

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

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
<b>(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>							
<b>Burchfield, James A.</b> PhD	Fr: Associate Professor, School of Forestry (Research/Adjunct) Director, Bolle Center	N-T		1.0	78,724 <sup>1</sup>	FY	
	<b>To: (no change)</b>		<b>01/01/02</b>		<b>79,488<sup>1</sup></b>		<b>0.97%</b>
<b>Shelton, Joanna R.</b> MA	Fr: Interim Director/Instructor Mansfield Center (Adjunct)	N-T		.75	99,558 <sup>1</sup> (inc 5,180/ stipend)	FY	
	<b>To: (no change)</b>		<b>07/01/02</b>	<b>1.0</b>	<b>99,558<sup>1</sup></b>		<b>5.49%</b>
<b>(b) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>							
<b>Selvig, Robin BS</b>	Fr: Head Women's Basketball Coach, Intercollegiate Athletics	N-T		1.0	81,632 <sup>2</sup>	FY	
	<b>To: (no change)</b>		<b>07/01/02</b>		<b>90,000<sup>2</sup></b>		<b>10.25%</b>
<b>(c) FACULTY</b>							
<b>Professors:</b>							
<b>Burns, Clarence E.</b> EdD	Fr: Professor/Chair, Health and Human Performance	C		1.0	58,992 (inc 3,108/ chair)	AY	
	<b>To: Professor, Health and Human Performance</b>		<b>08/28/02</b>		<b>55,884</b>		<b>0.0%</b>
<b>Cook, Thomas H. DA</b>	Fr: Professor/Chair, Music	C		1.0	69,314 (inc 3,477/ chair)	AY	
	<b>To: Professor, Music</b>		<b>08/28/02</b>		<b>65,837</b>		<b>0.0%</b>
<b>Curnow, Maureen</b> PhD	Fr: Professor/Chair, Foreign Languages and Literatures	C		1.0	68,397 (inc 3,477/chair)	AY	
	<b>To: Professor, Foreign Languages and Literatures</b>		<b>08/28/02</b>		<b>64,920</b>		<b>0.0%</b>

<sup>1</sup> Entire salary from non-state funds<sup>2</sup> Partial salary from non-state funds

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<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
<b>Dietrich, Paul A.</b> PhD	Fr: Professor, Liberal Studies	C		1.0	58,770	AY	
	<b>To: Professor/Chair, Liberal Studies</b>		<b>08/28/02</b>		<b>61,437 (inc 2,667/ chair)</b>		<b>0.0%</b>
<b>Elliott, Deni</b> EdD	Fr: Professor, Philosophy Director of Ethics	C		1.0	68,769	AY	
	<b>To: Professor, Philosophy Director of Ethics Research Professor, Philosophy Director of Ethics</b>		<b>08/28/02</b>		<b>70,892<sup>1</sup></b>		<b>3.09%</b>
<b>England, Esther L.</b> BA	Fr: Associate Dean, School of Fine Arts Professor, Music	C		1.0	59,512 (inc 5,000/ stipend)	AY	
	<b>To: Professor, Music</b>		<b>08/28/02</b>		<b>54,512</b>		<b>0.0%</b>
<b>Fandozzi, Phillip R.</b> PhD	Fr: Professor/Chair, Liberal Studies	C		1.0	60,039 (inc 2,667/ stipend)	AY	
	<b>To: Professor, Liberal Studies</b>		<b>08/28/02</b>		<b>57,372</b>		<b>0.0%</b>
<b>Gillison, Linda</b> PhD	Fr: Professor, Foreign Languages and Literatures	C		1.0	46,577	AY	
	<b>To: Professor/Chair, Foreign Languages and Literatures</b>		<b>08/28/02</b>		<b>50,652 (inc 3,477/chair)</b>		<b>1.28%</b>
<b>Huff, Thomas P.</b> PhD	Fr: Professor, Philosophy/School of Law	C		1.0	64,707	AY	
	<b>To: (no change)</b>		<b>08/28/02</b>	<b>.89</b>	<b>(no change)</b>		<b>0.0%</b>
<b>Jacobs, James P.</b> PhD	Fr: Professor, Physics and Astronomy	C		1.0	50,946	AY	
	<b>To: Professor/Chair, Physics and Astronomy</b>		<b>08/28/02</b>		<b>53,613 (inc 2,667/chair)</b>		<b>0.0%</b>

<sup>1</sup> Partial salary, (.90 FTE) from 68,769 state base and (.10 FTE) from 90,000 research base

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

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
<b>Kalachev, Leonid V.</b> PhD	Fr: Professor/Co-Chair, Mathematical Sciences	C		1.0	59,134 (inc 1,925/ co-chair)	AY	
	<b>To: Professor, Mathematical Sciences</b>		<b>08/28/02</b>	<b>.75</b>	<b>57,209</b>		<b>0.0%</b>
<b>Kende, Mark</b> JD	Fr: Associate Professor, School of Law	P		1.0	81,399	AY	
	<b>To: Professor, School of Law</b>	<b>C</b>	<b>11/01/02</b>		<b>(no change)</b>		<b>0.0%</b>
<b>Leonard, Charles T.</b> PhD	Fr: Professor, Physical Therapy	C		.50	72,650	AY	
	<b>To: (no change)</b>		<b>07/01/02</b>	<b>1.0</b>	<b>(no change)</b>		<b>0.0%</b>
<b>Lockridge, Kenneth</b> PhD	Fr: Professor, History	C		1.0	84,407	AY	
	<b>To: (no change)</b>		<b>08/28/02</b>	<b>.50</b>	<b>(no change)</b>		<b>0.0%</b>
<b>McNeal, Mary Helen</b> JD	Fr: Associate Professor, School of Law	P		1.0	86,135	AY	
	<b>To: Professor, School of Law</b>	<b>C</b>	<b>11/01/02</b>		<b>(no change)</b>		<b>0.0%</b>
<b>Miller, Arthur W.</b> PhD	Fr: Professor, Health and Human Performance	C		1.0	50,318	AY	
	<b>To: Professor/Chair, Health and Human Performance</b>		<b>08/28/02</b>		<b>53,426 (inc 3,108/ chair)</b>		<b>0.0%</b>
<b>Moore, Eddie</b> MA	Fr: Educator, Level 4, Applied Arts and Sciences, College of Technology	C		1.0	49,357 (inc 1,600/ stipend)	AY	
	<b>To: (no change)</b>		<b>07/01/02</b>		<b>47,757</b>		<b>0.0%</b>
<b>Tilton, Barbara T.</b> MEd	Fr: Professor, Art	C		1.0	47,433	AY	
	<b>To: Professor/Co-Chair, Art</b>		<b>08/28/02</b>		<b>48,987 (inc 1,554/ co-chair)</b>		<b>0.0%</b>
<b>Uchimoto, Eijiro</b> PhD	Fr: Professor/Chair, Physics and Astronomy	C		1.0	60,164 (inc 2,667/chair)	AY	
	<b>To: Professor, Physics and Astronomy</b>		<b>08/28/02</b>		<b>57,497</b>		<b>0.0%</b>

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<b>West, Philip</b> PhD	Fr: Mansfield Professor of Modern Asian Affairs History	C		1.0	94,378 <sup>1</sup>	FY	
	<b>To: (no change)</b>		<b>07/01/02</b>		<b>77,359<sup>1</sup></b>	<b>AY</b>	<b>(18.03%)</b>
<b>Wright, Alden H.</b> PhD	Fr: Professor, Computer Science	C		1.0	78,385	AY	
	<b>To: Professor/Chair, Computer Science</b>		<b>08/28/02</b>		<b>81,052 (inc 2,667/ chair)</b>		<b>0.0%</b>
<b>Associate Professors:</b>							
<b>Bailey, James</b> MFA	Fr: Associate Professor/Chair, Art	C		1.0	45,743 (inc 3,108/ chair)	AY	
	<b>To: Associate Professor, Art</b>		<b>08/28/02</b>		<b>42,635</b>		<b>0.0%</b>
<b>Esmay, Jerry D.</b> MS	Fr: Associate Professor/Chair, Computer Science	C		1.0	65,060 (inc 2,667/ chair)	AY	
	<b>To: Associate Professor, Computer Science</b>		<b>08/28/02</b>		<b>62,393</b>		<b>0.0%</b>
<b>Kalm, Stephen L.</b> MA	Fr: Associate Professor, Music	C		1.0	44,137	AY	
	<b>To: Associate Professor/ Chair, Music</b>		<b>07/01/02</b>		<b>57,603 (inc 3,477/ chair)</b>	<b>FY</b>	<b>22.63%</b>
<b>Kavanaugh, Michael</b> PhD	Fr: Associate Professor, Neurophysiology/ Pharmaceutical Sciences	P		1.0	63,000	AY	
	<b>To: Associate Professor, Neurophysiology/ Pharmaceutical Sciences Research Associate Professor, Neurophysiology/ Pharmaceutical Sciences</b>		<b>01/01/03</b>		<b>65,250<sup>2</sup></b>		<b>3.57%</b>

<sup>1</sup> Entire salary from non-state funds<sup>2</sup> Partial salary, (.90 FTE) from 63,000 state base and (.10 FTE) from 85,500 research base

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

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
<b>Mallory, Cathryn J.</b> MFA	Fr: Associate Professor, Art	C		1.0	40,071	AY	
	<b>To: Associate Professor/Co-Chair, Art</b>		<b>08/28/02</b>		<b>41,625 (inc 1,554/ co-chair)</b>		<b>0.0%</b>

**Assistant Professors:**

<b>Mulligan, Sarah A.</b> MEd	Fr: Assistant Professor, Curriculum and Instruction (Research) Project Director, Rural Institute	N-T		1.0	51,500 <sup>1</sup>	AY	
	<b>To: (no change)</b>		<b>07/01/02</b>		<b>80,000<sup>1</sup></b>		<b>55.34%</b>
<b>Smith, Maylinn JD</b>	Fr: Assistant Professor, School of Law Director, Indian Law Clinic (Adjunct)	N-T		1.0	55,767	AY	
	<b>To: (no change)</b>		<b>08/26/02</b>	<b>.75</b>	<b>(no change)</b>		<b>0.0%</b>
<b>Tonon, Margaret A.</b> JD	Fr: Assistant Professor, School of Law	N-T		1.0	75,998	AY	
	<b>To: (no change)</b>		<b>08/26/02</b>		<b>81,498 (inc 5,500/ Brown Stipend)</b>		<b>0.0%</b>

**Instructors:**

<b>Yung, Laurie Ann MS</b>	Fr: Instructor, School of Forestry (Adjunct)	N-T		1.0	45,510 <sup>3</sup>	FY	
	<b>To: (no change)</b>		<b>07/01/02</b>	<b>.75</b>	<b>(no change)</b>		<b>0.0%</b>

**(2) NEW POSITIONS AND REPLACEMENTS**

<u>Name/Degree Rank/Dept</u>	<u>Replaces</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/FY</u>
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**(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS**

<b>Mattina, Nancy</b> PhD Interim Director, Writing Center Academic Affairs	(new)	N-T	07/01/02	.80	50,000	FY
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<sup>1</sup> Partial salary from non-state funds<sup>3</sup> Entire salary from non-state funds

**(2) NEW POSITIONS AND REPLACEMENTS**

<u>Name/Degree Rank/Dept</u>	<u>Replaces</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/FY</u>
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**(b) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS**

<b>Walters, III, Melville J.</b> MS Assistant to the Provost for Fiscal Planning and Management	(new)	N-T	08/19/02	1.0	55,000	FY
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**(c) FACULTY****Assistant Professors:**

<b>Baied, Carlos</b> PhD Geography (Adjunct)	(new)	N-T	08/28/02	1.0	35,000	AY
<b>Baumgartner, Tondy</b> MSW Social Work (Adjunct)	(new)	N-T	08/28/02	1.0	32,780	AY
<b>Browning, Nicole Bradley</b> MFA Drama/Dance	(new)	P	08/28/02	1.0	39,000	AY
<b>Campana, Jillian D.</b> MA Drama/Dance	(new)	P	08/28/02	1.0	39,000	AY
<b>Cole, Scott</b> DM Orchestra Director Music (Adjunct)	(new)	N-T	08/28/02	1.0	33,000	AY
<b>Ghenie, Kerrie</b> MSW Social Work (Adjunct)	(new)	N-T	08/28/02	1.0	32,780	AY
<b>Hung, Eric Hing-Tao</b> PhD Music	(new)	P	08/28/02	1.0	42,000	AY
<b>Magidin, Arturo</b> PhD Mathematical Sciences (Visiting)	(new)	N-T	08/28/02	1.0	35,000	AY
<b>Nichols, Charles</b> ABD Music	(new)	P	08/28/02	1.0	39,000	AY
<b>Pershouse, Mark A.</b> PhD Molecular Genetics and Toxicology/ Pharmaceutical Sciences	(new)	P	07/01/02	1.0	46,350 <sup>1</sup>	AY

<sup>1</sup> Partial salary from non-state funds

**(2) NEW POSITIONS AND REPLACEMENTS**

<u>Name/Degree Rank/Dept</u>	<u>Replaces</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/FY</u>
<b>Pfau, Jean</b> PhD Pharmaceutical Sciences (Research)	(new)	N-T	08/28/02	1.0	45,000	AY
<b>Putnam, Elizabeth</b> PhD Molecular Genetics and Toxicology/ Pharmaceutical Sciences	(new)	P	07/01/02	1.0	46,350 <sup>1</sup>	AY
<b>Shepherd, David M.</b> PhD Pharmaceutical Sciences	(new)	P	09/01/02	1.0	45,000	AY
<b><u>Instructors:</u></b>						
<b>Corwin, Margaret</b> ABD Political Science (Visiting)	(new)	N-T	08/28/02	1.0	33,000	AY
<b>Island, Heide</b> MA Psychology (Adjunct)	(new)	N-T	08/28/02	1.0	26,187	AY
<b>Johnson, Deborah</b> MEd Curriculum and Instruction	(new)	N-T	08/28/02	.66	26,187	AY
<b>King, Nancy A.</b> MBA Marketing and Management	(new)	N-T	08/28/02	.75	26,187	AY
<b>McLeod, John B.</b> MBA Marketing and Management (Adjunct)	(new)	N-T	08/28/02	1.0	26,187	AY
<b>Reimer, Eric J.</b> MA Assistant Director of Composition English	(new)	N-T	08/28/02	1.0	40,000	AY
<b><u>Lecturers:</u></b>						
<b>King-Ries, Andrew J.</b> JD School of Law	(new)	N-T	08/26/02	1.0	67,000	AY
<b>Souza, Regina</b> PhD Mathematical Sciences	(new)	N-T	08/28/02	1.0	33,500	AY
<b>Ulsafer, Carol</b> PhD Mathematical Sciences	(new)	N-T	08/28/02	1.0	33,500	AY

