

ITEM 120-2000-R0903 Montana State University-Bozeman

Name		Current/Former Position Title	Replaces (salary)	Current 2002-03 Base Salary	2002-03 Stipend or Extra Comp.*	Tenure	Funding Source & FTE	New Position Title (if changed)	New 2003-04 Base Salary	Effective Date	2003-04 Stipend or Extra Comp.*	Tenure	Funding Source & FTE	% Change in Base Over 2002-03	Comments
Last	First														
(1) CHANGES IN RANK/TENURE, RESPONSIBILITY, SALARY:															
(a) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS															
Adams	BED	Jeffrey	Asst Vice Provost, Provost/Associate Professor, Physics	80,000 55,000		T	CU 0.67 FTE 0.33 FTE			7/1/03 8/16/03	*5,984 act		CU 0.67 FTE 0.33 FTE *CU,R		(*ST, SR)
Baker	EDD	Larry	Associate Dean, Dean Educ/HHD	73,401		NT	CU		73,401	7/1/03	*2,446act		CU *R		*O Grant work
Ballantyne	MN	Jean	Director, Nursing	56,575	3,000	NT	CU	Interim Dean, Nursing	108,000	8/1/03	*9,143 act		CU *CU		O Expansion project Director
Bancroft	MARCH	Jerry	Interim Dean, Arts & Architecture	99,923		T	CU	Dean, Arts & Architecture	110,000	7/1/03			CU	10.08%	P
Burns	BS	James	Advisor/Student Support Spec, Center for Native Amer Studies	31,087		NT	CU , AY		31,087	8/16/03			CU , AY		
Bush	MS	Corlann	Director, Affirmative Action/Human Rscs	60,861		NT	CU		60,861	7/1/03			CU		
Camper	PHD	Anne	Associate Dean/Assoc Prof, Engineering	104,250 67,367		T	CU .67 FTE .33 FTE		104,250 67,367	7/1/03 8/16/03	*7,403 act		CU *R .67 FTE .33 FTE		*SR
Davis	PHD	Leslie	Curator, Public Service Museum	76,652		T	R		76,652	7/1/03			R		
Donahoe	EDD	Patrick	Director, Counseling Center	51,588		P	CU, AY		51,588	8/16/03			CU, AY		
Dooley	PHD	David	Provost/Vice President, Provost (Academic Affairs)	137,363		T	CU		137,363	7/1/03			CU		
Fedock	PHD	Joseph	Senior Vice Provost, Provost (Academic Affairs)	115,234		P	CU		115,234	7/1/03			CU		
Gamble		Geoffrey	President, President's Office	143,986		T	CU		143,986	7/1/03			CU		
Graumlich	PHD	Lisa	Managing Director, Big Sky Institute	104,500		P	D,R		104,500	7/1/03			D,R		
Groseth	PHD	Rolf	MSU Sys Coord, President's Office	89,209		NT	CU		89,209	7/1/03			CU		
Guss		Erik	Information Systems Specialist, Libraries	59,058		NT	CU 0.85FTE		59,058	7/1/03			CU 0.85FTE		

