



MONTANA STATE UNIVERSITY BILLINGS

1500 University Drive
Billings, MT 59101

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Faculty EXCELLENCE

Thursday, February 24th, 2022

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



Mr. Douglas Nagel

Associate Professor

Music, CLASS

Doxey Hatch, Ph.D.

Professor

Psychology, CLASS

Lonnie Schrag

Instructor

Nursing, Health and Public Safety, CC

Randall Schmitz

Instructor

Business, Construction, Energy Technology, CC

Dr. Tom Lewis

Professor

Biological and Physical Sciences, CHPS

ACHIEVING TENURE

Dr. Kari Dahle-Huff

Associate Professor

Educational Theory and Practice, COE

Dr. Mara K. Pierce

Associate Professor

Art, CLASS

Dr. Melanie Reaves

Associate Professor

Educational Theory and Practice, COE

Randi O'Brien

Associate Professor

Art, CLASS

Dr. Sougata Das

Associate Professor

Business Administration, COB

EMERITI

Mary Susan E. Fishbaugh, Ed.D.

Dean Emerita of Education

COE, 2019

Dr. Daniel Gross

Professor Emeritus of Communication

COB, 2019

Mr. Michael Campbell

Professor Emeritus of Accounting

COE, 2020

Dr. Cindy Dell

Professor Emerita of Educational Theory and

Practice

COE, 2020

Abbas Heiat, Ph.D.

Professor Emeritus of Information Systems

COB, 2020

Nafisseh Heiat, Ph.D.

Professor Emerita of Information Systems

COB, 2020

Dr. Lisa Kemmerer

Professor Emerita of Philosophy

CLASS, 2020

Alan B. Christensen

Lecturer Emeritus of Educational Theory and

Practice

COE, 2021

Dr. Cheryl Young-Pelton, BCBA-D

Professor Emerita of Educational Theory and

Practice

COE, 2021

AWARD SPONSORS

The Winston & Helen Cox Fund

Montana State University Billings

Associated Students of Montana State University Billings (ASMSUB)

Montana State University Billings Foundation

SPECIAL THANKS TO

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



YEARS OF SERVICE RECOGNITION

5 YEARS OF SERVICE

Mr. Steven Wodrich

Instructor
Transportation and Welding - Metal Fabrication,
CC

Rebecca Muller MS, RN, APRN,
FNP-BC, CIC

Assistant Professor
Health Care Services, CHPS

Dr. Melanie Reaves

Associate Professor
Educational Theory and Practice, COE

Keara Rhoades, MFA

Assistant Professor
Art, CLASS

Tien Chih, Ph.D.

Assistant Professor
Mathematics, CLASS

Dr. Jason Comer

Assistant Professor
Biological and Physical Sciences, CHPS

Ben Johnson

Instructor
Computer Systems Technology, CC

Chad Landon

Paramedic Program Director
Nursing, Health and Public Safety, CC

Roger MadPlume

Instructor
General Education, CC

Sam Russell

Instructor
Transportation and Welding - Metal Fabrication,
CC

Dr. Melissa Sullivan-Walker

Assistant Professor
Educational Theory and Practice, COE

10 YEARS OF SERVICE

Dr. Samuel Boerboom

Associate Professor
Communication, CLASS

Dr. Brent Finger

Associate Professor
Psychology, CLASS

Jodi Lightner, M.F.A.

Associate Professor
Art, CLASS

Dr. Paul J. Pope

Associate Professor
Social Sciences and Cultural Studies, CLASS

Jennifer R. Scroggins, Ph.D.

Associate Professor
Social Sciences and Cultural Studies, CLASS

Kelly D. Shumway

Instructor
Nursing, Health and Public Safety, CC

15 YEARS OF SERVICE

Suzette Nynas, EdD

Associate Professor
Health and Human Performance, CHPS

Natalie L. Bohlmann, Ph.D.