**(c) POST RETIREES**<sup>1</sup> Entire salary from non-state funds

**(2) NEW POSITIONS AND REPLACEMENTS**

<u>Name/Degree Rank/Dept</u>	<u>Replaces</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/FY</u>
<b>Clark, Frank W.</b> PhD Professor, Social Work	(new)	N-T	08/28/02	.33	85,433	AY
<b>Denney, Evan</b> PhD Professor, Geography	(new)	N-T	08/28/02	.33	70,055	AY
<b>Esmay, Jerry</b> MS Associate Professor, Computer Science	(new)	N-T	08/28/02	.33	71,706	AY

**(3) RESIGNATIONS, RETIREMENTS, TERMINATIONS, AND POSITIONS DISCONTINUED**

<u>Name/Degree Rank/Dept</u>	<u>Tenure</u>	<u>Effective</u>
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**(a) RESIGNATIONS:****FACULTY****Professors:**

<b>Mitchell-Olds, Thomas S.</b> PhD Division of Biological Sciences	C	08/31/02
<b>Porter, Gary A.</b> PhD Accounting and Finance	P	08/01/02

**Associate Professors:**

<b>Forest, Debara Sue</b> PhD Associate Director for Training, Rural Institute Psychology (Research)	N-T	06/30/02
<b>Foster, Lenoar</b> EdD Educational Leadership and Counseling	C	08/31/02
<b>Jakupcak, Michael J.</b> EdD Curriculum and Instruction	C	05/17/02

**Assistant Professors:**

<b>Morrison, Dorothy</b> MA Music (Adjunct)	N-T	07/31/02
<b>Painter, Erin R.</b> BA School of Journalism (Visiting)	N-T	05/18/02
<b>Rowe, Cynthia L.</b> PhD Psychology	P	05/18/02



**(3) RESIGNATIONS, RETIREMENTS, TERMINATIONS, AND POSITIONS DISCONTINUED**

<u>Name/Degree</u> <u>Rank/Dept</u>	<u>Tenure</u>	<u>Effective</u>
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<b>Stevens, Scott</b> PhD Mathematical Sciences	P	06/15/02
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**Instructors:**

<b>Cox, Carla E.</b> MS Health and Human Performance (Adjunct)	N-T	05/18/02
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**(b) RETIREMENTS:****FACULTY****Professors:**

<b>Pattee, Bobette</b> MA Educator, Level 3 College of Technology, Health Professions	C	06/30/02
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<b>Taylor, Marilyn</b> MA Educator, Level 4 College of Technology, Applied Arts and Sciences	C	05/24/02
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**Associate Professor:**

<b>Esmay, Jerry</b> MS Computer Science	C	08/02/02
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**(c) POSITIONS DISCONTINUED:****FACULTY****Associate Professors:**

<b>Jackson, Dale M.</b> PhD Economics (Visiting)	N-T	05/18/02
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**Assistant Professors:**

<b>Norvell, John M.</b> PhD Anthropology (Adjunct)	N-T	05/18/02
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**Instructors:**

<b>Sabia, Anthony J.</b> MBA Marketing and Management (Adjunct)	N-T	05/18/02
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**Wakley, Wynne** AAS  
Educator, Level 1  
College of Technology, Culinary Arts

N-T 05/18/02

**(4) DEATH****Associate Professor:**

**Laslovich, Michael J.** PhD  
Political Science

C 5/08/02

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

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
<b>(c) FACULTY</b>							
<b>Professors:</b>							
<b>Camp, George C.</b> PhD	Fr: Professor Emeritus, Psychology	N-T	05/17/02	.33		AY	
	<b>To: Professor, Psychology</b>	<b>C</b>	<b>08/23/02</b>	<b>1.0</b>	<b>57,761</b>		<b>0.0%</b>
<b>Grund, Vernon R.</b> PhD	Fr: Professor, Pharmaceutical Sciences Assistant to the Vice President of Research and Development for Health Sciences	C		1.0	108,315 (inc 3,108/ chair & 6,500/ stipend)	FY	
	<b>To: (no change)</b>		<b>08/01/01</b>		<b>108,684</b> (inc 3,477/ chair & 6,500/ stipend)		<b>0.0%</b>

**(5) DEANS, ADMINISTRATORS AND CONTRACT PROFESSIONALS SALARIES:**

<u>Name, Degree, Department</u>	<u>Tenure</u>	<u>2001-2002 Salary</u>	<u>AY/ FY</u>	<u>2002-2003 Salary Effective 11/01/02</u>	<u>% of Change</u>
<b><u>President, Vice Presidents and Deans:</u></b>					
<b>Dennison, George M.</b> PhD President Professor, History	C	138,448	FY	\$143,986	4.0%
<b>Alexander, Sharon E.</b> EdD Dean, Continuing Education and Summer Programs University Dean of Extension and Continuing Education	N-T	83,039	FY	85,439	2.89%
<b>Bach, Betsy W.</b> PhD Assistant Provost, Retention and Enrollment Professor, Communication Studies	C	77,767 (inc 3,000/stipend)	FY	80,167 (inc 3,000/stipend)	3.21%

**(5) DEANS, ADMINISTRATORS AND CONTRACT PROFESSIONALS SALARIES:**

<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Brown, Jerry E.</b> PhD Dean, School of Journalism Professor, School of Journalism	C	84,056	FY	86,606	3.03%
<b>Brown, Perry J.</b> PhD Dean, School of Forestry Professor, School of Forestry	C	114,354	FY	118,038	3.22%
<b>Carlson, Claire L.</b> MS Associate Vice President of Research and Development	N-T	77,135	FY	80,220	4.0%
<b>Chesnut, T. Lloyd</b> PhD Vice President of Research and Development	C	131,500	FY	136,700	3.95%
<b>Christian, Donald P.</b> PhD Associate Dean, Division of Biological Sciences Professor, Division of Biological Sciences	C	105,000	FY	109,200	4.0%
<b>D'Andraia, Frank A., Jr.</b> PhD Dean, Mansfield Library	C	84,354	FY	90,054	6.76%
<b>Duringer, Robert A.</b> MBA Vice President of Administration and Finance	N-T	122,000	FY	128,500	5.33%
<b>Eck, E. Edwin</b> LLM Dean, School of Law Professor, School of Law	C	124,556	FY	131,356	5.46%
<b>Evans, Roberta D.</b> EdD Dean, School of Education Professor, Educational Leadership and Counseling	C	106,799	FY	106,799	0.0%
<b>Fetz, Gerald A.</b> PhD Dean, Davidson Honors College Professor, Foreign Languages and Literatures	C	85,600	FY	88,160	3.0%
<b>Forbes, David S.</b> PhD Dean, School of Pharmacy and Allied Health Sciences	C	110,725	FY	114,225	3.16%
<b>Ford, Raymond F., Jr.</b> PhD Associate Vice President of Information Technology Professor, Computer Science	C	112,475 <sup>1</sup>	FY	116,974 <sup>1</sup>	4.0%
<b>Frazier, Robert F.</b> BS Executive Assistant to the President University Executive Vice President	N-T	70,600 <sup>1</sup>	FY	73,600 <sup>1</sup>	4.25%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

**(5) DEANS, ADMINISTRATORS AND CONTRACT PROFESSIONALS SALARIES:**

<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Gianchetta, Larry</b> PhD Dean, School of Business Administration Professor, Marketing and Management	C	113,135 <sup>1</sup>	FY	119,564 <sup>1</sup>	5.68%
<b>Hollmann, Barbara B.</b> PhD Vice President for Student Affairs University Vice President for Student Affairs	N-T	106,300 <sup>1</sup>	FY	110,600 <sup>1</sup>	4.05%
<b>Hollmann, Robert W.</b> PhD Associate Dean, School of Business Administration Professor, Marketing and Management	C	80,611 (inc 5,000/stipend)	AY	83,635 (inc 5,000/stipend)	3.75%
<b>Howell, Shirley E.</b> DA Dean, School of Fine Arts Professor, Music	C	91,814	FY	96,814	5.45%
<b>Keller, Rosemary M.</b> BS, CPA Associate Vice President of Administration and Finance	N-T	111,600	FY	116,100 (inc 4,500/one- time-only performance stipend)	0.0%
<b>Morin, Lori S.</b> MBA Assistant Dean of Student Services School of Pharmacy and Allied Health Sciences Professor, School of Pharmacy and Allied Health Sciences	C	86,128 (inc 5,000/stipend)	FY	89,373 (inc 5,000/stipend)	4.0%
<b>Muir, Lois E.</b> PhD Provost and Vice President of Academic Affairs Professor, Psychology	C	131,600	FY	133,600	1.52%
<b>Potts, Donald F.</b> PhD Associate Dean, School of Forestry Professor, School of Forestry	C	68,749 (inc 5,150/stipend)	AY	71,293 (inc 5,150/stipend)	4.0%

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<b>Robson, Donald L.</b> PhD Interim Associate Provost Professor, Educational Leadership and Counseling	C	95,000	FY	98,000	3.16%
<b>Scott, James M.</b> PhD Associate Dean, College of Arts and Sciences Professor, Foreign Languages and Literatures	C	74,247 (inc 5,200/stipend)	FY	77,009 (inc 5,200/stipend)	4.0%
<b>Snyder, Frederic R.</b> JD Associate Dean, School of Law Director, Law Librarian Professor, School of Law	C	109,960 (inc 13,625/stipend)	FY	112,780 (inc 13,625/stipend)	2.93%
<b>Stocking, Lynn C.</b> MA Associate Dean, College of Technology Instructor, Business Technology	C	62,130	FY	64,615	4.0%
<b>Storch, Thomas A.</b> PhD Dean, College of Arts and Sciences Professor, Division of Biological Sciences	C	119,450	FY	122,510	2.56%
<b>Strobel, David A.</b> PhD Dean, Graduate School	C	80,626	FY	85,002	5.43%
<b>Uhlig, Sharon Dinkle</b> EdD Associate Dean, School of Education Professor, Health and Human Performance	C	63,061 (inc 5,000/stipend)	AY	65,383 (inc 5,000/stipend)	4.0%
<b>Wenderoth, James W.</b> ME Associate Dean, College of Technology	C	62,130 <sup>1</sup>	FY	64,615 <sup>1</sup>	4.0%
<b>Williamson, R. Paul</b> EdD Dean, College of Technology Educator, Level 4, College of Technology	P	90,000	FY	92,850	3.17%

**Academic Executives, Administrators and Professionals:**

<b>Burchfield, James A.</b> PhD Academic Administrator, School of Forestry Associate Professor, School of Forestry (Research)	N-T	79,488 <sup>2</sup>	FY	81,873 <sup>2</sup>	3.0%
<b>Byock, Ira R.</b> MD Director, National Program Office for End of Life Care Practical Ethics Center Professor, Philosophy (Research/Adjunct)	N-T	184,180 <sup>2</sup> (.50 FTE)	FY	184,180 <sup>2</sup> (.50 FTE)	0.0%
<b>Keegan, Charles E.</b> MS Associate Director of Forest Research Professor, Marketing and Management (Research/Adjunct)	N-T	76,039 <sup>1</sup>	FY	80,911 <sup>1</sup>	4.0%

<sup>1</sup> Partial salary from non-state funds

<sup>2</sup> Entire salary from non-state funds

<sup>MA</sup> Market adjustment

<sup>M</sup> Merit increase of \$2,253

<sup>P</sup> Promotion increase

<b>Kemmis, Daniel JD</b> Director, O'Connor Center for the Rocky Mountain West Professor, Environmental Studies (Adjunct)	N-T	86,760 <sup>2</sup>	FY	90,230 <sup>2</sup>	4.0%
<b>Kriley, Mary Kay MBA</b> Director of Freshman Interest Groups Instructor, University College (Adjunct)	N-T	34,437 (.62 FTE)	FY	35,814 (.62 FTE)	4.0%
<b>Lussy, Linda L. BA</b> Assistant to the Dean Director of Outreach/Fiscal Affairs School of Fine Arts	N-T	42,000	AY	42,000	0.0%
<b>Murphy, Dennis T. MS</b> Athletic Trainer, Intercollegiate Athletics Assistant Professor, Health and Human Performance (Adjunct)	N-T	43,222	FY	44,726	3.48%
<b>Neu, Clyde W. PhD</b> Director, Off-Campus MBA Program Professor, Marketing and Management	P	88,476	FY	92,015	4.0%
<b>Nunberg, Jack H. PhD</b> Director, Center of Excellence in Biotechnology Professor, Division of Biological Sciences	C	90,786 <sup>2</sup>	AY	94,417 <sup>2</sup>	4.0%
<b>Polzin, Paul E. PhD</b> Director, Bureau of Business and Economic Research Professor, Marketing and Management	C	87,015	FY	90,496	4.0%
<b>Seninger, Stephen F. PhD</b> Research Associate Director, Bureau of Business and Economic Research Professor, Marketing and Management	C	73,414	FY	76,351	4.0%
<b>Shelton, Joanna R. MA</b> Interim Director Instructor, Mansfield Center (Adjunct)	N-T	99,558 <sup>2</sup> (inc 5,180/stipend) (.75 FTE)	FY	99,558 <sup>2</sup>	0.0%
<b>Snyder, Conrad W. PhD</b> Interim Director, International Programs Assistant Vice President of Research and Development Professor, Educational Leadership and Counseling	C	110,000 <sup>1</sup>	FY	114,400 <sup>1</sup>	4.0%

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<b>Stanford, Jack A.</b> PhD Bierman Professor of Ecology Director, Biological Station Professor, Division of Biological Sciences (Research)	C	138,758 <sup>1</sup> (inc 23,646/endor)	FY	143,973 <sup>1</sup> (inc 23,646/endor)	4.0%
<b>Vernon, Andrea A.</b> EdD Director, Office of Civic Engagement Assistant Professor, Educational Leadership and Counseling (Adjunct)	N-T	40,000	FY	41,600	4.0%
<b>Vogelsberg, R. Timm</b> PhD Executive Director, Rural Institute Professor, Educational Leadership and Counseling (Adjunct)	N-T	99,083 <sup>2</sup>	FY	103,046 <sup>2</sup>	4.0%
<b>Weyhrich, John T.</b> DVM Director, Lab Animal Resources Assistant Professor, Health Sciences (Adjunct)	N-T	78,000	FY	81,120	4.0%
<b>Williams, John (Pat)</b> BS Senior Fellow, O'Connor Center for the Rocky Mountain West	N-T	86,758	FY	90,228	4.0%