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Holmgren	PHD	Steven	Interim Director, Undergrad Scholars Program	63,996		NT	CU 0.5FTE		63,996	8/16/03			CU 0.5FTE		LWOP July -Aug 15
Horner		John	Curator, Public Service Museum	105,793		NT	CU,R		105,793	7/1/03			CU,R		
Jackson	MFA	Steve	Associate Curator, Public Service Museum	47,388		NT	D,R		47,388	7/1/03			D,R		
Jelinski	MPA	Jane	Managing Director, Political Science	46,733		NT	CU,D , AY		46,733	8/16/03	*15,577 act		CU,D, AY *D		*ST
Kreighbaum	PHD	Ellen	Department Head, Education	95,399	2,000	T	CU FY	Associate Dean	97,399	7/1/03			CU	2.10%	
Kress	PHD	Don	Associate Dean, Dean of Agriculture	101,090		T	CU		101,090	7/1/03			CU		
Lamb	EDD	Christine	Assistant Dean, College of Business	62,500		NT	CU		62,500	7/1/03			CU		
Marley	PHD	Robert	Dean, Dean of Engineering	122,304		T	CU		122,304	7/1/03			CU		
McCoy	PHD	Thomas	Vice President, Research	131,248		T	CU		131,248	7/1/03			CU		
McLeod	PHD	Bruce	Dean, College of Graduate Studies	110,348		T	CU FY		110,348	7/1/03			CU,R FY		
McNeely	DNS	Gretchen	Associate Dean, Dean of Nursing	85,263		P	CU		85,263	7/1/03			CU		
Morton	MLS	Bruce	Dean, Libraries	101,760		T	CU		101,760	7/1/03			CU		
O'Donnell	PHD	Victoria	Director, Honor's Program	92,004		T	CU		92,004	7/1/03			CU		
Peterson	MA	Elaine	Catalog Librarian, Libraries	53,253		T	CU		53,253	7/1/03			CU		
Pitcher	BS	Rozan	Instructor, Health & Human Development	42,857		T	CU		42,857	8/1/03	*4,762 act		CU *CU		*ST
Pittendrigh	MA	Adele	Associate Dean, Dean of Letters & Science	109,200		NT	CU,D,R		109,200	7/1/03			CU,D,R		
Raymond	PHD	Bruce	Associate Dean, College of Business	94,672		T	CU		94,672	7/1/03	*1,500 act		CU *CU		*O design comp simulation
Rossmann		Doralyn	Information Systems Manager, Libraries	47,690		NT	CU		47,690	7/1/03			CU		
Russell	MED	Ronda	Director, Admissions & New Student Servi	65,886		NT	CU		65,886	7/1/03			CU		
Semenik		Richard	Dean, College of Business	120,162		T	CU		120,162	7/1/03			CU		

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Steen PHD	Sara	Professor, English		73,378		T	CU	Dean, College of Letters & Science	115,000	7/1/03			CU		
Swanson PHD	Elisabeth	Director, Science Math Resource Center		87,183		T	R		87,183	7/1/03			CU,R		
Walker PHD	Russell	Associate Dean/Professor, Dean Letters & Sci		87,875 66,521		T	CU 0.9 FTE 0.1FTE		87,875 66,521	7/1/03 8/16/03			CU 0.9 FTE 0.1FTE		
Weisenstein EDD	Greg	Dean, Dean Educ/HHD		110,334		P	CU,R		110,334	7/1/03			CU,R		
Wenger MS	Carolyn	Assistant Professor, Nursing Departments		55,287		T	CU	Interim Director, Nursing Departments	55,287	8/16/03	5,000		CU		Admin Stipend
Yarnell PHD	Allen	Vice President, Student Affairs & Services		117,294		NT	CU		117,294	7/1/03			CU		
Young PHD	Gregory	Department Head, Music		71,998	1,200	T	CU FY	Vice Provost	100,000	7/1/03			CU		

(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Albrecht	Denise	Head Women's Tennis Coach, Bobcat Athletics		22,714			CU		22,714	7/1/03			CU		LWOP July & August
Allen	Diane	Business Manager, Business Office		47,520			CU		47,520	7/1/03			CU		
Alt	Susan	Director, Personnel & Payroll Services		69,060			CU		69,060	7/1/03			CU		
Ashley	Bonnie	Associate Registrar, Registrar's Office		56,000			CU		56,000	7/1/03			CU		
Attebury	Kathleen	Interim Director of Budget, University Budget Office		58,000			CU		58,000	7/1/03			CU		
Basye	Brittany	Head Women's Golf Coach, Bobcat Athletics		13,333			CU 0.75FTE		13,333	7/1/03	*50 act		CU 0.75FTE *CU		*SP Speaking
Baumann MA	Angela	Assistant Director of Marketing, Athletics		46,040			CU	Assistant Director Marketing & Corporate	50,000	8/15/03			CU	8.60%	
Bertelsen BS	Allen	Director, Strand Union Administration		62,527			A		62,527	7/1/03			A		