Professor
Educational Theory and Practice, COE

Dr. Thomas Regele

Associate Professor
English, Philosophy, & Modern Languages, CLASS

20 YEARS OF SERVICE

Don A. Larsen, Ph.D.

Associate Professor
Business Administration, COB

Mr. Vern Gagnon

Instructor
Transportation and Welding - Metal Fabrication,
CC

Dr. Sue Balter-Reitz

Professor
Communication, CLASS

25 YEARS OF SERVICE

Dr. Carl Castles

Assistant Professor
Biological and Physical Sciences, CHPS

RETIREES

Mr. Alan Christensen

Lecturer
Educational Theory and Practice, COE

Dr. David Craig

Professor
English, Philosophy, & Modern Languages, CLASS,
and Director of the University Honors Program

Brenda Dockery

Adjunct Instructor
Business Administration, COB

Dr. Cheryl Young-Pelton, BCBA-D

Professor
Educational Theory and Practice, COE

PROGRAM

Welcome and Opening Remarks

Dr. Stefani Hicswa
Chancellor

Ceremony

Dr. Sepehr Eskandari
Provost and Vice Chancellor for Academic Affairs

Presentation of Awards

Devin Williams, ASMSUB President, will present the
ASMSUB Outstanding Faculty Awards

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

Dr. Jennifer Lynn, Co-Director of Women's and Gender Studies
Center, College of Liberal Arts and 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 and Interim Dean of Faculty, College of Education,
will present the Outstanding Service Learning Award

Dr. Vicki Trier, Dean, City College, will present the Part-Time Faculty Award

Dr. Cheri Johannes, Interim Dean of Operations, College of Education,
will present the Excellence Award for Non-Tenured Faculty

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

Ms. Tami Haaland, Interim Dean, Colleges of Liberal Arts & Social
Sciences and Education, will present three Faculty Excellence Awards

Dr. Kurt Toenjes, Dean, College of Health Professions and
Science; Ms. Tami Haaland, Interim Dean, Colleges of Liberal
Arts & Social Sciences and Education; and Mr. Dick Cox will
present the Winston & Helen Cox Fellowship Awards

Dr. Stefani Hicswa, Dr. Sep Eskandari, and Cox Family Members will
present the Walter & Charlotte Pippenger Excellence in Innovation Award

Achieving Tenure, Past Emeriti, Years of Service, and Retirees

Closing Remarks

Dr. Stefani Hicswa
Chancellor



Dr. Rodrigo C.G. Lobo

Assistant Professor
Business Administration
College of Business



Mr. Lance Mouser

Instructor
General Education
City College



Matt Queen, Ph.D.

Professor
Biological and Physical Sciences
College of Health Professions and Science



John J. Roberts

Assistant Professor
Music
College of Liberal Arts and Social Sciences



Ms. Keeara Rhoades

Assistant Professor, Art, CLASS



Ms. Keeara Rhoades is a devoted artist and teacher. Since joining the Department of Art in 2017, she has shown exceptional abilities to adapt to teaching new courses, built a desirable studio program using ever-changing technology, and provided exceptional support to her students.

Rhoades leads two programs of emphasis, including photography — both digital and chemical processes — and new media, encompassing time-based, interactive, and digitally-generative art works such as video, animation, installation, and digital imaging. Her focus on both education, creativity, and professional practice is exceptional. One of her nominators shares, “Her research and creative practice is original, inventive, and always connects the audience to an underlying psychology of relationship.”

Rhoades shows a strong commitment to building a dynamic curriculum and has made great strides in working collaboratively with faculty throughout the institution. In 2019, she received a Curricular Innovation Grant, expanding the creative potential of Media Arts to engage socially integrated art forms. Rhoades also values creating individual connections with her students. One of her students shared, “She brings so much life to the classroom, is always making connections and encouraging us to ask questions and push beyond what we know.” The student also shared that Rhoades not only truly cares about the success of every one of her students, but also has the ability to explain techniques in a way students can understand, while also being skilled at teaching them how to be resourceful and efficient.