**Non-Academic Executives, Administrators and Professionals:**

<b>Aronofsky, David</b> JD, PhD Legal Counsel, President's Office	N-T	80,200	FY	83,500	4.11%
<b>Bailey, George E.</b> MEd Assistant to the Vice President for Federal Initiatives Research Administration	N-T	108,000 <sup>2</sup>	FY	112,320 <sup>2</sup>	4.0%
<b>Bain, Phillip T.</b> PhD Registrar	N-T	64,346	FY	66,346	3.11%
<b>Bandy, James A.</b> ME Assistant Athletic Director Compliance Intercollegiate Athletics	N-T	37,440	FY	38,743	3.48%
<b>Bell, David S.</b> PhD Director, Curry Health Center	N-T	110,000 <sup>2</sup>	FY	112,200 <sup>2</sup>	2.0%
<b>Berkhouse, Terry D.</b> PhD Director, Center for Work-Based Learning	N-T	50,346	FY	52,360	4.0%
<b>Best, David C.</b> MEd Assistant Volleyball Coach Intercollegiate Athletics	N-T	26,000	FY	26,905	3.48%

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<sup>2</sup> Entire salary from non-state funds

<sup>MA</sup> Market adjustment

<sup>M</sup> Merit increase of \$2,253

<sup>P</sup> Promotion increase

<b>Best, Nicole R.</b> BS Head Volleyball Coach Intercollegiate Athletics	N-T	50,499 <sup>1</sup>	FY	52,231	3.43%
<b>Borgmann, Nancy J.</b> BA Director, Equal Opportunity/Affirmative Action	N-T	54,500	FY	57,500	5.50%
<b>Breske, Michael J.</b> MA Assistant Head Football Coach Intercollegiate Athletics	N-T	57,750 <sup>1</sup>	FY	57,750 <sup>1</sup>	0.0%
<b>Broesder, Joseph T.</b> MS Assistant Director Bandy Ranch, School of Forestry	N-T	33,484 <sup>2</sup>	FY	35,493 <sup>2</sup>	6.0%
<b>Brunell, Ronald W.</b> BA Director, Residence Life	N-T	65,300 <sup>2</sup>	FY	70,100 <sup>2</sup>	7.35%
<b>Burgmeier, Kathleen A.</b> BA Director, Internal Audit	N-T	54,400	FY	57,500	5.70%
<b>Burke, Dan J.</b> ME Senior Associate Director Financial Aid Office	N-T	61,855	FY	63,710	3.0%
<b>Burrington, Kenneth W.</b> MBA Network Administrator, Hardware Specialist School of Business Administration	N-T	37,514	FY	39,015	4.0%
<b>Carlisle, Raymond S.</b> BA Director, Educational Opportunity Program	N-T	60,027 <sup>2</sup>	FY	62,428 <sup>2</sup>	4.0%
<b>Cate-Schweyen, Shannon M.</b> BA Assistant Women's Basketball Coach Intercollegiate Athletics	N-T	35,095	FY	36,317	3.48%
<b>Clouse, Shawn F.</b> MBA Director of Information Technology School of Business Administration Assistant Professor, School of Business Administration (Adjunct)	N-T	79,000 <sup>1</sup>	FY	82,160 <sup>1</sup>	4.0%
<b>Cockhill, William F.</b> BA Offensive Coordinator, Intercollegiate Athletics	N-T	47,225 <sup>1</sup>	FY	47,225 <sup>1</sup>	0.0%
<b>Corti, Danny W.</b> MS Director, Environmental Health and Occupational Safety	N-T	62,398 <sup>1</sup>	FY	64,894 <sup>1</sup>	4.0%
<b>Couture, Charles R.</b> EdD Dean of Students, Student Affairs	N-T	67,000	FY	69,000	3.0%

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<b>Crego, Kathy L.</b> Director, Human Resource Services	N-T	68,451	FY	71,504 (inc 1,000/one-time- only performance stipend)	3.0%
<b>Dauenhauer, Danielle L.</b> PharmD Drug Information Specialist, Pharmacy Practice	N-T	56,100	FY	58,344	4.0%
<b>Darcy, James R.</b> MBA Director, Business Services	N-T	72,000	FY	75,600	5.0%
<b>Dean, Ronnie L.</b> BA Assistant Men's Basketball Coach Intercollegiate Athletics	N-T	45,000 <sup>2</sup>	FY	45,000 <sup>2</sup>	0.0%
<b>DeCou, Nancy J.</b> Director, Administrative Information Systems Support Information Technology	N-T	61,360 <sup>2</sup>	FY	63,201 <sup>2</sup>	3.0%
<b>Duce, Patricia A.</b> BA Assistant Women's Basketball Coach Intercollegiate Athletics	N-T	29,516 <sup>1</sup>	FY	30,544 <sup>1</sup>	3.48%
<b>Duerksen, Elizabeth R.</b> MSW Head Women's Soccer Coach Intercollegiate Athletics	N-T	47,807 <sup>1</sup>	FY	49,060 <sup>1</sup>	2.62%
<b>Earhart, David C.</b> PhD Director of Programs, Montana Museum of Art and Culture	N-T	45,000 (.75 FTE)	FY	46,800 (.75 FTE)	4.0%
<b>Fanslow, Heidi A.</b> JD Director, Admissions School of Law	N-T	35,307	FY	36,719	4.0%
<b>Fisher, Jane D.</b> BS Director, Center at Salmon Lake	N-T	55,221 <sup>2</sup>	FY	57,431 <sup>2</sup>	4.0%

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<b>Fredenberg, Judy L.</b> MPA Executive Assistant to the Vice President of Research and Development	N-T	43,700	FY	46,068	5.42%
<b>Germer, Chad M.</b> BS Assistant Football Coach, Offensive Line Intercollegiate Athletics	N-T	37,775 <sup>1</sup>	FY	37,775 <sup>1</sup>	0.0%
<b>Glaes, Keith</b> BA Director, Campus Recreation	N-T	56,000 <sup>2</sup>	FY	57,680 <sup>2</sup>	3.0%
<b>Glenn, Joseph C.</b> MS Head Football Coach, Intercollegiate Athletics	N-T	99,500	FY	99,500	0.0%
<b>Goetz, Henry L.</b> MS Field Station Director, School of Forestry	N-T	56,187 <sup>1</sup>	FY	57,873 <sup>1</sup>	3.0%
<b>Greer, John R.</b> BS Network Systems Administrator Mansfield Library	N-T	53,040	FY	55,162	4.0%
<b>Guffey, David B.</b> BA Assistant Athletic Director for Media Relations Intercollegiate Athletics	N-T	46,065	FY	47,565	3.26%
<b>Hackney, Stephen H.</b> MS Equipment/Athletic Treatment Center Specialist Intercollegiate Athletics	N-T	40,565	FY	41,977	3.48%
<b>Hanford, Brian</b> BS Assistant Tennis Coach Intercollegiate Athletics	N-T	23,332 <sup>2</sup> (.92 FTE)	FY	24,079 <sup>2</sup> (.92 FTE)	3.20%
<b>Hanson, Myron L.</b> MS Associate Executive Director Enrollment Services	N-T	63,124	FY	65,000	3.0%
<b>Harris, Stanley R.</b> Senior Telecommunications Engineer Information Technology	N-T	57,200 <sup>2</sup>	FY	58,916 <sup>2</sup>	3.0%
<b>Hauck, Thomas C.</b> BA Assistant Football Coach, Defensive Line Intercollegiate Athletics	N-T	15,000 <sup>2</sup>	FY	15,000 <sup>2</sup>	0.0%
<b>Hefty, John W.</b> BS Restricted Duties Football Coach Intercollegiate Athletics	N-T	15,000 <sup>2</sup>	FY	15,000 <sup>2</sup>	0.0%

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<b>Henry, Stephen S.</b> MA Director, Information Technology	N-T	82,160 <sup>2</sup>	FY	84,625 <sup>2</sup>	3.0%
<b>Heuring, Michael D.</b> MS Director, Career Services	N-T	57,550	FY	61,355	6.60%
<b>Hoell, Suzanne (Melanie)</b> MA Director, University College	N-T	49,263	FY	51,234	4.0%
<b>Hogan, Wayne C.</b> BA Director, Intercollegiate Athletics	N-T	102,500	FY	106,000	3.41%
<b>Holbrook, Judith M.</b> Director, Telecommunications Information Technology	N-T	61,360 <sup>2</sup>	FY	63,201 <sup>2</sup>	3.0%
<b>Ingram, Daniel G.</b> BA Assistant Director, Grizzly Athletic Association Intercollegiate Athletics	N-T	28,080 <sup>2</sup>	FY	29,057 <sup>2</sup>	3.48%
<b>Jesse, Hugh A.</b> MS Director, Facilities Services	N-T	77,105 <sup>1</sup>	FY	80,805 <sup>1</sup>	4.80%
<b>Johnston, William S.</b> BA Director, Alumni Association Executive Assistant for State Legislative Affairs	N-T	79,500 (inc 10,000/stipend)	FY	82,500 (inc 10,000/stipend)	4.32%
<b>Kempfert, Albert J.</b> BA Assistant to the Athletic Director Intercollegiate Athletics	N-T	58,139 <sup>2</sup>	FY	59,840 <sup>2</sup>	2.93%
<b>Kennedy, Joseph (Pat)</b> BA Head Men's Basketball Coach Intercollegiate Athletics	N-T	95,000 <sup>1</sup>	FY	95,000 <sup>1</sup>	0.0%
<b>Knutsen, Christopher J.</b> MA Assistant Football Coach Special Teams, Linebacks Intercollegiate Athletics	N-T	46,200 <sup>1</sup>	FY	46,200 <sup>1</sup>	0.0%
<b>Koehn, Eftychia F.</b> MA Director, Foreign Student and Scholar Services	N-T	45,800	FY	48,680	6.29%
<b>Kowalski, Ron D.</b> BS Assistant Football Coach Intercollegiate Athletics	N-T	15,000 <sup>2</sup>	FY	15,000 <sup>2</sup>	0.0%
<b>Krebsbach, Kevin A.</b> BA Associate Director, Facilities Services	N-T	60,236 <sup>1</sup> (inc 5,757/stipend)	FY	63,051 <sup>1</sup> (inc 5,757/stipend)	5.17%
<b>LoParco, Mark S.</b> BS Director, Dining Services Director, UM Food Service Consortium	N-T	66,100 <sup>2</sup> (inc 5,000/stipend)	FY	70,000 <sup>2</sup> (inc 5,000/stipend)	6.38%

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<b>Maes, Charles F.</b> BA Associate Athletic Director for Internal Operations Intercollegiate Athletics	N-T	47,303	FY	49,248	4.11%
<b>Mahlum, Brenda T.</b> BS Director, Physical Training Clinic	N-T	47,714 <sup>2</sup> (.80 FTE)	FY	49,623 <sup>2</sup> (.80 FTE)	4.0%
<b>Mangan, Patricia M.</b> BS Assistant Director, Physical Therapy	N-T	42,305 <sup>1</sup> (.70 FTE)	FY	43,997 <sup>1</sup> (.70 FTE)	4.0%
<b>Marcus, William W.</b> BA Director, Broadcast Media Center	N-T	68,100	FY	70,900	4.11%
<b>Marks, James P.</b> BA Director, Disability Services for Students	N-T	50,000	FY	51,500	3.0%
<b>Mason, Jennifer M.</b> MS Assistant Athletic Trainer Intercollegiate Athletics	N-T	27,812 <sup>1</sup>	FY	28,779 <sup>1</sup>	3.48%
<b>Matheson, James W.</b> MS Outreach Director, Physical Therapy	N-T	47,840 <sup>1</sup> (.95 FTE)	FY	49,754 <sup>1</sup> (.95 FTE)	4.0%
<b>Matule, Frank L.</b> Dmin Executive Director, Enrollment Services	N-T	75,000	FY	78,250	4.33%
<b>Matule, Susan C.</b> BA Director, Printing and Graphic Services	N-T	53,500 <sup>2</sup>	FY	55,700 <sup>2</sup>	4.11%
<b>Maus, Francis J.</b> BS Forest Manager, School of Forestry	N-T	42,207 <sup>2</sup>	FY	44,402 <sup>2</sup>	5.20%
<b>McConnell, Rodney</b> MS Assistant Men's Basketball Coach Intercollegiate Athletics	N-T	21,000 <sup>2</sup>	FY	21,000 <sup>2</sup>	0.0%
<b>McCormick, John M.</b> Assistant Director, Business Services	N-T	55,000	FY	57,200	4.0%
<b>McGovern, Dean Patrick</b> MS Executive Director, Montana Campus Compact Assistant Professor, Social Work (Adjunct)	N-T	42,900 <sup>1</sup>	FY	44,700 <sup>1</sup>	4.20%
<b>Metz, Patricia A.</b> MA Assistant to the President	N-T	49,900	FY	52,000	4.21%

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<b>Miller, Michael H.</b> MA Director of Information Technology College of Arts and Sciences	N-T	45,000	FY	46,800	4.0%
<b>Morrison, Mary A.</b> MA Deaf/Hearing Specialist Disability Services for Students	N-T	38,430	FY	39,583	3.0%
<b>Mulkey, Alan L.</b> AIA Field Project Manager, Facilities Services	N-T	47,503 <sup>2</sup>	FY	50,828 <sup>2</sup> (inc 1,425/stipend)	4.0%
<b>Munzenrider, Rita C.</b> BA Director, University Relations	N-T	60,000 <sup>1</sup>	FY	62,500 <sup>1</sup>	4.17%
<b>Muse, A. William</b> MBA Executive Director Office of Planning, Budgeting and Analysis	N-T	75,480	FY	80,763	7.0%
<b>Muse, Mary K.</b> BS Executive Director, Adams Center	N-T	70,000 <sup>2</sup>	FY	70,000 <sup>2</sup>	0.0%
<b>Neudeck, Honore L.</b> BS Pharmacy Manager, Curry Health Center	N-T	65,635 <sup>2</sup> (inc 4,000/stipend)	FY	68,100 <sup>2</sup> (inc 4,000/stipend)	4.0%
<b>Newton, Bryan J.</b> BS Director, Grizzly Athletic Association Intercollegiate Athletics	N-T	48,500 <sup>2</sup>	FY	48,500 <sup>2</sup>	0.0%
<b>Nord, Kris M.</b> BS Head Men's and Women's Tennis Coach Intercollegiate Athletics	N-T	41,218	FY	42,653	3.48%
<b>Pace, Gordon R.</b> BA Director of Multimedia Project Information Technology Office	N-T	47,500 <sup>2</sup>	FY	48,925 <sup>2</sup>	3.0%
<b>Patton, Harvey W.</b> BS Assistant Football Coach Intercollegiate Athletics	N-T	24,800 <sup>2</sup>	FY	24,800 <sup>2</sup>	0.0%
<b>Pengelly, Vicki L.</b> BA Director, Information Technology Client Services	N-T	61,360 <sup>2</sup>	FY	63,201 <sup>2</sup>	3.0%
<b>Phillips, Terri H.</b> BS, CPA Associate Director for Payroll Human Resource Services	N-T	52,000	FY	54,600	5.0%
<b>Pierce, Janice S.</b> Assistant Director of Business Affairs and Box Office, Adams Center	N-T	43,000 <sup>2</sup>	FY	43,000 <sup>2</sup>	0.0%
<b>Poore, Shelley H.</b> JD Director of External Affairs, School of Law	N-T	77,235 <sup>1</sup> (.75 FTE)	FY	80,324 <sup>1</sup> (.75 FTE)	4.0%