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Blank PHD	Cheryl	Psychologist, Counseling Center		63,426			CU		63,426	7/1/03			CU E		FTE .325 during Summer
Bondy	Jeffrey	Assistant Director, OCL Administration		40,500			A		40,500	7/1/03			A		
Braun	Justin	Assistant Athletic Coordinator		28,000					28,000	7/1/03			CU		
Brelsford BS	Daniel	Dir Skiing/Head Women's Alpine, Bobcat Athletics		18,000			CU	Dir Skiing/Head Men's & Women's, Bobcat Athletics	41,455	7/1/03			CU	130.30%	LWOP July
Brodeur	Eugene	Prod/Dir/Writer, KUSM State Base Fund		33,961			CU		33,961	7/1/03			CU		
Brown MS	Tammie	Director, OCL Administration		54,870			A		54,870	7/1/03			A		
Butler	Jeffrey	Managing Director, Facilities Services		59,515			CU		59,515	7/1/03			CU		
Carroll BS	Clyde	Budget & Fiscal Director, Provost (Academic Affairs)		68,016			CU		68,016	7/1/03			CU		
Clemens PHD	Robert	Director, Education		60,035			CU		60,035	7/1/03	*3,001 act		CU *R		*O work on cert standards on a grant.
Cole	George	Development Director, KUSM State Base Fund		46,547			CU		46,547	7/1/03			CU		
Conover MED	Cathy	Director, University Relations		84,188			CU		84,188	7/1/03			CU		
Cox	Deborah	Subcontract Manager, Grants & Contracts		37,000			CU		37,000	7/1/03			CU		
Damberger BS	Frank	Assistant Football Coach, Athletics		59,202			CU	Assistant Director, Strand Union Administration	44,000	7/1/03			A		
Danforth BA	Elizabeth	Director, Women's Resource Center		28,238			A, CU 0.5FTE		28,238	7/1/03			A, CU 0.5FTE		LWOP July & August
Davies MED	Dan	Sr Assoc Dir Athl/Int Oper, Bobcat Athletics		58,220			CU		58,220	7/1/03			CU		

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Deaton BS	Craig	Associate Director, Information Technology Center		64,958			CU		64,958	7/1/03			CU		
Denison	Patricia	Managing Director, Libraries		51,550			CU 0.9FTE		51,550	7/1/03			CU 0.9FTE		
Dimou	Peggy	Fiscal Manager, Grants & Contracts Admin		35,152			CU		35,152	7/1/03			CU		
Donnelly BA	Diane	Freshman Seminar Coordinator, General Studies		36,296			CU		36,296	7/1/03			CU		
Durham MED	Mick	Head Men's Basketball Coach, Bobcat Athletics		90,000			CU		90,000	7/1/03	*15,000 est *10,000 act		CU *D *CU		*O summer camps; *O PR radio appearances
Fields	Peter	Director, Bobcat Athletics		105,000			CU		105,000	7/1/03			CU		
Ford	Jonathan	Managing Director, Facilities Services		59,515			CU		59,515	7/1/03			CU		
Gantt MS	David	Sr Assoc Dir, Bobcat Athletics		65,000			CU		65,000	7/1/03			CU		
Garnick MS	Bradley	Associate Director, Information Technology Center		65,271			CU,D		65,271	7/1/03			CU,D		
Gibson EDD	Thomas	Treasurer, VP Administration		77,545			CU		77,545	7/1/03			CU		
Griffith	Kathleen	Budget/Fical Officer, Letters & Science		50,004			CU		50,004	7/1/03			CU		
Groseth MS	Jayne	Director, Alumni Affairs		73,695			CU		73,695	7/1/03			CU		
Hanson BS	Kerry	Assistant Director, Alumni Affairs		41,600			CU		41,600	7/1/03			CU		
Hartt	John	Director, Communications Services		56,763			CU,D		56,763	7/1/03			CU,D		
Haubenreiser MS	Jennifer	Program Director, Student Health Service		45,100			A		45,100	7/1/03			A		
Heath	Jennifer	Director, Public Service Museum		38,635			R		38,635	7/1/03			R		
Henley	Jeana	Assistant Controller, Business Office		55,512			CU		55,512	7/1/03			CU		
Higgs MS	Robert	Head Athletic Trainer, Bobcat Athletics		43,350			CU		43,350	7/1/03	*540 est		CU *D		*O first aid to summer camps

