CARE) Grant Committee, as a table host for the Billings Public Library’s “Food for Thought” fundraising event, and as an ad hoc reviewer for the journal *Nature Neuroscience*. She has been a speaker for the MUS Research Roadshow. Not only is George a dedicated faculty member, she is also a respected researcher with a focus on genetics, a successful grant recipient, and a published scholar. Her love of science goes back to her youth with her grandfather and parents fostering her curiosity of nature and science. George shares her innate excitement about the sciences with her students with the hope of inspiring them in their labs as her mentor Frances Lefcort, Ph.D., did for her.

For these women, the future of STEM is bright within the minds of young female professionals. They are clearly deserving of the Dr. Tasneem Khaleel Award for Mentoring Young Professional Women, as they strive to serve as role models to our youth and empower them to explore the valuable opportunities STEM fields have to offer.



Ambrin Masood, Ph.D., LCPC

Assistant Professor, Rehabilitation and Human Services, CHPS



Encouraging, committed, and inspiring are a few words one can use to describe how Ambrin Masood, Ph.D., cares for international students at MSU Billings. It is for these efforts that she is this year's Promoting International Student Success Award recipient.

Masood plays an active role in the Billings Friendship Family program, coordinated by the Office of International Studies. Masood stepped up in a time of need to host four international students through BFF, making each student feel welcome and helping acclimate them to a new environment and country where they are pursuing their higher education.

Masood not only advises international students in the master's program; she is also known for her mentorship of international students and serves as a trusted resource for them. One student shared that she would not have survived the program if not for Masood's encouragement, counseling, and mentorship.

By expanding her graduate level coursework for the Clinical Rehabilitation and Mental Health Counseling program to include a hybrid format, she encourages participation of international students and helps them continue their pursuit of their education at MSU Billings.

Masood understands the challenges international students face as she was one herself, coming to the United States to pursue a master's degree in experimental psychology in 2000. She did not stop there and went on to earn a doctorate in school psychology in 2009. Masood came to MSU Billings in 2016 as an assistant professor in the Department of Rehabilitation and Human Services.

"Her passion for mentorship and empathy toward others is inspiring," shares a colleague. "She is a frequent advocate for internationalization efforts and always seems to have the interest of students, both international and domestic, as her top priority."



PART-TIME FACULTY AWARD

Christina Erickson

Instructor, Health and Human Performance, CHPS



Christina Erickson joined the MSU Billings family as a part-time instructor in the College of Health Professions and Science in 2012, and quickly became a student favorite with her applied teaching approach.

Erickson's industry work experience and background proves to be exceptionally beneficial to students. A scholar herself, she earned a master's degree in exercise science and has authored a number of publications in her field. As a registered dietician, she has helped develop a medical weight management program, gives sports nutrition presentations, and designs nutrition programming for

competitive weightlifting athletes. These experiences give Erickson vast real-world knowledge which she applies in her health and human performance classrooms.

Dynamic classrooms are a cornerstone of Erickson's teaching. By employing projects, presentations, lectures, reports, and practical applications, students in Erickson's classes are deeply engaged and play an interactive role in their learning experience. Student education goes beyond mastery of the material to applying, teaching, and using the information in the future.

In her sports nutrition class, Erickson taught her students about the effects of fad diets on proper nutrition and negative effects on performance. She tasked them with giving a presentation in which they "sell" a fad diet to their classmates and then identify loopholes that make the diet ineffective.

Students note Erickson's attention to detail, knowledge of course material and nutrition topics, and appreciate the way she keeps them interested. "She is the best teacher I have ever had. Not only does she know the material she is teaching, she explains it in depth and really keeps you intrigued," shares a student. "I learned more than I ever have in a nutrition class."

With a focus on the learning experience that extends beyond the classroom, rooted in retention of knowledge and coupled with enjoyment of coursework, Erickson truly employs a students-first approach in her teaching.



OUTSTANDING SERVICE LEARNING AWARD

Anna Talafuse, Ph.D.

Assistant Professor, Marketing, COB



In her nine years at MSU Billings, Dr. Anna Talafuse has instilled the importance of service learning in her students, particularly through experiential, hands-on projects that benefit the Billings community.