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<b>Porter, Marie (Hibbard) MA</b> Associate Athletic Director Intercollegiate Athletics	N-T	66,075	FY	68,374	3.48%
<b>Raunig, Thomas A. PhD</b> Head Track and Field Coach Intercollegiate Athletics	N-T	42,941	FY	43,941	2.33%
<b>Robinson, Lance M.</b> Restricted Duties Football Coach Intercollegiate Athletics	N-T	23,700 <sup>2</sup>	FY	23,700 <sup>2</sup>	0.0%
<b>Rocheleau, Annette BA</b> Assistant Women's Basketball Coach Assistant Golf Coach, Intercollegiate Athletics	N-T	41,461 <sup>1</sup>	FY	42,893 <sup>1</sup>	3.45%
<b>Rudbach, Jon A. PhD</b> Assistant Vice President of Research and Development	N-T	80,340 <sup>2</sup>	FY	83,554 <sup>2</sup>	4.0%
<b>Schalk, Peggy J. BA</b> Associate Director for Fiscal Operations Facilities Services	N-T	57,200	FY	59,488	4.0%
<b>Schwartz, Julie B. MPA</b> Associate Director, Alumni Association	N-T	39,300	FY	40,900	4.07%
<b>Schweyen, Brian A. BA</b> Assistant Track Coach, Intercollegiate Athletics	N-T	28,000	FY	33,000	17.86%
<b>Seccomb, Robert A. MS</b> Computer Systems Manager Division of Biological Sciences	N-T	36,409 <sup>2</sup>	FY	36,409 <sup>2</sup>	0.0%
<b>Selvig, Robin BS</b> Head Women's Basketball Coach Intercollegiate Athletics	N-T	90,000 <sup>1</sup>	FY	95,000 <sup>1</sup>	5.56%
<b>Shimer, Laela L. RN</b> Assistant Director, Curry Health Center	N-T	53,540 <sup>2</sup>	FY	55,150 <sup>2</sup>	3.0%
<b>Snyder, Erik D. PhD</b> Assistant Soccer Coach Intercollegiate Athletics	N-T	25,064 <sup>1</sup>	FY	25,937 <sup>1</sup>	3.48%
<b>Stannard, Jon E. MBA</b> Director, Upward Bound	N-T	58,359 <sup>2</sup>	FY	60,693 <sup>2</sup>	4.0%
<b>Steele, Joanne M. BA</b> Head Women's Golf Coach Intercollegiate Athletics	N-T	33,029 <sup>2</sup> (.90 FTE)	FY	33,153 <sup>2</sup> (.90 FTE)	0.38%
<b>Stolz, R. Kenneth, III BA</b> Director, Special Projects Research Administration	N-T	61,972	FY	63,831	3.0%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

<b>Swanson, Larry D.</b> PhD Associate Director, O'Connor Center for the Rocky Mountain West	N-T	81,646	FY	84,912	4.0%
<b>Thorne, Charles O.</b> BS Assistant to the Vice President for Student Affairs	N-T	52,000 <sup>2</sup>	FY	55,750 <sup>2</sup>	7.21%
<b>Tinkle, Wayne F., II</b> Assistant Men's Basketball Coach Intercollegiate Athletics	N-T	26,000 <sup>1</sup>	FY	26,000 <sup>1</sup>	0.0%
<b>Travis, Thomas</b> BS Director, Computing and Networking Services Information Technology	N-T	66,560 <sup>2</sup>	FY	68,557 <sup>2</sup>	3.0%
<b>Verlanic, J. Kevin</b> BS Business Manager, Campus Recreation	NT	41,000 <sup>2</sup>	FY	41,000 <sup>2</sup>	0.0%
<b>Wachtel, Robert L.</b> MA Director, Presentation Technology Services	N-T	53,014	FY	53,014	0.0%
<b>Wallwork, Susan Selig</b> MBA Senior Research and Assessment Officer Office of Planning, Budgeting and Analysis	N-T	43,002	FY	44,502	3.50%
<b>Weida, John C.</b> MS Assistant Athletic Trainer Intercollegiate Athletics	N-T	28,142 <sup>1</sup>	FY	29,681 <sup>1</sup>	5.47%
<b>Well-Off-Man, Manuela</b> PhD Curator, Montana Museum of Art and Culture	N-T	34,000 (.50 FTE)	FY	35,360 (.50 FTE)	4.0%
<b>Welt, Kenneth A.</b> PhD Associate Director, Curry Health Center	N-T	60,000 <sup>2</sup>	FY	61,800 <sup>2</sup>	3.0%
<b>Weston, Allison E.</b> BS Assistant Volleyball Coach Intercollegiate Athletics	N-T	20,000 <sup>2</sup>	FY	20,696 <sup>2</sup>	3.48%
<b>Wieseman, Christopher R.J.</b> BS Director, Sports Heart Institute Athletic Performance, Intercollegiate Athletics	N-T	41,920 <sup>2</sup> (inc 5,000/stipend)	FY	42,730 <sup>2</sup> (inc 5,000/stipend)	2.19%
<b>Willcox, Sandra L.</b> Director of Workforce Development Continuing Education	N-T	53,043 <sup>1</sup>	FY	55,165 <sup>1</sup>	4.0%
<b>Willett, Kenneth A.</b> BA Director, Office of Public Safety	N-T	52,668 <sup>1</sup>	FY	54,768 <sup>1</sup>	4.0%
<b>Wisniewski, Ronald S.</b> PhD Assistant Football Coach Intercollegiate Athletics	N-T	30,000 <sup>2</sup> (.73 FTE)	FY	30,000 <sup>2</sup> (.73 FTE)	0.0%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

<b>Young, Jill A. MA</b> Associate Director for Faculty/Staff Wellness Curry Health Center	N-T	43,680 <sup>2</sup>	FY	44,990 <sup>2</sup>	3.0%
<b>Zarr, Joel R. MA</b> Director, University Center	N-T	63,640 <sup>2</sup>	FY	65,231 <sup>2</sup>	2.50%

**(6) 2002-2003 SCHOOL OF LAW FACULTY SALARIES:**

<b>Name, Degree</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b><u>Professors:</u></b>					
<b>Burke, Bari R. JD</b>	C	94,612	AY	97,432	2.98%
<b>Burke, J. Martin LLM</b>	C	117,692 (inc 8,040/stipend)	AY	121,512 (inc 8,040/stipend)	3.48%
<b>Burnham, Scott J. LLM</b>	C	101,000	AY	103,820	2.79%
<b>Corbett, William LLM</b>	C	103,449	AY	106,269	2.73%
<b>Ford, Cynthia JD</b>	C	86,657	AY	89,477	3.25%
<b>Harrison, Melissa JD</b>	C	86,377	AY	89,197 (LWOP)	3.26%
<b>Horwich, John JD</b>	C	92,610	AY	96,430	4.12%
<b>Kende, Mark S. JD</b>	C	81,399	AY	87,659 <sup>P</sup>	7.69%
<b>McNeal, Mary Helen JD</b> Clinical Director	C	86,135	AY	91,395 <sup>P</sup>	6.11%
<b>Munro, Gregory S. JD</b>	C	90,069	AY	92,889	3.13%
<b>Natelson, Robert G. JD</b>	C	90,518	AY	93,338	3.12%
<b>Patterson, David J. LLM</b>	C	111,055	AY	113,875	2.54%
<b><u>Associate Professors:</u></b>					
<b>Cross, Raymond JD, MPA</b>	C	86,347 (.75 FTE)	AY	89,167	3.27%
<b>Gagliardi, Elaine M. LLM</b>	P	70,000	AY	72,820	4.03%
<b><u>Assistant Professors:</u></b>					
<b>Cousineau, Philip MLS</b> Cataloging/Technical Services Librarian (Adjunct)	N-T	36,000	FY	38,820	7.83%
<b>Gordon, Stacey L. JD</b> Reference/Acquisitions Librarian (Adjunct)	N-T	38,000	FY	40,820	7.42%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase



**(6) 2002-2003 SCHOOL OF LAW FACULTY SALARIES:**

Name, Degree	Tenure	2001-2002 Salary	AY/ FY	2002-2003 Salary Effective 11/01/02	% of Change
Howell, David L. JD	N-T	58,080	AY	60,900	4.86%
Renz, Jeffrey T. JD Director, Montana Defender Project (Adjunct)	N-T	62,366 <sup>1</sup>	FY	65,186 <sup>1</sup>	4.52%
Santana, Michael JD (Visiting)	N-T	50,000	AY	52,820	5.64%
Smith, Maylinn JD Director, Indian Law Clinic (Adjunct)	N-T	55,767	AY	58,587 (.75 FTE)	5.06%
Tonon, Margaret A. JD Director, Student Affairs	N-T	75,998	AY	84,318 (inc 5,500/Brown Stipend)	3.71%
Wells, Frances L. JD Computer Services Reference Librarian (Adjunct)	N-T	52,008	FY	54,828	5.42%

**(7) FOR INFORMATIONAL PURPOSES ONLY  
2002-2003 FACULTY ROSTER:**

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Name, Degree, Department	Tenure	2001-2002 Salary	AY/ FY	2002-2003 Salary Effective 11/01/02	% of Change
<b><u>Professors:</u></b>					
Acker, Robert W. PhD Foreign Languages and Literatures	C	54,112	AY	55,735	
Adeleke, Tunde R. PhD Director, African American Studies History	C	61,800	AY	83,654 <sup>MA,P</sup>	35.36%
Allendorf, Fred W. PhD Division of Biological Sciences	C	80,329	AY	82,739	
Anderson, J. Christopher PhD Foreign Languages and Literatures	C	47,286	AY	53,705 <sup>P</sup>	13.57%
Andreason, Aaron W. PhD Marketing and Management	C	66,503	FY	68,498	

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Ashmore, Rhea Ann</b> EdD Director, Reading and Study Skills Center Curriculum and Instruction (Research)	C	63,724 <sup>1</sup> (.75 FTE)	AY	65,636 <sup>1</sup> (3,477/chair)	
<b>Ausland, Hayden</b> PhD Foreign Languages and Literatures	C	49,908	AY	56,405 <sup>P</sup>	13.02%
<b>Bachmann, Marlene S.</b> MS Director, Field Services Curriculum and Instruction	C	65,714 (inc 3,000/stipend)	FY (11)	67,595 (inc 3,000/stipend)	
<b>Balch, Robert W.</b> PhD Sociology	C	60,110	AY	61,913	
<b>Barrett, Richard N.</b> PhD Economics	C	65,208	AY	69,417 <sup>M</sup>	6.45%
<b>Barrett, Sharon S.</b> MA School of Journalism	C	57,034	AY	58,745	
<b>Bedunah, Donald J.</b> PhD School of Forestry	C	53,805	AY	55,419	
<b>Beed, Teresa K.H.</b> DBA, CPA Director of Graduate Business Programs Accounting and Finance	C	86,474 (inc 2,000/stipend)	AY	89,008 (inc 2,000/stipend)	
<b>Belsky, Jill M.</b> PhD Sociology	C	62,698 (inc 3,108/chair)	AY	66,739 <sup>M</sup> (inc 3,108/chair)	6.78%
<b>Beltramo, Anthony F.</b> PhD Foreign Languages and Literatures	C	59,107	AY	60,880	
<b>Bigley, Bruce M.</b> PhD English	C	74,127 (inc 3,477/chair)	AY	76,247 (inc 3,477/chair)	
<b>Billstein, Richard W.</b> EdD Mathematical Sciences (Research)	C	97,740 <sup>1</sup>	AY	102,925 <sup>1M</sup>	5.30%
<b>Bolton, Randy</b> PhD Drama/Dance	C	59,604 (inc 1,554/co-chair)	AY	61,346 (inc 1,554/co-chair)	
<b>Borgmann, Albert</b> PhD Philosophy (Regents' Professor)	C	91,700	AY	96,704 <sup>M</sup>	5.46%
<b>Boyd, Lance R.</b> MFA	C	59,406	AY	61,188	

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(Faculty salaries, rank and tenure reflect 2001-02 status with approved applicable market adjustment increases, promotion, inversions, and tenure changes in accordance with the University Faculty Association Collective Bargaining Agreement. Academic year appointments unless otherwise stated. All increases are calculated at 3.0% unless otherwise stated.)