As Artist-in-Residence at the Yellowstone Art Museum, Rhoades is creating a multi-media animated film titled *The Shape of a Corner*, premiering in a solo exhibition at the YAM this fall. The production has been enhanced by grant award support from MSUB’s CARE and Pre-Tenure Scholarship Enhancement Grants. Rhoades’ service on university committees and her commitment to her department, student success, and community outreach, makes her a well-deserving recipient of a Winston and Helen Cox Fellowship Award.



WINSTON & HELEN COX FELLOWSHIP AWARD

Dr. Scott Jeppesen

Assistant Professor, Music, CLASS



Dr. Scott Jeppesen, an accomplished musician, composer, arranger, and professor, is passionate about teaching people music through creation. Whether teaching courses or conducting ensembles, his teaching is guided by his core belief that people learn best if it is fun.

In 2017, Jeppesen joined the MSU Billings community, eager to implement a more hands-on approach to many subjects within the music curriculum. As a music theory teacher, Jeppesen implemented practices that encourage students to learn by composing and improvising rather

than purely by analysis. As a music history teacher, Jeppesen has challenged students to act as musicologists rather than memorize facts and works by various artists.

In 2019, Jeppesen formed the Rocky Mountain Jazz Collective for which he writes, arranges and is a major soloist. Since its inception, the Collective has participated in numerous performances at the historic Babcock Theatre. One of his nominators shares that “creating the Collective is a terrific example of how Dr. Jeppesen is continually looking for ways to expand our department’s offerings and at the same time increase our collaboration and visibility within Billings and the region.”

Dr. Jeppesen is a proponent of a flexible music curriculum to support the rapidly changing music industry. As such, he helped to write and launch a new degree in Commercial Music last fall. The new degree incorporates skills essential to succeeding in the music industry today. A nominator shares that “Dr. Jeppesen’s teaching is exceptional. I observed a class he taught and was extremely impressed with his balance of great command of the subject, his engaging and accessible teaching style, and most importantly, amazing use of cutting-edge media tools in his presentation.”

Jeppesen has achieved prestigious milestones in his musical career and been instrumental in updating the music curriculum, creating the Yellowjacket Recording Studio, and ensuring student success at MSUB. For his immeasurable impacts to the next generation of musicians, Dr. Scott Jeppesen is named a 2022 Winston and Helen Cox Fellowship Award recipient.



MCIE AWARD FOR SUPPORT OF STUDENTS WITH DISABILITIES

Dr. Sarah Friedman

Assistant Professor, Biological and Physical Sciences, CHPS



Dr. Sarah Friedman has made significant contributions to furthering earth sciences at MSUB. She is genuinely committed to improving and enriching students’ success and enabling students from all backgrounds and abilities to access higher education. Her methods and research make her a deserving winner of the MCIE Award for Support of Students with Disabilities.

Friedman’s research focus uncovers the mysteries of the V-shaped ridges and troughs in the North Atlantic Ocean. She is part of the International Ocean Discovery Program, where a team of international scientists investigate these wonders together. Her role in this research is to use paleomagnetism and the scanning electron microscope at MSUB to learn about the magnetic field of the rocks brought up during a drilling expedition in the summer of 2021.

Friedman is currently working on improving inclusivity in her courses through rewriting course curricula to ensure a more diverse background of scientists and research are represented. Valuing inclusivity and community, she recently added a field paleontology course in partnership with Bighorn Basin Paleontological Institute where students will spend two weeks in the summer digging up dinosaur bones at field sites near Red Lodge.

Friedman also makes every effort to ensure student success in her classes. Her nominator for this award, a former student, shares, “Her actions show that she truly cares about her students. She once told everyone in her class that she does not want them to fail.” The student continues that because of what she said, he was determined to meet his educational goals and Dr. Friedman has been a big contributor to his life-changing journey.

Outside of the classroom, Friedman is a Montana Geological Society board member and is working on building field trips for members. She is also a board member of the Yellowstone Bighorn Research Association, which provides research opportunities for students.