Talafuse teaches her students the importance of real-world experience and making lasting community partnerships. During her time at MSU Billings, 334 students and 46 organizations have benefitted from projects she has designed, and the numbers continue to grow.

In two of Talafuse's courses, BMKT 342 Marketing Research and BMKT 411 Services/Relationship Marketing, students are asked to meet with real clients to complete a comprehensive research project, which includes an evaluation with suggestions for improvements.

"Anna takes extra time and effort to design her courses to include a service learning component," says a colleague. "She feels a well-rounded college education includes teaching students the importance of giving to their community."

These service learning experiences make lasting impressions on her students far beyond the classroom. Previous students have said her courses foster new ways of thinking, including how to meet with a client, conducting marketing research, and learning from real-life experiences. When students graduate, they are equipped with the skills they need to be successful in their first marketing positions.

"Through experiential learning involving local businesses and non-profits, Anna helps students be productive members of their community," shares her colleague. "Even students in her online courses are exposed to service learning in their own communities, creating more partnerships beyond Billings."

When students reflect on their experiences and share feedback, Talafuse's projects are often discussed as being the most influential in their preparation for the real world. Her efforts in service learning do not go unnoticed, as she continues to serve the Billings community through her classroom curriculum.



Jessie Perius, MBA

Instructor, Business, CC and COB



Although Jessie Perius began her teaching career at MSU Billings in 2016, her connection to the university is rooted in years of experience and dedication. An alumna of the university, Jessie graduated with her bachelor’s degree in 2012 before taking a position as a research associate in the Center for Applied Economic Research at MSUB. After working elsewhere for a few years, Jessie felt her heart was still at MSU Billings and returned as a part-time instructor.

Following her first semester of teaching, she was awarded a Faculty Excellence Award for Part-Time Faculty and has now been selected as the recipient for the Excellence Award for Non-Tenured Faculty.

“Because of her experience, she can identify with students and faculty,” says a colleague. Students who take classes from Jessie comment on her energetic, positive attitude, as well as her engaging projects that foster real-life experiences. For example, in her Sales & Sales Management course, students are required to combat “sales call anxiety” by cold-calling alumni members to solicit pledges for student scholarships.

Perius is dedicated to both City College and the College of Business, teaching courses and assisting students. She is currently working to help facilitate the transition between the colleges by encouraging students with associate degrees to obtain their bachelor’s degrees through the COB. She also advises these students and serves as the “bridge” of information for students that need stability or a friendly face.

“The relationship between the two colleges is stronger now due to Mrs. Perius and her ability to build organizational trust,” her colleague shares.

Her efforts do not stop there; Perius is currently on track to complete her doctoral degree in marketing by June 2021. A true testament to her personal and professional progress, she balances class work with teaching, volunteering for campus events, conducting sponsored research, publishing work with her colleagues, and serving her community.

Perius’ connection to MSUB began as a student, and has evolved into a daily heartfelt commitment through her teaching, service, scholarship, and community relations activities.



Austin Grant Bennett, MFA

Instructor, General Education, CC



Self-described as a “son, brother, friend, husband, and father,” emerging writer and instructor Austin Grant Bennett is described by colleagues and students as innovative, encouraging, idea-generating, and collaborative. Because of his innovative spirit, he is the recipient of the City College Faculty Leadership Award.

Bennett hit the ground running when he joined City College in 2017 as a tenure-track instructor and has not slowed down since. He strives to bring out the best in others and encourages conversation, idea sharing, and taking action.

Bennett employs and advocates for innovative teaching methods and active learning strategies. As an early adopter of High Impact Practices (HIPS), he has made advancements not only in the writing program but across City College as he seeks out opportunities for cross-curricular collaboration among departments. These partnerships give students real-world experiences while expanding the ways they think and challenging their pre-conceived beliefs.

His success as an instructor is reflected in positive and strong student reviews, which include phrases such as “organized and fair, very passionate, always in a great mood, and genuinely interested in each student’s opinions.” Students voiced their appreciation for Bennett’s teaching style and knowledge with more than one sharing, “we would love to have him again.”