Name, Degree, Department	Tenure	2001-2002 Salary	AY/ FY	2002-2003 Salary Effective 11/01/02	% of Change
Director, Jazz Studies Music					
<b>Brenner, Gerry</b> PhD English	C	70,735	AY	75,110 <sup>M</sup>	6.19%
<b>Bridges, Richard J.</b> PhD Pharmaceutical Sciences	C	83,495 <sup>1</sup>	AY	88,253 <sup>1M</sup>	5.70%
<b>Brod, Rodney L.</b> PhD Sociology	C	67,905	AY	69,942	
<b>Bromenshenk, Jerry J.</b> PhD Division of Biological Sciences (Research)	N-T	82,262 <sup>2</sup>	AY	84,730 <sup>2</sup>	
<b>Brown, Michael R.</b> JD, CPA Accounting and Finance	C	82,206	AY	84,672	
<b>Bruya, Marilyn</b> MFA Art	C	56,338	AY	58,028	
<b>Burke, Edwin J.</b> PhD School of Forestry	C	53,339	AY	54,939	
<b>Burns, Clarence E.</b> EdD Health and Human Performance	C	58,992 (inc 3,108/chair)	AY	57,561	
<b>Camp, George C.</b> PhD Psychology	C	57,761	AY	59,494	
<b>Campbell, Gregory R.</b> PhD Anthropology	C	55,524 (inc 2,667/chair)	AY	59,363 <sup>M</sup> (inc 2,667/chair)	7.26%
<b>Campbell, MaryEllen</b> MA Marketing and Management	C	85,133	AY	89,940 <sup>M</sup>	5.65%
<b>Chin, Beverly A.</b> PhD English	C	65,985	AY	67,965	
<b>Cleveland, Gary</b> PhD Marketing and Management	C	81,335 (inc 2,000/stipend)	AY	83,715 (inc 2,000/stipend)	
<b>Clow, Richmond L.</b> PhD Native American Studies	C	56,111	AY	60,047 <sup>M</sup>	7.01%
<b>Cochran, Gayle A.</b> PharmD Pharmacy Practice	C	78,241	FY	80,588	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Cook, Thomas H.</b> DA Music	C	69,314 (inc 3,477/chair)	AY	67,812	
<b>Curnow, Maureen C.</b> PhD Foreign Languages and Literatures	C	68,397 (inc 3,477/chair)	AY	66,868	
<b>Curry, Lewis A.</b> PhD Health and Human Performance	C	49,518	AY	56,004 <sup>P</sup>	13.10%
<b>Dailey, Richard T.</b> PhD Marketing and Management	C	83,989 (LWOP)	AY	86,509	
<b>Dalenberg, Douglas R.</b> PhD Economics	C	61,621	AY	63,470	
<b>Derrick, William R.</b> PhD Mathematical Sciences	C	82,528	AY	85,004	
<b>Dial, Kenneth P.</b> PhD Division of Biological Sciences	C	59,719	AY	63,764 <sup>M</sup>	6.77%
<b>Dietrich, Paul A.</b> PhD Liberal Studies	C	58,770	AY	63,200 (inc 2,667/chair)	
<b>Docktor, William J.</b> PharmD Pharmacy Practice	C	75,921	FY	78,199	
<b>Douglas, John</b> PhD Anthropology	C	52,398	AY	58,970 <sup>P</sup>	12.54%
<b>Doyle, Daniel P.</b> PhD Sociology	C	57,270	AY	58,988	
<b>Drake, Richard</b> PhD History	C	72,194	AY	76,613 <sup>M</sup>	6.12%
<b>Elliott, Deni</b> EdD Director of Ethics Philosophy	C	68,769	AY	75,002 <sup>1M</sup>	9.06%
<b>England, Esther L.</b> BA Music	C	54,512	AY	56,692	
<b>Evans, Gerald E.</b> PhD Marketing and Management	C	87,162	AY	89,777	
<b>Eyer, Charles L.</b> PhD Pharmaceutical Sciences	C	79,875	FY	84,524 <sup>M</sup>	5.82%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Fandozzi, Phillip R.</b> PhD Liberal Studies	C	60,039 (inc 2,667/chair)	AY	59,093	
<b>Farr, William E.</b> PhD Associate Director, O'Connor Center for the Rocky Mountain West History	C	89,983 <sup>1</sup>	FY	94,935 <sup>1M</sup>	5.50%
<b>Field, Richard J.</b> PhD Chemistry	C	82,772	AY	87,508 <sup>M</sup>	5.72%
<b>Fleming, Maureen J.</b> PhD Marketing and Management	C	87,592	AY	92,473 <sup>M</sup>	5.57%
<b>Flores, Dan L.</b> PhD History	C	75,113	AY	79,619 <sup>M</sup>	6.0%
<b>Foor, Thomas A.</b> PhD Anthropology	C	52,911	AY	54,498	
<b>Foresman, Kerry R.</b> PhD Division of Biological Sciences Zoology	C	53,568	AY	55,175	
<b>Frey, Linda S.</b> PhD History	C	86,177	AY	91,015 <sup>M</sup>	5.61%
<b>Fritz, Harry W.</b> PhD History	C	79,021 (inc 3,108/chair)	AY	81,298 (inc 3,108/chair)	
<b>Furniss, Jerry L.</b> JD Marketing and Management	C	74,453	AY	78,940 <sup>M</sup>	6.03%
<b>Gajdosik, Richard L.</b> PhD Physical Therapy	C	76,244	AY	80,784 <sup>M</sup>	5.95%
<b>Gannon, James E.</b> PhD Division of Biological Sciences	C	60,386	AY	62,198	
<b>Garthwait, Cynthia L.</b> MSW Social Work	C	57,417 (inc 3,108/chair)	AY	59,046 (inc 3,108/chair)	
<b>Gideon, Rudy A.</b> PhD Mathematical Sciences	C	66,607	AY	68,605	
<b>Gillison, Linda</b> PhD Foreign Languages and Literatures	C	46,577	AY	57,067 <sup>P</sup> (inc 3,477/chair)	15.06%
<b>Glass, Fern A.</b> MM	C	47,181	AY	53,596 <sup>P</sup>	13.60%

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
Music					
<b>Goedicke, Patricia MA</b> English	C	64,989	AY	66,939	
<b>Granath, Willard O., Jr. PhD</b> Division of Biological Sciences Microbiology	C	56,563 <sup>1</sup>	AY	58,260 <sup>1</sup>	
<b>Greene, Jeffrey D. PhD</b> Political Science	C	53,590	AY	55,198	
<b>Grieves, Forest L. PhD</b> Political Science	C	66,906	AY	68,913	
<b>Gritzner, Jeffrey A. PhD</b> Geography	C	56,692 (inc 2,667/chair)	AY	60,566 <sup>M</sup> (inc 2,667/chair)	7.17%
<b>Grund, Vernon R. PhD</b> Pharmaceutical Sciences Assistant to the Vice President of Research and Development for Health Sciences	C	108,684 (inc 3,477/chair & 6,500/stipend)	FY	111,645 (inc 3,477/chair & 6,500/stipend)	
<b>Haber, Paul PhD</b> Political Science	C	53,590	AY	55,198	
<b>Haddad, Nabil F. PhD</b> Psychology	C	77,719 (inc 3,477/chair)	FY	82,199 <sup>M</sup> (inc 3,477/chair)	6.03%
<b>Hauer, F. Richard PhD</b> Flathead Lake Biological Station (Research)	N-T	107,117 <sup>1</sup> (inc 17,570/stipend)	FY	112,124 <sup>1</sup> (inc 17,570/stipend)	
<b>Hausmann, Robert B. PhD</b> Linguistics	C	67,307	AY	69,326	
<b>Hayes, Louis D. PhD</b> Political Science	C	67,859	AY	72,148 <sup>M</sup>	6.32%
<b>Hesla, Steven K. MM</b> Music	C	54,683	AY	56,323	
<b>Hirstein, James J. EdD</b> Mathematical Sciences	C	74,158 <sup>1</sup> (inc 3,477/chair)	FY	82,112 <sup>1M</sup> (inc 3,477/chair)	11.25%
<b>Holben, William E. PhD</b> Division of Biological Sciences	C	64,890 <sup>1</sup> (.85 FTE)	AY	66,837 <sup>1</sup>	
<b>Holian, Andrij PhD</b>	C	112,723 <sup>2</sup>	AY	117,032 <sup>2</sup>	4.0%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

**(7) FOR INFORMATIONAL PURPOSES ONLY****2002-2003 FACULTY ROSTER:**

**(Faculty salaries, rank and tenure reflect 2001-02 status with approved applicable market adjustment increases, promotion, inversions, and tenure changes in accordance with the University Faculty Association Collective Bargaining Agreement. Academic year appointments unless otherwise stated. All increases are calculated at 3.0% unless otherwise stated.)**

<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
Toxicology, Pharmaceutical Sciences (Research) Director, Center for Environmental Health Sciences		(inc 5,000/stipend)		(inc 5,000/stipend)	
<b>Horejsi, Charles R.</b> PhD Social Work	C	74,031	AY	76,252	
<b>Huff, Thomas P.</b> PhD Philosophy/School of Law	C	64,707	AY	66,648 (.89 FTE)	
<b>Hutto, Richard L.</b> PhD Division of Biological Sciences	C	58,934	AY	60,702	
<b>Hyndman, Donald W.</b> PhD Geology	C	85,680	AY	88,250	
<b>Jacobs, James P.</b> PhD Physics and Astronomy	C	50,946	AY	60,141 <sup>P</sup> (inc 2,667/chair)	12.81%
<b>James, David A.</b> MFA Art	C	50,507	AY	52,022	
<b>Jeffrey, Balfour D.</b> PhD Psychology	C	51,981	AY	53,540	
<b>Jenne, Stanley E.</b> PhD Accounting and Finance	C	79,453 (inc 3,108/chair)	AY	83,996 <sup>M</sup> (inc 3,108/chair)	5.95%
<b>Jenni, Catherine C.</b> PhD Educational Leadership and Counseling	C	56,986 (inc 1,000/stipend)	AY	60,919 <sup>M</sup> (inc 1,000/stipend)	7.02%
<b>Judd, Ralph C.</b> PhD Division of Biological Sciences	C	67,395	AY	69,417	
<b>Justman, Stewart</b> PhD English	C	67,114	AY	71,380 <sup>M</sup>	6.36%
<b>Kalachev, Leonid V.</b> PhD Mathematical Sciences	C	59,134 (inc 1,925/co-chair)	AY	61,178 <sup>M</sup> (.75 FTE)	6.94%
<b>Kia, Mehrdad</b> PhD History	C	53,590	AY	57,451 <sup>M</sup>	7.20%
<b>Kiely, Donald E.</b> PhD Director, Shafizadeh Center Chemistry	C	87,495	AY	90,120	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Kilgore, Delbert L.</b> PhD Division of Biological Sciences	C	60,002 <sup>1</sup>	AY	61,802 <sup>1</sup>	
<b>Knowles, William L.</b> BA Radio/TV	C	55,434 (inc 2,667/chair)	AY	57,017 (inc 2,667/chair)	
<b>Koehn, Peter H.</b> PhD Political Science	C	65,980	AY	67,959	
<b>Koester, Lynne Sanford</b> PhD Psychology	C	74,858	AY	79,357 <sup>M</sup>	6.01%
<b>Kriley, James D.</b> PhD Drama/Dance	C	74,487	AY	76,722	
<b>Kukuk, Penolope</b> PhD Division of Biological Sciences (Research)	C	52,654 <sup>1</sup> (.50 FTE)	AY	54,234 <sup>1</sup> (.50 FTE)	
<b>LaBonty, Janice L.</b> PhD Communication Studies	C	55,687	AY	59,611 <sup>M</sup>	7.05%
<b>Lauren, Paul G.</b> PhD History Regents' Professor	C	104,532	AY	107,668	
<b>Leonard, Charles T.</b> PhD Physical Therapy	C	72,650 (.50 FTE)	AY	74,830	
<b>Lo, Elizabeth A.</b> MFA Art	C	60,475 (.75 FTE)	AY	64,542 <sup>M</sup>	6.73%
<b>Lockridge, Kenneth A.</b> PhD History	C	84,407	AY	89,192 <sup>M</sup> (.50 FTE)	5.67%
<b>Lopach, James J.</b> PhD Political Science Faculty Athletics Representative	C	74,650 (inc 2,150/stipend)	AY	76,825 (inc 2,150/stipend)	
<b>Lott, Carolyn</b> EdD Curriculum and Instruction	C	49,469	AY	55,953 <sup>P</sup>	13.11%
<b>Lott, Johnny W.</b> PhD Mathematical Sciences (Research)	C	81,477 <sup>1</sup>	AY	98,306 <sup>2M</sup>	20.65%
<b>Luckowski, Jean A.</b> EdD Curriculum and Instruction	C	56,143	AY	57,827	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Lundt, John C.</b> EdD Educational Leadership and Counseling	C	55,900	AY	59,830 <sup>M</sup>	7.03%
<b>Manuel, Timothy</b> PhD Accounting and Finance	C	79,277	AY	86,655 <sup>P</sup>	9.31%
<b>Marcum, Carroll L.</b> PhD School of Forestry	C	53,991	AY	55,611	
<b>Mattina, Anthony</b> PhD Linguistics	C	72,925 (inc 2,667/stipend)	AY	75,033 (inc 2,667/stipend)	
<b>Mayer, Michael S.</b> PhD History	C	49,551	AY	51,038	
<b>McBroom, William H.</b> PhD Sociology	C	70,532	AY	74,901 <sup>M</sup>	6.19%
<b>McClintock, Michael W.</b> PhD English	C	54,354	AY	55,985	
<b>McCool, Stephen F.</b> PhD Interim Associate Director, Montana Forest and Conservation Experiment Station Acting Associate Dean, School of Forestry	C	73,324 (inc 2,500/stipend)	AY	75,202 <sup>M</sup>	6.18%
<b>McCormick, Dennis R.</b> PhD Foreign Languages and Literatures	C	61,193	AY	63,029	
<b>McDonald, Roger D.</b> MM Music	C	53,713	AY	55,324	
<b>McKenna, Marian J.</b> PhD Curriculum and Instruction	C	56,386	AY	58,078	
<b>McQuillan, Alan G.</b> PhD School of Forestry	C	56,271	AY	57,959	
<b>McRae, D. George</b> PhD Mathematical Sciences	C	63,908	AY	65,825	
<b>Miller, Arthur W.</b> PhD Health and Human Performance	C	50,318	AY	54,936 (inc 3,108/chair)	
<b>Miller, Paul E.</b> PhD Sociology	C	69,104	AY	71,177	
<b>Miller, Sarah Johnston</b> PharmD Pharmacy Practice	C	78,219	FY	80,566	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Milner, Kelsey S.</b> PhD School of Forestry	C	56,040 <sup>1</sup>	AY	57,721 <sup>1</sup>	
<b>Milodragovich, Christine L.</b> MA Drama/Dance	C	65,466 (inc 1,554/co-chair)	AY	67,383 (inc 1,554/co-chair)	
<b>Minier, Sigyn C.</b> PhD Foreign Languages and Literatures	C	59,292	AY	61,071	
<b>Minnick, Michael F.</b> PhD Division of Biological Sciences	C	58,844	AY	60,609	
<b>Mohr, J. Jacqueline</b> PhD Marketing and Management	C	82,372	AY	89,843 <sup>P</sup>	9.07%
<b>Moore, Johnnie N.</b> PhD Geology	C	72,737 <sup>1</sup>	AY	74,919 <sup>1</sup>	
<b>Morton, Jack K.</b> JD Marketing and Management	C	74,721	AY	76,963	
<b>O'Donnell, Dennis J.</b> PhD Economics	C	59,769 (.75 FTE)	AY	61,562	
<b>Oelz, Erling R.</b> MS Director, Public Services Library Sciences	C	64,493	FY	66,428	
<b>Pape, Gregory</b> MFA English	C	56,195	AY	57,881	
<b>Patterson, David A.</b> PhD Mathematical Sciences	C	57,989 (.75 FTE)	AY	59,729	
<b>Peterson, Audrey K.</b> MS Curriculum and Instruction	C	61,802	AY	63,656	
<b>Photiades, John G.</b> PhD Economics	C	65,153	AY	67,108	
<b>Pletscher, Daniel H.</b> PhD School of Forestry	C	78,378	AY	80,729	
<b>Power, Thomas M.</b> PhD Economics	C	77,034 (inc 3,108/chair)	AY	79,252 (inc 3,108/chair)	
<b>Proctor, Joseph Moore</b> MFA Drama/Dance	C	48,928	AY	50,396	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Queen, Lloyd P.</b> PhD School of Forestry	C	64,993 <sup>1</sup>	AY	66,943 <sup>1</sup>	
<b>Rabinovitch, Judith</b> PhD Foreign Languages and Literatures	C	74,843 <sup>2</sup>	AY	77,088 <sup>2</sup>	
<b>Ragsdale, Amy Wilmott</b> MA Drama/Dance	C	51,346	AY	52,886	
<b>Regel, Roy W.</b> PhD, CPA Accounting and Finance	C	82,190	AY	84,656	
<b>Richards, Dennis L.</b> MA Library Sciences	C	64,325	FY	66,255	
<b>Richter, Scott T.</b> MEd Director, Athletic Training Health and Human Performance	C	49,301	AY	50,780	
<b>Rippon, Thomas M.</b> MFA Art	C	60,162	AY	61,967	
<b>Rivey, Michael P.</b> MS Pharmacy Practice	C	69,237	FY	73,567 <sup>M</sup>	6.25%
<b>Rolfe, Oliver W.</b> PhD Foreign Languages and Literatures	C	59,283	AY	61,061	
<b>Rose, Stanley L.</b> PhD Foreign Languages and Literatures	C	52,742	AY	54,324	
<b>Rosenberg, Edward</b> PhD Chemistry	C	89,982 (inc 3,477/chair)	AY	94,830 <sup>M</sup> (inc 3,477/chair)	5.60%
<b>Ross, J.B. Alexander</b> PhD Chemistry	C	70,000 <sup>1</sup>	AY	76,890 <sup>1</sup>	
<b>Roy, Thomas M.</b> MA Environmental Studies	C	69,826 (inc 3,108/chair)	AY	71,828 (inc 3,108/chair)	
<b>Running, Steven W.</b> PhD School of Forestry	C	84,106	AY	86,629	
<b>Schulberg, David A.</b> PhD Psychology	C	71,586	AY	73,734	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Schuster, Bonnie MA</b> Monographic/Serials Acquisitions Librarian Library Sciences	C	62,943 (inc 1,075/stipend)	FY	64,799 (inc 1,075/stipend)	
<b>Sears, James W. PhD</b> Geology	C	61,388	AY	63,230	
<b>Sheldon, Andrew L. PhD</b> Division of Biological Sciences Zoology	C	59,317	AY	61,097	
<b>Sheriff, Steven PhD</b> Geology	C	67,652 (inc 3,108/chair)	AY	71,841 <sup>M</sup> (inc 3,108/chair)	6.49%
<b>Shoostari, Nader PhD</b> Marketing and Management	C	90,701 (inc 3,108/chair)	AY	95,582 <sup>M</sup> (inc 3,108/chair)	5.57%
<b>Siebert, Steve PhD</b> School of Forestry	C	50,985 (.67 FTE)	AY	57,515 <sup>P</sup>	12.81%
<b>Siler, Jocelyn F. MFA</b> English	C	58,324	AY	60,074	
<b>Sillars, Alan PhD</b> Communication Studies	C	63,993 (inc 2,667/chair)	AY	65,833 (inc 2,667/chair)	
<b>Silverman, Paul S. PhD</b> Psychology	C	55,460	AY	57,124	
<b>Skelton, Randall R. PhD</b> Anthropology	C	53,871	AY	55,487	
<b>Smith, Garon PhD</b> Chemistry	C	54,287	AY	60,916 <sup>P</sup>	12.21%
<b>Sommers-Flanagan, Rita K. PhD</b> Educational Leadership and Counseling	C	63,719	AY	65,631	
<b>Sondag, K. Ann PhD</b> Health and Human Performance	C	59,826	AY	61,621	
<b>Sorenson, Larry (Dean) PhD</b> Educational Leadership and Counseling	C	55,546 (inc 2,667/chair)	AY	62,132 <sup>P</sup> (inc 2,667/chair)	12.45%
<b>Sponberg, Alan PhD</b> Liberal Studies	C	59,088	AY	60,861	