Friedman’s ethos exemplifies the values held by MSUB, and she is a well-deserving recipient of the MCIE Award for Support of Students with Disabilities for her unwavering commitment to her students, curriculum, and research.



Ms. Charity Dewing

Adjunct Instructor, English, Philosophy, & Modern Languages, CLASS



Ms. Charity Dewing has been a part-time instructor in MSUB's English department since 2018. She is an MSUB graduate who studied under and greatly admires many of the professors she now has the privilege to call her peers. Dewing received her Master of Fine Arts in Writing from Pacific University in 2017. She is a writer and poet and was recognized and published in the poetry anthology, *Emerging Poets of 2019* by ZPublishing, and is actively pursuing publication for short stories, poems, and fiction manuscripts in various publications.

Dewing has been key in supporting students who need additional accommodations for success. She always has the best interest of her students at heart and goes above and beyond to ensure that each student is setup for success. Her nominator for this award shared a quote from one of Dewing's students: "There is no greater feeling than having a professor that you know in your heart wants you to succeed." Dewing worked with Disability Support Services to arrange specific accommodations for this student. The student also noted that Dewing encouraged her and believed in her when her semester course load was so heavy.

Dewing has displayed that she will go to any lengths to provide the best quality education to her students, regardless of the obstacles they face, and is a well-deserving candidate and recipient of the MCIE Award for Support of Students with Disabilities.

Dr. Melanie Reaves

Associate Professor, Educational Theory and Practice, COE



Dr. Melanie Reaves is a deserving recipient of the Faculty Excellence Award due to her contributions to the College of Education, her scholarly work, her creativity and dedication to student success, and her volunteer and accreditation work. She works tirelessly to improve COE's programs by building community partnerships, revitalizing pedagogies, and fostering student global learning through innovation.

Reaves constantly seeks to improve her teaching through professional development, such as online and HyFlex courses. She is among one of the first faculty in the College of Education to implement HyFlex teaching and employed many innovative strategies to meet the needs of her students during the COVID-19 pandemic.

For scholarship, Reaves focuses on ways cognition, sociality, culture, and affect play a role in language, literacy, and learning contexts and processes. She regularly presents at local, regional, state, national, and international levels in professional organizations. In 2020-2021, she presented seven papers and published two manuscripts, with more in the press and under review. A few of her recent presentations were collaborations with MSUB graduate students. Reaves values collegiality and collaboration.

Reaves is currently serving as the President of Northern Rocky Mountain Educational Research Association, the regional affiliate of the American Educational Research Association. In addition to receiving this Faculty Excellence Award, Reaves was selected as a member of the 2022 MUS Teaching Scholars Cohort through which she is organizing a Faculty Learning Community on MSUB's campus in which faculty can collaborate on innovative teaching projects while also engaging in the scholarship of teaching and learning. Reaves also serves on numerous MSUB committees and is a member of many prestigious regional and national organizations.

In all she does, Reaves exemplifies faculty excellence. She is a valued and trusted colleague in COE and across campus. Reaves truly goes above and beyond to make MSUB a better place for students and her colleagues. She is an exceptional individual and is well-deserving of the Faculty Excellence Award.



FACULTY EXCELLENCE AWARD

Tien Chih, Ph.D.

Assistant Professor, Mathematics, CLASS



Throughout the past five years, Dr. Tien Chih has performed at the highest level in all areas of teaching, scholarship, and service. Chih has been the recipient of seven university, regional, and national awards for his achievements in these areas and was the 2021 recipient of the Winston and Helen Cox Fellowship Award. Chih has spent his time developing high-quality open education resources to reduce student expenditures in resources, saving students thousands of dollars.

Chih's innovative approaches to instruction positively impact student learning and satisfaction, which is reflected time and again in student evaluations. He has received numerous grants and sponsored research worth over \$30K and has published eight peer-reviewed papers in various publications, all of which speaks to the significance of his work in the field.