Innovation and collaboration does not stop at the classroom level for Bennett. A respected leader at MSU Billings, he serves on various committees and taskforces including the Institutional Review Board and as secretary of Academic Senate. Bennett’s leadership extends outward to the community where he is a reader for the High Plains Book Awards, a judge for the Poetry Out Loud Regional Finals, and an engaged member of a local church.

As a writing expert and an advocate of progressive teaching practices, he has spoken at local, national, and international levels, often providing professional development workshops for instructors. A recent recipient of a multi-year National Endowment for the Humanities grant, with his Co-Principal Investigator Roger Madplume, Bennett hopes to extend the impact of HIPS and further advance City College’s mission of evolving into a comprehensive community college.

Unmistakably, Bennett makes City College at Montana State University Billings a better place for students, instructors, and staff.



FACULTY EXCELLENCE AWARD

Heather Thompson-Bahm, DM

Instructor, Business, CC



Gifted with a passion for supporting her students, university, and community, Dr. Heather Thompson-Bahm has become recognized by many for her unmatched dedication to serving others. For this, she is one of the recipients of this year's Faculty Excellence Award.

Thompson-Bahm has been teaching at City College since 2015 and continues to show her willingness to put others before herself. For example, when one student found themselves caught in a medical emergency, Thompson-Bahm was there to listen, offer assistance, and help re-plan their course of study.

"Heather just has a way with people," says a colleague. "She makes them feel calm, cared for, and understood." After numerous surgeries, appointments, and procedures, this student has returned to MSU Billings and will graduate in the spring, thanks to Dr. Thompson-Bahm's gracious attitude.

"She goes above and beyond in this manner for all of her students, in addition to all of the duties and responsibilities she takes on to help keep our department running smoothly," a colleague notes.

Within her department, Thompson-Bahm devotes her time and efforts on a variety of fronts, including strengthening the educational pathway from City College to the College of Business, attending eLearning conferences to bring innovative ideas to her classrooms, serving as department assessment coordinator, serving on the Board of YVC-SHRM, and attending department meetings to discuss improvement methods and ideas.

She is always there to lend a helping hand to others, especially her students. Because she has experienced the uncertainties and difficulties of higher education, she uses her experiences to help others figure it out, as countless students leave her classroom to find victory in their time at MSU Billings.

Thompson-Bahm not only provides her students with the necessary tools to be successful but fosters confidence that goes beyond the classroom. "Dr. Thompson-Bahm's excellent tutelage leaves one with the feeling that this is what education should look like," a colleague remarked.



FACULTY EXCELLENCE AWARD

Natalie Bohlmann, Ph.D.

Associate Professor, Educational Theory and Practice, COE



When students begin taking their core requirement classes in the College of Education, many will rely on Dr. Natalie Bohlmann to set them up for success in the education program. As she teaches foundational courses in the department, Bohlmann recognizes the importance of having a strong educational base as well as the impact her classes will have on future educators.

In her 13 years of instructing at MSU Billings, Bohlmann has been recognized by her colleagues and students for her organization, endless energy, approachability, and dedication to students and her department. Although her classes are rigorous, students leave with a plethora of knowledge to aid them in future courses.

“She is clear in presentation but also builds strong rapport with her students,” says a colleague. “They clearly respect and like her and strive to meet the high expectations set forth by her.”

Bohlmann chairs and leads four committees in the Educational Theory and Practice Department and is a member of several others in COE. Her service extends beyond leading committees to include serving on university committees such as the Faculty Administration Collaborative Committee and Undergraduate Curriculum Committee. She also serves as an executive member of the Community Club Board for the Boys and Girls Clubs of Yellowstone County.

Bohlmann also excels as a researcher; she has published numerous journal articles including recent publications in the *Journal of Applied Developmental Psychology*, *Child Development*, and *Early Childhood Research Quarterly*, and regularly presents her research at national conferences. She has also co-authored a textbook which she uses in her curriculum.

“She is highly regarded and seen as a leader in our college and tirelessly gives her time and energy to the greater good of the department,” notes a colleague. “She puts the interests of others before hers and is always available to lend support where needed.”

It is evident that Bohlmann is more than deserving of a Faculty Excellence Award, as she continues to exert her time and efforts to the improvement of campus, students, and the community.