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<b>Name, Degree, Department</b>	<b>Tenure</b>	<b>2001-2002 Salary</b>	<b>AY/ FY</b>	<b>2002-2003 Salary Effective 11/01/02</b>	<b>% of Change</b>
<b>Spores, John C.</b> PhD Social Work	C	64,542	AY	66,478	
<b>Stanley, George D., Jr.</b> PhD Geology	C	65,072	AY	67,024	
<b>Stroethoff, Karel M.</b> PhD Mathematical Sciences	C	59,930	AY	61,728	
<b>Tangedahl, Lee N.</b> DBA Marketing and Management	C	83,554	AY	86,061	
<b>Thomas, Jack Ward</b> PhD Boone and Crockett School of Forestry (Adjunct)	N-T	136,575 <sup>2</sup>	FY	140,672 <sup>2</sup>	
<b>Thompson, Charles M.</b> PhD Medical Chemistry and Toxicology School of Pharmacy and Allied Health Sciences	C	100,198 <sup>2</sup>	AY	103,204 <sup>2</sup>	
<b>Thompson, Graham R.</b> PhD Geology	C	69,487	AY	71,572	
<b>Tilton, Barbara T.</b> MEd Art	C	47,433	AY	55,410 <sup>P</sup> (inc 1,554/co-chair)	13.54%
<b>Tompkins, Jonathan R.</b> PhD Political Science	C	60,876 (inc 1,500/stipend & 3,108/chair)	AY	62,564 (inc 1,500/stipend & 3,108/chair)	

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<b>Tonev, Toma V.</b> PhD Mathematical Sciences	C	57,123	AY	58,837	
<b>Townsend, Burke A.</b> PhD Philosophy	C	61,686 (inc 3,108/chair)	AY	63,443 (inc 3,108/chair)	
<b>Uchimoto, Eijiro</b> PhD Physics and Astronomy	C	60,164 (inc 2,667/chair)	AY	59,222	
<b>Unger, Kay Carol</b> PhD Economics	C	63,033	AY	64,924	
<b>van den Pol, Richard A.</b> PhD Director, Co-Teach Educational Research and Services Curriculum and Instruction	C	106,630 <sup>1</sup>	AY	109,829 <sup>1</sup>	
<b>Vanita, Ruth</b> PhD Liberal Studies	C	45,034	AY	53,590 <sup>P</sup>	19.0%
<b>VanValkenburg, Carol B.</b> PhD School of Journalism	C	58,648 (inc 3,108/chair)	AY	60,314 (inc 3,108/chair)	
<b>Waali, Edward E.</b> PhD Chemistry	C	76,803	AY	79,107	
<b>Wakimoto, Ronald</b> PhD School of Forestry	C	58,843 <sup>1</sup>	AY	62,861 <sup>TM</sup>	6.83%
<b>Walton, Richard E.</b> PhD Philosophy	C	54,737	AY	56,379	
<b>Watson, Vicki J.</b> PhD Environmental Studies	C	59,492	AY	61,277	
<b>Weber, Joseph A.</b> PhD, CPA Accounting and Finance	C	82,483	AY	87,210 <sup>M</sup>	5.73%
<b>West, Philip</b> PhD Mansfield Professor of Modern Asian Affairs History	C	77,359 <sup>1</sup>	AY	79,680 <sup>2</sup>	
<b>Whiddon, Thomas R.</b> EdD Health and Human Performance	C	53,344	AY	54,944	
<b>Willard, E. Earl</b> PhD School of Forestry	C	54,696	AY	56,337	
<b>Williams, Ann K.</b> PhD Physical Therapy School of Pharmacy and Allied Health Sciences	C	83,110 (inc 2,667/chair)	AY	85,523 (inc 2,667/chair)	
<b>Williams, Patrick C.</b> MA Music	C	57,441	AY	59,164	
<b>Wilson, Paul B.</b> PhD Geography	C	58,114	AY	59,857	

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<b>Winston, Donald II</b> PhD Geology	C	66,164	AY	68,149	
<b>Woessner, William W.</b> PhD Geology	C	70,882	AY	75,261 <sup>M</sup>	6.18%
<b>Work, Clemens P.</b> JD Graduate Director School of Journalism	C	52,707 (inc 1,500/stipend)	AY	52,743	
<b>Wright, Alden H.</b> PhD Computer Science	C	81,052 (inc 2,667/chair)	AY	85,657 <sup>M</sup> (inc 2,667/chair)	5.87%
<b>Zuuring, Hans R.</b> PhD School of Forestry	C	85,077	FY	87,629	
<b>Associate Professors:</b>					
<b>Adams, Earle R.</b> PhD Chemistry (Research)	N-T	40,000 <sup>2</sup>	FY	41,200 <sup>2</sup>	
<b>Alaback, Paul</b> PhD School of Forestry	C	47,488 (.75 FTE)	AY	51,166 <sup>M</sup>	7.75%
<b>Allington, Douglas R.</b> PhD Pharmacy Practice	N-T	64,030	FY	65,951	
<b>Ametsbichler, Elizabeth G.</b> PhD Foreign Languages and Literatures	C	49,961 (.75 FTE)	AY	53,713 <sup>M</sup>	7.51%
<b>Antonioli, Michele C.</b> MFA Drama/Dance	P	31,168	AY	41,128 <sup>P</sup>	31.96%
<b>Appelbaum, Irene N.</b> PhD Philosophy	P	42,428	AY	46,201 <sup>P</sup>	8.89%
<b>Arnold, Nancy L.</b> MA Sociology/Rural Institute (Research)	N-T	50,570 <sup>2</sup>	FY	52,087 <sup>2</sup>	
<b>Baldrige, Margaret E.</b> MM Music	C	44,161	AY	45,486	
<b>Bailey, James</b> MFA Art	C	45,743 (inc 3,108/chair)	AY	43,914	
<b>Bartels, Cathy L.</b> PharmD Pharmacy Practice	C	65,985 <sup>2</sup>	FY	67,965 <sup>2</sup>	
<b>Basinski, Anne C.</b> MM Music	C	40,307	AY	41,516	
<b>Beall, Howard D.</b> PhD School of Pharmacy and Allied Health Sciences	C	60,620	AY	64,692 <sup>M</sup>	6.72%
<b>Beck, David</b> PhD Native American Studies	P	43,260	AY	44,558	

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<b>Beed, Douglas A.</b> EdD Associate Director, EOS Education Project Curriculum and Instruction	P	76,956 <sup>1</sup>	AY	79,264 <sup>1</sup>	
<b>Blank, Lisa M.</b> PhD Director of Graduate Program, UM-Western Curriculum and Instruction	C	42,209	AY	43,475	
<b>Bolstad, Stephen P.</b> MM Music	C	41,711	AY	42,962	
<b>Bonjorni, Mary Ann</b> MFA Art	C	45,549	AY	46,915	
<b>Borrie, William T.</b> PhD School of Forestry	C	47,940	AY	49,378	
<b>Bradstock, Timothy R.</b> PhD Foreign Languages and Literatures	C	47,237	AY	48,654	
<b>Brewer, Carol</b> PhD Division of Biological Sciences	C	56,499 <sup>1</sup>	AY	60,447 <sup>1M</sup>	6.99%
<b>Brewer, Sarah (Sally) M.</b> PhD Curriculum and Instruction	C	55,211 <sup>1</sup> (inc 1,739/chair)	AY	55,076 <sup>1</sup>	
<b>Broberg, Leonard E.</b> PhD Environmental Studies	C	59,988	AY	61,788	
<b>Brod, Mary J.</b> MA Mathematical Sciences (Adjunct)	N-T	52,007	AY	53,567	
<b>Brown, Barry N.</b> MA Librarian Library Sciences	C	51,697	FY	53,248	
<b>Brown, Fletcher</b> PhD Curriculum and Instruction/Environmental Studies	C	43,326	AY	44,626	
<b>Bruce, Heather E.</b> PhD English	P	43,260	AY	47,058 <sup>P</sup>	8.78%
<b>Bruneau, Carol</b> PhD Marketing and Management	P	65,542	AY	70,008 <sup>P</sup>	6.81%
<b>Burfeind, James W.</b> PhD Sociology	C	53,446	AY	55,049	
<b>Bustos-Fernandez, Maria J.</b> PhD Foreign Languages and Literatures	C	50,767	AY	52,290	
<b>Callaway, Ragan M.</b> PhD Division of Biological Sciences	C	55,840 (.75 FTE)	AY	57,515	
<b>Canty, Kevin M.</b> MFA English	C	56,904	AY	60,864 <sup>M</sup>	6.96%

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<b>Chacon, Hipolito R.</b> PhD Art	C	45,515	AY	46,880	
<b>Charles, Christopher C.</b> PhD English	C	47,985	AY	51,678 <sup>M</sup>	7.70%
<b>Cobbs, Georgia A.</b> PhD Curriculum and Instruction	C	47,000	AY	48,410	
<b>Cochran, Todd G.</b> PhD Pharmaceutical Sciences	C	67,060	FY	69,072	
<b>Coffin, Douglas J.</b> PhD Pharmaceutical Sciences	C	58,038	AY	59,779	
<b>Connell, Stephen T.</b> MA Art	C	49,521	AY	51,007	
<b>Cook, Ann F.</b> PhD Psychology (Research/Adjunct)	N-T	59,000 <sup>2</sup>	AY	60,770 <sup>2</sup>	
<b>Cooley, Belva J.</b> PhD Marketing and Management	P	80,619 (inc 2,667/chair)	AY	82,958 (inc 2,667/chair)	
<b>Cracolice, Mark S.</b> PhD Chemistry	C	50,109	AY	51,612	
<b>Crawford, Anthony J.</b> PhD Accounting and Finance	C	70,245	AY	72,352	
<b>Crummy, M. Ione</b> PhD Foreign Languages and Literatures	C	46,955	AY	50,617 <sup>M</sup>	7.80%
<b>Dean, Mark A.</b> MFA Drama/Dance	C	41,445	AY	42,688	
<b>DeGrandpre, Michael D.</b> PhD Chemistry	C	49,924	AY	51,422	
<b>DeLuca, Thomas H.</b> PhD School of Forestry	C	54,235	AY	55,862	
<b>Dybdal, Laura G.</b> PhD Health and Human Performance	C	41,034	AY	42,265	
<b>Earling, Debra M.</b> MFA English/Native American Studies	C	46,766	AY	48,169	
<b>Eglin, John A.</b> PhD History	C	41,901	AY	43,158	
<b>Emlen, Douglas</b> PhD Division of Biological Sciences	C	54,000	AY	58,120 <sup>P</sup>	7.63%
<b>Erickson, David R.</b> PhD Curriculum and Instruction	C	71,615 <sup>1</sup>	AY	73,763 <sup>1</sup>	
<b>Fiedler, Carl E.</b> PhD	N-T	47,224 <sup>1</sup>	AY	48,641 <sup>1</sup>	