Chih created the popular MSUB Math Circle, which provides math outreach to young students and helps them explore ideas and topics in mathematics not usually covered in the standard curriculum. He also reinstated the MSUB math club and brought back the culture of building connections and engaging in math activities outside the classroom. Additionally, he volunteers his time working with the Atomic Circus, Girls-n-Science, STEAM Fest, and the MSUB Science Expo.

Chih's contribution to the university and the public is extraordinary, and he is incredibly deserving of this Faculty Excellence award.

DR. TASNEEM KHALEEL AWARD FOR MENTORING YOUNG FEMALE PROFESSIONALS

Dr. Melissa Boehm

Associate Professor, Communication, CLASS



Dr. Melissa Boehm is a dedicated professor who has taught over 20 different communication courses ranging from Introduction to Public Speaking through graduate Comprehensive Exams. To reach students where they are, she offers her courses in an array of modalities such as in-person, online, hybrid, and HyFlex.

Boehm is a beloved professor amongst her students and was awarded the Outstanding Faculty Award twice by ASMSUB. Boehm directs the Master of Science in Public Relations program and advises all graduate students in the department. She has been a mentor to many

women graduate students, providing them the guidance and support they need to succeed in their future. One of Boehm's nominators shares that she is particularly aware of the challenges that women students face, from home and care obligations, first-generation students, etc. "She is a strong mentor for her students, spends an extraordinary amount of time advising, and she ensures students receive the support they need to succeed. She is a role model for her students."

Boehm co-chairs the MSUB Women's Faculty Caucus which provides support to faculty who identify as women and meet monthly to discuss issues that impact women faculty. One of her nominators shares that under Boehm's leadership, the group has grown, and many have noted how much this group has supported them professionally and personally.

In the Billings community, Boehm serves as a board member for the Friends of Yellowstone Public Radio and volunteers her time serving campus and the community in various roles. She has also presented at 12 peer-reviewed conferences and published two single-authored book chapters and two co-authored book chapters. She has served as a peer-reviewer for multiple journals.

Boehm shares that she chose to teach at MSU Billings because she personally knows the life-changing potential of higher education for first-generation students. "I have lived it myself, and I fiercely believe in the work we do here," she says. Boehm's commitment to MSUB, her focus on mentoring and supporting women students and faculty, and her community outreach embody the spirit of this award, and she is a well-deserving recipient.



PROMOTING INTERNATIONAL STUDENT SUCCESS AWARD

Ms. Erica Shea

Instructor, General Education, CC



Ms. Erica Shea, general education and reading instructor at MSUB City College, has been vital to the institution's international student education and retention efforts. She always goes beyond the call of duty to support international students in their academics at MSUB.

Shea has been with MSUB since 2004, first as an academic advisor both for City College and the university campus, and then as a part-time adjunct instructor for the Academic Support Center and English Department. She was hired as a full-time reading instructor under the Title 3 grant in 2019. Since then, she has been a key member of the Academic Support Center and the Office of International Studies and taught college reading strategies to a variety of students, both at City College and the university campus. Shea finds great enjoyment and is incredibly skilled in building off of international students' current academic practices to best serve the students she teaches each semester.

Outside of the classroom, Shea volunteers for Billings School District 2 in elementary schools and with the Education Foundation's Reading Rocks program, which is a free summer literacy program that provides reading opportunities and distributes free books to children in city parks.

Shea is a deserving candidate and recipient of the Promoting International Student Success award through her continuous service and exemplary dedication to our international students.

FACULTY EXCELLENCE AWARD

Dr. Emily Arendt

Associate Professor, History, CLASS



Dr. Emily J. Arendt is a 2022 recipient of the Faculty Excellence Award for her commitment to innovative teaching, continued service to the university, and for her award-winning research in the field of Early America and culinary history.