FACULTY EXCELLENCE AWARD

Dr. Samuel Boerboom

Associate Professor, Communication & Theatre, CLASS



Dr. Samuel Boerboom, promoted to associate professor and department chair in 2018, has established himself as a prominent leader and educator in the Department of Communication & Theatre. He is described by students and colleagues as an exceptional teacher, well-respected scholar, and committed member of the MSU Billings community, earning him recognition as one of this year's Faculty Excellence Award recipients.

In many communications courses packed with theoretical curriculum, it is often difficult to connect and engage students with course material. Boerboom strives to do just that; he guides his students to interpret and apply these theoretical concepts in his courses.

"As a teacher, Sam has embraced student-centered teaching and learning strategies," shares a colleague. "He was one of the original adopters of the TEIL room and has been on the forefront of developing HyFlex." Through HyFlex, students enrolled in a course are given the option of attending class in-person, online, or a mixture of both. Boerboom's media criticism class pioneered this method in spring 2019, with positive evaluations from students.

His glowing evaluations reflect not only in his teaching, but his efforts in advising students to successfully complete their degrees. Serving as the chair of the Department of Communication & Theatre, Boerboom advises both undergraduate and graduate students, oversees multiple programs, and was a co-leader on the recruit and retain objective in the recent strategic planning process. His service extends to the Academic Senate, being an eLearning Faculty Fellow, and working as a faculty mentor, all in addition to teaching numerous communication courses.

Boerboom's commitment to research and scholarly activities is also commendable; he has published two books, four book reviews, and numerous book chapters and presentations based on his two primary streams of research, media and the rhetoric of food. "He is recognized as an important voice in the debate over food politics," notes a colleague.

His support of students, dedication to campus success, and impressive academic research are an inspiration to all at MSU Billings.



FACULTY EXCELLENCE AWARD

Tom Nurmi, Ph.D.

Associate Professor, English, CLASS



During his time at MSU Billings, Dr. Tom Nurmi has become well known for his dynamic classes, high expectations, and extraordinary dedication to students. Beyond his role in the classroom, Nurmi has established himself as an accomplished literary scholar, one of the many reasons he has been chosen as a Faculty Excellence Award recipient.

Nurmi came to MSU Billings in 2014, and has since been promoted to associate professor, a nod to the impressive work he has done in the areas of teaching, scholarly development, and service.

In the classroom, Nurmi encourages participation in active discussions, incorporating student-designed websites and digital artifacts to highlight student perspectives and their relevance to course material. He also spends time working with students outside of class. His office hours are “not just hours in which students might drop by; instead he fills these hours working directly with students on their essay drafts and suggests improvements,” says a colleague.

This commitment to student success has led Nurmi to collaborate with NEA Big Read and the Yellowstone Art Museum to create literary engagement opportunities within the community and encourages his students to see the real-world value of literature in today’s society.

“The department is especially impressed with Dr. Nurmi’s scholarship,” notes a colleague. Since arriving at MSU Billings, Nurmi has continued to expand his publication repertoire with two books and numerous articles, many centered on the writings of Herman Melville. “He has set his course on a lifetime of scholarship and publishing.”

As if his plate was not full enough, Nurmi continually works to improve his department in the College of Liberal Arts & Social Sciences. From revising curriculum and organizing faculty meetings, to taking on a leadership role in the modification of the English and English teaching majors, Nurmi is dedicated to achieving the future vision of not only his department, but the entire university.



Matt Queen, Ph.D.

Assistant Professor, Biological and Physical Sciences, CLASS



A passion for science, specifically chemistry, is evident in all of Dr. Matt Queen's endeavors.

Since joining MSU Billings in 2014, he has emerged as a distinguished leader in the Department of Biological and Physical Sciences.

A students-first approach has led Queen to not only mentor students in the lab, but to embark on learning field trips and to revamp the chemistry curriculum to increase the success of students. Students describe Queen as "possessing an infectious enthusiasm and always accessible for help and conferencing."

In 2018, Queen and several students conducted research on the synchrotron beam at Stanford University and presented their findings to the Montana Chapter of the American Chemical Society.