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## School of Forestry

<b>Finn, Janet</b> PhD Social Work	C	50,000	AY	51,500	
<b>Fiore, Christine</b> PhD Director, Clinical Training Psychology	C	69,784	FY	74,131 <sup>M</sup>	6.23%
<b>Freeman, David S.</b> PhD Pharmaceutical Sciences	P	55,517	AY	57,183	
<b>Freimund, Wayne</b> PhD Director, Wilderness Institute Forestry	C	57,719 <sup>1</sup>	AY	59,451 <sup>1</sup>	
<b>Friend, David B.</b> PhD Physics and Astronomy	C	48,872	AY	50,338	
<b>Fromm, Martin</b> MFA Art	C	38,628	AY	39,787	
<b>Funk, Gary D.</b> DMA Director, Choral Activities Music	C	40,841	AY	42,066	
<b>Gadbow, Kathleen M.</b> MFA Writing Lab Director English (Adjunct)	N-T	41,111	AY	42,344	
<b>Gajdosik, Carrie G.</b> MS Physical Therapy	C	62,844	AY	64,729	
<b>Gerdes, John M.</b> PhD Chemistry	P	55,000 <sup>2</sup>	AY	56,650 <sup>2</sup>	
<b>Glendening, John R.</b> PhD English	C	43,630	AY	44,939	
<b>Graham, Jonathan M.</b> PhD Mathematical Sciences	C	52,126	AY	53,690	
<b>Granath, Kimberly Miller</b> MLS Electronic Resources Librarian Library Sciences	C	39,354	FY	40,535	
<b>Greene, Frederick P.</b> PhD Division of Biological Sciences	C	47,428	AY	51,104 <sup>M</sup>	7.75%
<b>Grey, Ramona J.</b> PhD Political Science Co-Director, Women's Studies Program	C	44,941	AY	46,289	
<b>Greymorning, Stephen</b> PhD Native American Studies/Anthropology	C	46,727	AY	48,129	

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

<b>Grimes, Mark L.</b> PhD Division of Biological Sciences	P	55,000 <sup>1</sup>	AY	56,650 <sup>1</sup>	
<b>Hall, Robert Stuart</b> PhD Psychology	C	57,088	AY	58,801	
<b>Harrison, Brady A.</b> PhD English	C	43,371	AY	44,672	
<b>Hayden, Sara E.</b> PhD Communication Studies	C	47,243	AY	48,660	
<b>Hendrix, Marc S.</b> PhD Geology	C	49,781	AY	51,274	
<b>Henry, Joel E.</b> PhD Computer Science	P	68,620	AY	70,679	
<b>Herron, Terri</b> ABD Accounting and Finance	P	70,657	AY	75,277 <sup>P</sup>	6.54%
<b>HesselIn, Hayley F.</b> PhD School of Forestry	P	46,618 <sup>2</sup>	AY	48,017 <sup>2</sup>	
<b>Higgins, Kathryn Elaine</b> MSL.S Assistant Catalog Librarian Library Sciences	C	48,091	FY	49,534	
<b>Hinman, Nancy W.</b> PhD Geology	C	47,172	AY	48,587	
<b>Hoas, Helena I.</b> PhD Psychology (Research/Adjunct)	N-T	59,000 <sup>2</sup>	AY	60,770 <sup>2</sup>	
<b>Hunt, John S.</b> PhD English	C	48,020	AY	49,461	
<b>Ikeda, Elizabeth R.</b> MS, PT Physical Therapy	C	61,700	AY	63,551	
<b>Jabour, Anya</b> PhD History	C	46,666	AY	48,066	
<b>Johnson, Coburn R.</b> MAL.S Assistant Cataloger Library Sciences	C	47,382	FY	48,803	
<b>Johnson, Gregory T.</b> MFA Drama/Dance	C	45,483	AY	46,847	
<b>Johnston, Craig A.</b> PhD Pharmaceutical Sciences	C	87,374	FY	89,995	
<b>Kalm, Stephen L.</b> MA Music	C	44,137 (AY)	FY	61,480 <sup>M</sup> (inc 3,477/chair)	31.42%
<b>Kaufmann, Karen</b> MA Drama/Dance	P	33,795	AY	41,128 <sup>P</sup>	21.70%

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<b>Kavanaugh, Michael</b> PhD Neurophysiology Pharmaceutical Sciences	P		AY	63,000	0.0%
<b>Kayll, Peter M.</b> PhD Mathematical Sciences	C	50,226 (.75 FTE)	AY	53,986 <sup>M</sup>	7.49%
<b>Kelly, Karen L.</b> PhD Curriculum and Instruction	P	41,200	AY	44,936 <sup>P</sup>	9.07%
<b>Klocek, John W.</b> PhD Psychology	P	47,161	AY	48,576	
<b>Knight, Christopher J.</b> PhD English	P	42,453	AY	43,727	
<b>Krusel, Carolyn E.S.</b> PhD Mathematical Sciences	C	52,123 <sup>1</sup>	AY	55,891 <sup>1M</sup>	7.23%
<b>Kupilik, Michael H.</b> PhD Economics	C	47,360	AY	48,781	
<b>Laws, William R.</b> PhD Chemistry (Research)	N-T	60,000	FY	61,800 <sup>2</sup>	
<b>Ledbetter, Robert B.</b> DMA Music	C	44,437	FY	48,023 <sup>M</sup>	8.07%
<b>Loisel, Clary S.</b> PhD Foreign Languages and Literatures	C	44,625	AY	48,464 <sup>P</sup>	8.60%
<b>Lurie, Diana I.</b> PhD School of Pharmacy and Allied Health Sciences	C	57,928 <sup>1</sup>	AY	57,139	
<b>Mallory, Cathryn J.</b> MFA Art	C	40,071	AY	42,827 (1,554/co-chair)	
<b>McAuliffe, Dennis P.</b> BA School of Journalism	P	71,509 <sup>2</sup>	AY	73,654 <sup>2</sup>	
<b>McGregor, Gail M.</b> EdD Program Developer Rural Institute/Curriculum and Instruction (Research)	N-T	69,536 <sup>2</sup>	AY	71,622 <sup>2</sup>	
<b>McNamer, Deirdre M.</b> MFA English	C	55,893	AY	57,570 (LWOP)	
<b>McNulty, Jennifer M.</b> PhD Mathematical Sciences	C	52,277	AY	53,845	
<b>Mills, L. Scott</b> PhD School of Forestry/Division of Biological Sciences	C	60,825 <sup>1</sup>	AY	64,903 <sup>1M</sup>	6.70%
<b>Moore, David L.</b> PhD English	P	46,260	AY	50,148 <sup>P</sup>	8.40%

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<b>Morton, Donald</b> PhD Computer Science	C	51,694	AY	53,245	
<b>Mueller, Susan M.</b> MLS Director of Technical Services Library Science	C	50,263	FY	51,771	
<b>Mullin, Christopher G.</b> MA Associate Catalog Librarian Library Sciences	C	51,079	FY	52,611	
<b>Murphy, Michael R.</b> MFA Media Arts Director Fine Arts	P	47,526	AY	51,452 <sup>P</sup>	8.26%
<b>Nemani, Ramakrishna</b> PhD School of Forestry (Research)	N-T	61,120 <sup>2</sup>	AY	62,954 <sup>2</sup>	
<b>Nickerson, Norma P.</b> PhD School of Forestry (Adjunct)	N-T	61,972 <sup>1</sup>	FY	63,831 <sup>1</sup>	
<b>Opitz, David W.</b> PhD Computer Science	C	69,793	AY	74,140 <sup>M</sup>	6.23%
<b>Palmer, Christopher P.</b> PhD Chemistry	P	57,500 <sup>1</sup>	AY	59,225 <sup>1</sup>	
<b>Parker, Keith K.</b> PhD Pharmaceutical Sciences	C	65,242	FY	67,199	
<b>Patterson, Michael E.</b> PhD School of Forestry	C	47,175 <sup>2</sup>	AY	50,843 <sup>2M</sup>	7.78%
<b>Poss, Mary</b> PhD Division of Biological Sciences	P	46,202 <sup>1</sup>	AY	48,927 <sup>P</sup>	5.90%
<b>Prednawa, Ludmila</b> PhD Foreign Languages and Literatures	C	49,859	AY	51,355	
<b>Priestley, Nigel D.</b> PhD Chemistry	P	55,723	AY	59,648 <sup>M</sup>	7.04%
<b>Ramey, Maxine J.</b> MM Music	C	45,882	AY	47,258	
<b>Redmond, Roland L.</b> PhD School of Forestry (Research/Adjunct)	N-T	68,150 <sup>2</sup>	FY	70,195 <sup>2</sup>	
<b>Reider, Barbara</b> PhD Accounting and Finance	P	75,000	AY	77,250	
<b>Richards, Rebecca T.</b> PhD Sociology	C	47,642	AY	51,324 <sup>M</sup> (.86 FTE)	7.73%
<b>Rosenzweig, Raphael</b> PhD	P	63,500 <sup>1</sup>	AY	65,405 <sup>1</sup>	

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## Division of Biological Sciences

<b>Ruby, Brent C.</b> PhD Health and Human Performance	C	45,976	AY	47,355	
<b>Sala, Anna M.</b> PhD Division of Biological Sciences	C	50,470	AY	51,984	
<b>Samson, Sue</b> MLS Library Science	C	44,977	FY	46,326	
<b>Samuels, Scott D.</b> PhD Division of Biological Sciences	C	51,025	AY	52,556	
<b>Schantz, David</b> PhD Social Work	P	43,260	AY	47,058 <sup>P</sup>	8.78%
<b>Schuberg, Margaret L.</b> MM Music	P	39,429	AY	40,612	
<b>Seekins, Tom W.</b> PhD Associate Director Rural Institute/Psychology (Research)	N-T	78,169 <sup>2</sup>	FY	80,514 <sup>2</sup>	
<b>Shanley, Kathryn W.</b> PhD Native American Studies	C	79,417 (inc 2,667/chair)	FY	81,720 (inc 2,667/chair)	
<b>Six, Diana</b> PhD School of Forestry	P	43,545	AY	47,351 <sup>P</sup>	8.74%
<b>Skinner, Frederick W.</b> PhD History	C	45,514	AY	46,879	
<b>Slicer, Deborah</b> PhD Philosophy	C	47,861	AY	49,297	
<b>Smith, Jerry R.</b> PhD Pharmaceutical Sciences	C	61,254	FY	63,092	
<b>St. George, Gregory M.</b> PhD Mathematical Sciences	C	50,044	AY	51,545	
<b>Stolle, Darrell W.</b> MEd Educational Leadership and Counseling	P	47,894 <sup>1</sup>	AY	57,133 <sup>1P</sup>	19.29%
<b>Stratton, Timothy P.</b> PhD Pharmacy Practice	C	74,486 (inc 3,108/chair)	FY	76,627 (inc 3,108/chair)	
<b>Swibold, Dennis Lynn</b> MS School of Journalism	C	43,899 (.75 FTE)	AY	45,216	
<b>Szalda-Petree, Allen D.</b> PhD Psychology	C	57,753	AY	59,486	
<b>Trost, Melanie R.</b> PhD Communication Studies	P		AY	60,000 (.50 FTE)	0.0%

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<b>Valencich, Trina</b> PhD Chemistry (Adjunct)	N-T	38,858 <sup>1</sup>	AY	40,024 <sup>1</sup>	
<b>Valentin, Michel R.</b> PhD Foreign Languages and Literatures	C	51,306	AY	52,845	
<b>Voekel, Pamela</b> PhD History	P	39,372 (LWOP)	AY	43,053 <sup>P</sup>	
<b>Vonessen, Nikolaus</b> PhD Mathematical Sciences	C	50,351	AY	51,862 (.75 FTE)	
<b>von Reichert, Christiane</b> PhD Geography	C	44,506	AY	48,094 <sup>M</sup>	8.06%
<b>Waltz, Jennifer A.</b> PhD Psychology	C	53,283 (.97 FTE)	AY	54,881	
<b>Ware, Andrew</b> PhD Physics and Astronomy	C	45,289	AY	46,648	
<b>Wasta, Stephanie A.</b> PhD Curriculum and Instruction	C	43,295	AY	44,594	
<b>Watson, William D.</b> MFA Drama/Dance	C	39,940	AY	41,138	
<b>Weix, Gretchen Garnett</b> PhD Anthropology Co-Director, Women's Studies Program	C	49,154	AY	50,629	
<b>Winkler, Celia C.</b> ABD Sociology	C	45,470	AY	46,834	
<b>Yokelson, Robert James</b> PhD Chemistry (Research)	N-T	53,857 <sup>2</sup>	FY	55,473	
<b><u>Assistant Professors:</u></b>					
<b>Allison-Brunnell, Jodi</b> MLS Archivist Library Sciences	P	37,999	FY	39,139	
<b>Anderson, James A.</b> MM Orchestra Director Music	P	41,200	AY	42,436	
<b>Arens, Hiltrudis M.</b> PhD Foreign Languages and Literatures	P	41,200	AY	42,436	
<b>Baker, Robert M.</b> PhD English	P	38,244	AY	39,391	
<b>Barnes, Lisa C.</b> MBA Pharmacy Practice (Adjunct)	N-T	59,025	FY	60,796	

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<b>Beall, Donna G.</b> PharmD School of Pharmacy and Allied Health Sciences (Adjunct)	N-T	65,922 <sup>1</sup>	FY	67,900 <sup>1</sup>	
<b>Belz, John</b> PhD Physics and Astronomy	P		AY	43,500	0.0%
<b>Belz, Mary Jane</b> DMA Music	P	39,140	AY	40,314	
<b>Bergman, Jill</b> PhD English	P	39,953	AY	41,152	
<b>Blunt, Judy J.</b> MFA English (Adjunct)	N-T	31,124	AY	32,058	
<b>Bookwalter, Jeffrey T.</b> PhD Economics (Adjunct)	N-T	40,000	AY	41,200	
<b>Brown, Blakely D.</b> PhD Health and Human Performance	P		AY	42,000	0.0%
<b>Cabell, Charles</b> PhD Foreign Languages and Literatures	P	43,260	AY	44,558	
<b>Campana, Jillian Dean</b> MA Drama/Dance	P	30,054	AY	40,170	33.66%
<b>Cao, Zhen</b> EdD Foreign Languages and Literatures/Mansfield Center (Adjunct)	N-T	32,196 <sup>1</sup> (.50 FTE)	AY	33,162 <sup>1</sup>	
<b>Cardozo-Pelaez, Fernando</b> PhD Pharmaceutical Sciences	P	46,000	FY	47,380	
<b>Caruso, John C.</b> PhD Psychology	P	41,003	AY	44,486 <sup>M</sup>	8.49%
<b>Carter, Jean T.</b> PhD School of Pharmacy and Allied Health Sciences	P	62,547	FY	64,423	
<b>Chirinos, Eduardo</b> PhD Foreign Languages and Literatures	P	41,500	AY	42,745	
<b>Colucci, Vincent J.</b> PharmD Pharmacy Practice (Adjunct)	N-T	61,172	FY	63,007	
<b>Cooley, Carol</b> MFA Drama/Dance (Adjunct)	N-T	30,054	AY	30,956	
<b>Cooper, Nancy J.</b> DMA Music (Adjunct)	N-T	35,488 (.86 FTE) (inc 1,600/stipend)	AY	36,505 (.86 FTE) (inc 1,600/stipend)	