Arendt challenges her students to think about the American past through different lenses, such as exploring in an upcoming history course the links between identity, food production, and consumption. She brings in featured guests and experts to enrich her instruction and provides hands-on learning, such as using period recipes to encourage historical thinking.

Arendt has also taken on a major faculty leadership role as the co-chair of the General Education Committee and has put in an incredible amount of hard work in preparing for meetings, working through assessment, and contributing to accreditation visits. She has also recently worked with the other co-chair of the General Education Committee, Melinda Tilton, to develop the "Interstate Passport" program. In addition to her service on the General Education Committee, Arendt oversees Phi Alpha Theta (the history club), gives lectures in the community, and supports the work of her colleagues in numerous ways, including serving on the history department's scholarship committee, supporting Women's and Gender Studies, and teaching honors and interdisciplinary courses.

Outside of her commitment to classroom and service, Arendt's focus on research is impressive. Her recent article "Two Dollars a Day, And Roast Beef: Whig Culinary Partisanship and the Election 1840," published in the *Journal of the Early Republic* was awarded the prestigious Ralph Gray Article Prize for being the best scholarly article of the year.

Arendt is a faculty member truly dedicated to her profession: she teaches students to think historically, contributes to MSUB and her discipline through service (much of which goes unseen), achieves scholarly success, and exemplifies the true spirit of faculty excellence.



CITY COLLEGE LEADERSHIP AWARD

Dr. Heather Thompson-Bahm

Instructor, Business, Construction, Energy Technology, CC



Gifted with a passion for supporting her students, university, and community, Dr. Heather Thompson-Bahm has become recognized for her continued leadership within City College.

Thompson-Bahm has been teaching at City College since 2015 and continues to provide leadership to fellow faculty and students by building strong relationships and emphasizing a culture of diversity and inclusion.

Thompson-Bahm devotes her time and efforts in a variety of ways, including serving as Department Chair of Business, Construction, and Energy Technology, serving as Faculty Co-Director for the newly developed MSUB Center for Teaching and Learning, contributing as a lead trainer for faculty in HyFlex modality delivery, serving on Academic Senate and the Provost's Graduation and Retention Council, working as Department Assessment Coordinator and Lead for City College Strategic Planning, and acting as the College Relations Chair on the Montana State Board of SHRM and local Board of YVC-SHRM.

Thompson-Bahm revitalized the 2+2 pathway options for the Business Administration and Human Resources associate degrees at City College, allowing students the options between College of Business pathways – Bachelor of Science in Health Administration, and Bachelor of Science in Liberal Studies.

In addition to her hard work and dedication to the department, Thompson-Bahm continues to establish herself within the MUS and the Montana community. In the past several years, she was recognized as an MUS Teaching Scholar, Human Resource Leader of the Year, eLearning Faculty Fellow, and Annual Organizer of Billings Depressed Cake Shop, recognized for bringing awareness to mental health and suicide prevention in Yellowstone County.

Thompson-Bahm's service, leadership, and accomplishments to and within the university and in the community make her a well-deserving recipient of the City College Faculty Leadership Award. Her nominator adds that "Dr. Thompson-Bahm is truly a rising star for MSUB."



OUTSTANDING SERVICE LEARNING AWARD

Dr. Rachael Waller

Professor, Educational Theory and Practice, COE



Dr. Rachael Waller has been teaching reading and literacy at MSUB for the past 11 years. She is also the director of MSUB's Reading Clinic where she oversees a tutoring program for children in the community. Waller has also been the program lead for reading and early childhood for many years.

Waller's research interests center on socio-cultural factors and how they interplay with children's access to literature and their ability to read, particularly in rural settings. Recent research efforts have centered on her work in the Reading Clinic, and she is a member of an international research team that

studies reading clinics.

In recent years, Waller has expanded the impact of the Reading Clinic to students around Montana and the U.S. to include a Virtual Reading Clinic, where online MSUB graduate students tutor children within their own communities and schools. During the COVID-19 pandemic, Waller moved the in-person Reading Clinic to a virtual format, and quickly embraced new technology. As a result, the reach of the clinic now extends nationally, has a national reputation, and is highly sought after by educators and school principals.