As a student who struggled with chemistry himself, Queen found success through academic support and a strong work ethic, eventually mastering the subject and choosing the field of inorganic chemistry as his career focus. Using his own experiences as a model, Queen enacted unique curriculum changes and developed new courses in chemistry to increase student confidence and cognitive learning of the subject. Fostering important relationships through Gateways to Completion, consulting with UM faculty, and attending chemistry education conferences, are all in a day's work for Queen, as he tirelessly works to revamp chemistry courses at MSU Billings.

Research, teaching, and community outreach all culminate in the Atomic Circus experience. Over the last two years, fifth graders in School District 2 have seen the multimedia chemistry demonstration show. Last summer, Queen took the Atomic Circus on the road throughout Eastern Montana. Tour success led him to apply for a 1.3-million-dollar grant to the National Institutes of Health to expand the Atomic Circus experience into chemical education and recruitment.

An impressive teacher, researcher, mentor, and colleague, Queen imparts his talents to his classes, campus, and the community. "Dr. Queen's commitment to our students, his research agenda, and service has been extraordinary," shares CLASS Dean Christine Shearer. "I am impressed by his incredible energy and passion to revitalize the chemistry curriculum so that students have the optimal opportunity for success."



YEARS OF SERVICE RECOGNITION

5 YEARS OF SERVICE

Becky Anglin MSN, RN

*Dept. Chair, Assistant Professor
Health Care Services, CHPS*

David Blair

*Adjunct Professor, Field Experience Coordinator
Educational Theory and Practice, COE*

Dr. Kari L. Dahle-Huff

*Assistant Professor
Educational Theory and Practice, COE*

Dr. Sougata Das

*Assistant Professor
Business Administration, COB*

Dr. Sarah Friedman

*Assistant Professor
Biological and Physical Sciences, CLASS*

Lynn George, Ph.D.

*Assistant Professor
Biological and Physical Sciences, CLASS*

Randi O'Brien

*Assistant Professor
Art, CLASS*

Dr. Mara K. Pierce

*Assistant Professor
Art, CLASS*

Alex Shafer, Ph.D.

*Assistant Professor
Health and Human Performance, CHPS*

Dr. Heather Thompson-Bahm

*Instructor
Business, CC*

Victor White, PhD, RT (R)

*Instructor
Radiologic Technology, CC*

10 YEARS OF SERVICE

Mr. Doug Nagel

*Assistant Professor
Music, CLASS*

Randy Roberts

*Instructor
Transportation and Welding, CC*

Dr. Anna Talafuse

*Assistant Professor
Business Administration, COB*

15 YEARS OF SERVICE

Dr. Tom Dell

*Assistant Professor
Rehabilitation and Human Services, CHPS*

Eric H. Gilbertsen

*Instructor
General Education and Math, CC*

Kurt A. Toenjes, Ph.D.

*Dean
CHPS*

20 YEARS OF SERVICE

Dr. Rakesh Sah

*Dept. Chair, Professor
Economics and Finance, COB*

Mrs. Lynette Schwalbe

*Lecturer
Educational Theory and Practice, COE*

Dr. Stuart Snyder

*Assistant Professor
Biological and Physical Sciences, CLASS*

25 YEARS OF SERVICE

Doxey Hatch, Ph.D.

*Professor
Psychology, CLASS*

30 YEARS OF SERVICE

Dr. Rhonda Dillman

*Assistant Professor
Biological and Physical Sciences, CLASS*

Brian Dillon

*Professor
English, CLASS*

Dr. Susan P. Gregory

*Professor
Educational Theory and Practice, COE*

Melinda C. Tilton

*Lecturer
Communication & Theatre, CLASS*

35 YEARS OF SERVICE

Randy Schmitz

*Instructor
Business, Construction, Energy Technology, CC*



RETIREES

Dr. Daniel Gross
Professor
Communication & Theatre, CLASS

Dr. Abbas Heiat
Professor
Business Administration, COB

Dr. Nafisseh Heiat
Professor
Business Administration, COB

AWARD SPONSORS

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SPECIAL THANKS TO

the Faculty Excellence Committee
and all those who nominated faculty for these awards

RECEPTION TO FOLLOW

Please join us in the Glacier Room to continue the celebration



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