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<b>Costa, Bruce A.</b> ABD Accounting and Finance	P	72,100	AY	74,263	
<b>Covarrubias, Patricia</b> PhD Communication Studies	P		AY	43,000	0.0%
<b>Crone, Elizabeth E.</b> PhD School of Forestry	P	46,500	AY	47,895	
<b>Davies, Wade M.</b> PhD Native American Studies	P		AY	42,500	0.0%
<b>Dent, Larry</b> PharmD School of Pharmacy and Allied Health Sciences (Adjunct)	N-T	61,172	FY	63,007	
<b>Douglas, Scott</b> PhD Marketing and Management	P	68,000	AY	70,040	
<b>Dove-Kinderwater, Elizabeth</b> MFA Art	P	30,956	AY	34,138 <sup>M</sup>	10.28%
<b>Dowling, Denise J.</b> BA Radio/TV (Adjunct)	N-T	41,200	AY	42,436	
<b>Edlund, Erick G.</b> PhD Geography	P	39,079	AY	40,251	
<b>Ekness, Raymond G.</b> MA School of Journalism	P	41,200	AY	44,689 <sup>M</sup>	8.47%
<b>Esslinger, C. Sean</b> PhD Pharmaceutical Sciences (Adjunct)	N-T	46,350 <sup>2</sup> (.65 FTE)	AY	47,741 <sup>2</sup> (.65 FTE)	
<b>Farrier, Merle J.</b> EdD Educational Leadership and Counseling (Adjunct)	N-T	47,312	AY	48,731	
<b>Fehrer, Steve</b> PhD Physical Therapy	P	59,500	AY	61,285	
<b>Fishman, Lila</b> PhD Division of Biological Sciences	P		AY	42,000 (LWOP)	0.0%
<b>Ganesh, Shiv</b> PhD Communication Studies	P	41,200	AY	42,436	
<b>Gaskill, Steven</b> PhD Health and Human Performance	P	36,798	AY	40,155 <sup>M</sup>	9.12%
<b>Goodburn, John M.</b> PhD School of Forestry	P	41,003	AY	42,233	
<b>Graham, G. Keith</b> MA School of Journalism	P	42,927	AY	46,468 <sup>M</sup>	8.25%

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<b>Graves, Jody C.</b> DMA Music	P	41,332	AY	42,572	
<b>Grayson, Carla E.</b> PhD Psychology	P	41,200	AY	42,436	
<b>Guglielmo, Christopher G.</b> PhD Division of Biological Sciences	P	40,000	AY	41,200	
<b>Haddix, Kimber A.</b> PhD Anthropology	P	41,200	AY	42,436	
<b>Halvorson, Sarah J.</b> MA Geography	P	41,200	AY	42,436	
<b>Hart-Paulson, Lucy</b> MS-CCC Division of Educational Research and Service Curriculum and Instruction (Adjunct)	N-T	55,913 <sup>2</sup>	AY	57,590 <sup>2</sup>	
<b>Hassanein, Neva</b> PhD Environmental Studies	P	41,200	AY	42,436	
<b>Hedquist, Valerie L.</b> PhD Art (Adjunct)	N-T	31,598 (.53 FTE)	AY	32,546	
<b>Henderson, Colin B.</b> PhD Division of Biological Sciences (Adjunct)	N-T	37,533	AY	38,659	
<b>Howie, Peter</b> PhD Economics (Visiting)	N-T		AY	40,000	
<b>Hughes, Richard P.</b> MN Drama/Dance	P	31,040	AY	34,224 <sup>M</sup>	10.26%
<b>Jacobson, Maxine</b> PhD Social Work	P	43,107	AY	46,653 <sup>M</sup>	8.23%
<b>Jakob, Keith J.</b> ABD Accounting and Finance	P	72,100	AY	74,263	
<b>Johnson, Jesse</b> PhD Computer Science	P		AY	70,000	0.0%
<b>Kane, Kathleen M.</b> MA English	P	39,953	AY	41,152	
<b>Kanevskaya, Marina</b> PhD Foreign Languages and Literatures	P	40,000	AY	43,453 <sup>M</sup>	8.63%
<b>Kimball, John S.</b> PhD Flathead Lake Biological Station (Visiting)	N-T	56,775 <sup>2</sup>	FY	58,478 <sup>2</sup>	
<b>Klink, Joanna</b> PhD	P	41,000	AY	42,230	

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English

<b>Kuhn, Thomas B.</b> PhD Pharmaceutical Sciences	P	50,000	AY	51,500	
<b>Laskin, James J.</b> MS Physical Therapy	P	57,977	AY	59,716	
<b>Levison, David Lee</b> BS Physical Therapy	N-T	49,480	AY	50,964	
<b>Li, Fengru Ford</b> PhD Marketing and Management/Communication Studies	P	60,000	AY	61,800	
<b>Lodmell, John S.</b> PhD Division of Biological Sciences	P	43,658 <sup>1</sup>	AY	47,222 <sup>1M</sup>	8.16%
<b>Maloney, Theodore J.</b> MA Rural Institute/Curriculum and Instruction (Research)	N-T	65,665 <sup>2</sup> (.85 FTE)	FY	67,635 <sup>2</sup> (.85 FTE)	
<b>Maron, John L.</b> PhD Division of Biological Sciences	P	50,000	AY	51,500	
<b>McCaw, William P.</b> EdD Educational Leadership and Counseling (Research)	P	47,312	AY	50,984 <sup>M</sup>	7.76%
<b>McGuirl, Michele A.</b> PhD Division of Biological Sciences	P	40,900 <sup>1</sup>	AY	42,127 <sup>1</sup>	
<b>Miller, Scott</b> PhD Division of Biological Sciences	P		AY	42,000 (LWOP)	0.0%
<b>Millet, Michelle S.</b> MLS Outreach Librarian Mansfield Library	P	36,700	FY	37,801	
<b>Monsos, Michael T.</b> MFA Drama/Dance	P	40,000	AY	41,200	
<b>Montauban, Jannine</b> PhD Foreign Languages and Literatures	P	41,200	AY	42,436	
<b>Mulligan, Sarah A.</b> MEd Curriculum and Instruction (Research) Project Director, Rural Institute	N-T	51,500 <sup>2</sup>	AY	80,000 <sup>2</sup>	55.34%
<b>Murray, Kevin</b> PhD Division of Biological Sciences (Adjunct)	N-T	34,545	AY	35,581	
<b>Naugle, David E.</b> PhD School of Forestry	P	47,000	AY	48,410	

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<b>Nyman, Adam</b> PhD Mathematical Sciences	P		AY	45,000	
<b>O'Brien, Sean</b> PhD Davidson Honors College/Philosophy (Adjunct)	N-T	31,138	AY	32,072	
<b>Pershouse, Mark A.</b> PhD Molecular Genetics and Toxicology/Pharmaceutical Sciences (Research)	P	46,350 <sup>1</sup>	AY	47,741 <sup>1</sup>	
<b>Phillips-Miller, Dianne</b> PhD Educational Leadership and Counseling	P		AY	50,000	0.0%
<b>Poulsen, David J.</b> PhD Pharmaceutical Sciences (Research/Adjunct)	N-T	45,000 <sup>2</sup>	AY	46,350 <sup>2</sup>	
<b>Prentiss, William C.</b> PhD Anthropology	P	41,200	AY	44,689 <sup>M</sup>	8.47%
<b>Putnam, Elizabeth</b> PhD Molecular Genetics and Toxicology/Pharmaceutical Sciences (Research)	P	46,350 <sup>2</sup>	AY	47,741 <sup>2</sup>	
<b>Quartarone, Lorina N.</b> PhD Foreign Languages and Literatures (Visiting)	N-T	35,747	AY	36,819	
<b>Ravesloot, Craig H.</b> MA Co-Director, Rural Institute Psychology (Research)	N-T	57,198 <sup>2</sup>	FY	58,914 <sup>2</sup>	
<b>Reimer, Yolanda</b> PhD Computer Science	P		AY	70,000	0.0%
<b>Rillig, Matthias C.</b> PhD Division of Biological Sciences	P	48,006	AY	51,699 <sup>M</sup>	7.69%
<b>Sattler, Richard A.</b> PhD Native American Studies (Adjunct)	N-T	34,342	AY	35,372	
<b>Schorger, John R., Jr.</b> PhD Curriculum and Instruction (Adjunct)	N-T	53,560 <sup>1</sup>	AY	55,167 <sup>1</sup>	
<b>Schwarze, Steve J.</b> PhD Communication Studies (Adjunct)	P	39,140	AY	43,500	11.14%
<b>Seguchi, Noriko</b> PhD Anthropology	P		AY	42,000	0.0%
<b>Shay, Jeff P.</b> PhD	P	67,439	AY	69,462	

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## Marketing and Management

<b>Sherman, David</b> PhD Philosophy	P	41,200	AY	42,436	
<b>Shields, Wendy E.</b> ABD Psychology	P	40,782	AY	42,005	
<b>Sobieszczyk, Teresa</b> PhD Sociology	P		AY	43,000	0.0%
<b>Sriraman, Bharath</b> PhD Mathematical Sciences	P		AY	46,000	0.0%
<b>Steele, Brian M.</b> PhD Mathematical Sciences	P	42,055	AY	43,317	
<b>Sugden, Kent D.</b> PhD Chemistry	P	47,259 <sup>1</sup>	AY	48,677 <sup>1</sup>	
<b>Tamura, Teresa</b> MFA School of Journalism	P		AY	40,000	0.0%
<b>Thibeau, Tully J.</b> PhD Linguistics	P	41,200	AY	42,436	
<b>Thompson, Holly</b> PhD Chemistry (Adjunct)	N-T	33,990	AY	35,010	
<b>Thuesen, Amanda</b> PharmD Pharmacy Practice	P		FY	65,000	0.0%
<b>Tolleson-Knee, Ryan</b> PhD Social Work	P	43,422 <sup>1</sup>	AY	46,978 <sup>1M</sup>	8.19%
<b>Venema, Sharon B.</b> MA School of Journalism (Visiting)	P	42,055	AY	44,000	4.62%
<b>Wallace, Kimberly A.</b> PhD Psychology	P	44,566	AY	45,903	
<b>Williams, Sandra R.</b> EdD Curriculum and Instruction	P	41,200	AY	42,436	
<b>Williamson, James</b> MA Mathematical Sciences (Visiting)	N-T	49,466 <sup>1</sup>	AY	50,950 <sup>1</sup>	
<b>Wiltse, Jeffrey M.</b> ABD History	P		AY	42,000	0.0%
<b>Woods, Scott W.</b> PhD School of Forestry	P	40,500	AY	41,715	
<b>Yoshimura, Stephen</b> PhD Communication Studies	P		AY	43,000	0.0%

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

**Instructors:**

<b>Anderson, Susan M.</b> MBA Marketing and Management (Adjunct)	N-T	27,046 (.50 FTE)	AY	27,857 (.50 FTE)
<b>Billadeau, Scott T.</b> MM Music (Adjunct)	N-T	27,904	AY	28,741
<b>Bolles, Sandra L.</b> MA School of Forestry (Adjunct)	N-T	28,976 (.50 FTE)	AY	29,845
<b>Cahalan, Daniel P.</b> MS Coordinator Ad Team Marketing and Management (Visiting)	N-T	44,662 (.50 FTE)	AY	46,002 (.50 FTE)
<b>Cody, David T.</b> Music (Adjunct)	N-T	26,973	AY	27,782
<b>Downs, Michael G.</b> MFA School of Journalism (Adjunct)	N-T	41,200	AY	42,436
<b>Ellestad, June</b> MA Sociology (Adjunct)	N-T		AY	41,000 (.50 FTE)
<b>Fielding, Rebecca O.</b> Communication Studies (Adjunct)	N-T	27,607	AY	28,435
<b>Harper-Whalen, Susan</b> Curriculum and Instruction/Rural Institute (Research)	N-T	43,688 <sup>2</sup>	FY	44,999 <sup>2</sup>
<b>Hass, Marcia J.</b> Foreign Languages and Literatures (Adjunct)	N-T	29,882	AY	30,778 (.28 FTE)
<b>Henthorn, Robert L.</b> Curriculum and Instruction/Co-Teach (Adjunct)	N-T	36,009 <sup>2</sup>	AY	37,089
<b>Jepson, Stacia L.</b> BA Curriculum and Instruction/Co-Teach (Adjunct)	N-T	49,900 <sup>2</sup>	FY	51,397 <sup>2</sup>
<b>Kerr, David G.</b> MA Anthropology (Adjunct)	N-T	27,119	AY	27,933

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase

<b>Logan, Susan L.</b> MEd Curriculum and Instruction (Adjunct)	N-T	29,438	AY	30,321
<b>Millar, Lee Ann</b> MA Linguistics (Adjunct)	N-T	30,373 <sup>2</sup> (.75 FTE)	AY	31,284 (LWOP)
<b>Price, George R.</b> MA Native American Studies/African American Studies (Visiting)	N-T	27,119	AY	27,933
<b>Reece, John</b> MBA Marketing and Management (Adjunct)	N-T	27,046	AY	27,857
<b>Vetter, Julie E.</b> MA Linguistics (Adjunct)	N-T	30,373 <sup>2</sup>	AY	31,284
<b>Wellenstein, Charles A.</b> MSW Social Work (Adjunct)	N-T	35,459	AY	36,523
<b>Williams, Robert G.</b> BS School of Pharmacy and Allied Health Sciences (Adjunct)	N-T	46,061 (.75 FTE)	AY	47,443 (.75 FTE)
<b>Wishcamper, Richard L.</b> MBA Marketing and Management (Adjunct)	N-T	26,973	AY	27,782
<b>Wittekiend, Phillip P.</b> MEd Curriculum and Instruction (Visiting)	N-T	32,960	AY	33,949
<b>Yung, Laurie Ann</b> MS School of Forestry (Adjunct)	N-T	45,510 <sup>2</sup>	FY	46,875 (.75 FTE)
<b>Lecturers:</b>				
<b>Freeman, David S.</b> PhD Pharmaceutical Sciences (Adjunct)	N-T	55,517	AY	57,183
<b>O'Conner, Michael D.</b> MS Computer Science (Adjunct)	N-T	35,000	AY	36,050
<b>Toth, Susan A.</b> MA Curriculum and Instruction/Rural Institute (Visiting)	N-T	38,361 <sup>2</sup>	AY	39,512 <sup>2</sup>

<sup>1</sup> Partial salary from non-state funds<sup>2</sup> Entire salary from non-state funds<sup>MA</sup> Market adjustment<sup>M</sup> Merit increase of \$2,253<sup>P</sup> Promotion increase