This technology shift during the pandemic provided Waller a chance to prepare her pre-service teachers for teaching in virtual environments, which is predicted to be a necessary part of teaching in Pre-K through 12th grade settings for the foreseeable future. These innovations she implemented are continuing now, even as in-person instruction has returned, as technology has remained a key component in learning.

Notable leadership positions include having been former President of the Montana State Literacy Council and President of the Organization of Teacher Educators in Literacy. She also a member of numerous university and community organizations.

Waller has created a long-standing, quality program that brings positive recognition to the university, provides a rich learning environment for students, and delivers an important service locally, regionally, and nationally. MSUB has a gem in Dr. Waller because of her commitment to engaging and effective service learning experiences for students, which makes her a well-deserving recipient of the Outstanding Service Learning Award.



PART-TIME FACULTY AWARD

Ms. Cindy Millard

Instructor, Business, Construction, Energy Technology, CC



Cindy Millard has been a guiding light to shine on what is possible by progression through education. Millard earned her bachelor's and master's degrees in education from MSUB and has also served MSUB in various departments throughout the years. She has also furthered her education with national credentials as a Senior Professional in Human Resources and Society of Human Resource Managers – Senior Certified Professional. This strong foundation propelled her into a career in human resources, and she served in a systemwide capacity as the Employee Benefits and Wellness Coordinator for the Montana

University System. Her drive for helping others led her back to MSUB, where she has served since 2012.

As a part-time instructor, Millard goes above and beyond the call of duty by providing students opportunities for networking, internships, and potential work placement within Human Resources. Her true calling is helping students and teaching. She is always willing and available to mentor students and constantly seeks new research to incorporate into her classes to strengthen students' academic development. She also spends countless hours providing free professional development to students.

This semester Millard began the journey from faculty to student advising. She has said that advising might be her favorite part about teaching because in this capacity she gets to know students individually and can truly learn their career aspirations. These are the benefits Millard enjoys working at a smaller institution. It is all about the students.

Millard has brought a wealth of professional connections to the City College business department, expanding and strengthening the community and professional network. She also serves as the local College Relations Chair for the Yellowstone Valley Chapter Society for Human Resource Management. These factors amplify how much of an asset she is to City College, MSUB, and the broader community, and she is incredibly deserving of this award.

EXCELLENCE AWARD FOR NON-TENURED FACULTY

Mrs. Lynette Schwalbe

Assistant Professor, Educational Theory and Practice, COE



Mrs. Lynette Schwalbe is an outstanding educator who has taught for 22 years in MSUB's College of Education. Having taught over 24 different courses in COE, Schwalbe possesses a wealth of classroom experience and works diligently to ensure her classes are well organized and rigorous.

Schwalbe provides her students a solid foundation for moving into their profession and future success. She, alone, teaches the P-3 Early Childhood Minor and develops those courses on her own time and is also a PAX Good Behavior Game national trainer. Schwalbe attends conferences and professional development opportunities at the state and national level to remain current in the field and to ensure that MSUB has a voice in early childhood decision-making at the state level.

Service is a big part of who Schwalbe is. She serves on the College of Education's field experiences committee and chairs MSUB's scholarships and awards committee. She is also a board member of Head Start, serves on the State Early Childhood Education Consortium, and is active in the community.

Throughout her career and work, it is evident Schwalbe truly cares about education and goes above and beyond to ensure student success. Her nominator shares comments from her students: "She has led so many to success, including me, and I can honestly say I would not have been able to complete my academic path without her assistance and care." Another student shares, "She is willing to go above and beyond with her advisees. She's so encouraging, helpful and positive throughout what can be a stressful process for her students."

Through her dedication to MSUB and her students, the passion she holds for education, and the service she provides the community and the state, Lynette Schwalbe is incredibly deserving of the Excellence Award for Non-Tenured Faculty.