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Hill BA	Lewis	Director, Univ Food Svs, Res Hall Fd Svc Admin		82,205			A		82,205	7/1/03			A		
Hitchcock MS	Julie	Program Director, History & Philosophy		33,000			D 0.5FTE		33,000	7/1/03			D 0.5FTE		
Humberger	Laura	Controller, Business Office		75,679			CU		75,679	7/1/03			CU		
Inskeep S	Patricia	Director, Strand Union Administration		48,842			A		48,842	7/1/03			A		LWOP June & July
Jewett	Laura	Program/Project Coordinator, Res Hall Fd Svc Admin		52,500			A		52,500	7/1/03			A		
Kassar	Brian	Counselor, Counseling Center		46,149			CU		46,149	7/1/03	*3,000 act		CU *CU		Reduced FTE of .25 during summer, *ST
Keller MS	Kirk	Program Director, Health & Human Development		47,869			D		47,869	7/1/03			D		
Kennedy BA	Dale	Head Track/Cross Country Coach, Bobcat Athletics		49,434			CU		49,434	7/1/03	*150 act		CU *CU		*O Talent Fees for Public Appearances
Key BS	Virginia	University Internal Auditor, President's Office		56,351			CU		56,351	7/1/03			CU		
Kipfer	Julie	Marketing & Develop Spec, University Relations		43,260			CU,D		43,260	7/1/03			CU,D		
Knutson BA	Larry	Manager, Communications Services		43,192			D		43,192	7/1/03			D		
Kramer	Michael	Head Football Coach, Bobcat Athletics		91,494			CU		111,494	7/1/03	*10000		CU *CU	21.86%	*O Public Relations
Krauss	Jeffrey	Budget/Fiscal Officer, Public Service Museum		47,100			R		47,100	7/1/03			R		
LaCrone S	Linda	Communications Officer, Research		40,000			CU,D		40,000	7/1/03			CU, D		
Lamberty BS	William	Asst Dir of Athletic Media Rel, Bobcat Athletics		42,423			CU		42,423	7/1/03			CU		

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Lang	Debra	Counselor, Counseling Center		46,148			CU , 0.5 FTE, AY		46,148	8/16/03			CU 0.5FTE, AY		
Lange	Christopher	Assistant Athletic Trainer, Bobcat Athletics		28,800			CU		28,800	7/1/03	*1,350 est		CU *D		LWOP June & July *O First aid summer camps
Lashaway BS	Robert	Director, Facilities Services		84,066			CU		84,066	7/1/03			CU		
Lawver	Dean	Engineering Director, KUSM State Base Fund		49,096			D		49,096	7/1/03			D		
Long	Margaret	Budget/Fiscal Officer, Grants & Contracts Admin		35,152			CU		35,152	7/1/03			CU		
Lowery	David	Pharmacy Manager, Student Health Service		68,499			A		68,499	7/1/03			A		
Maas MS	Alyce	Asst Director of Career Svcs, Career Services		44,200			CU		44,200	7/1/03			CU		
Mahurin PHD	Rebecca	Director, Technology Transfer, Research		85,000			CU		85,000	7/1/03			CU		
Malauulu BS	Miya	Head Womens Volleyball Coach, Athletics		45,000			CU		45,000	7/1/03	*7,500 est		CU *D		*O Summer girls volleyball camp
Mallick	Steven	Director, Production, KUSM State Base Fund		29,460			D		29,460	7/1/03					
Manning MA	James	Director, Public Service Museum		49,442			R		49,442	7/1/03			R		
Martin MS	Larry	Director, Intramurals & Recreation		60,018			D		60,018	7/1/03			D		
McCafferty A	Jaime	Assistant Athletic Trainer, Bobcat Athletics		34,272			CU		34,272	7/1/03	*1,050 act		CU *D		LWOP June & July * O First Aid at summer camps
McCoy	Sharon	Assistant to the President, President's Office		50,152			CU		50,152	7/1/03			CU		
McIntosh	Karen	Assistant to the Dean, Dean of Nursing		56,000			CU		56,000	7/1/03			CU		

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McKamey BS	Sheldon	Interim Dean & Director, Public Service Museum		90,711			R		90,711	7/1/03			CU,R		
McKenzie MD	Robert	Associate Director, Student Health Service		111,680			A 0.75 FTE		111,680	7/1/03			A 0.75FTE,		LWOP June & July
McKune MA	Amy	Registrar/Collections Manager, Public Service Museum		43,700			CU		43,700	7/1/03			CU		
Merrick MFA	Beth	Exhibit Director, Public Service Museum		56,727			R 0.833FTE		56,727	7/1/03			R 0.833FTE		
Miles MA	Michael	Associate Director, Honor's Program		53,041			CU		53,041	7/1/03			CU		LWOP June & July
Mineau	Paul	Operations Manager, Res Hall Fd Svc Admin		52,500			A		52,500	7/1/03					
Mitchell MBA	James	Director, Student Health Service		93,600			A		93,600	7/1/03			A		
Moe	Mary	Dean, MSUGF-COT		100,880		NT	1.0 FTE CU		100,880	7/1/03			1.0 FTE CU		
Morris BS	Duane	Marketing Specialist, On-Campus Living Administration		56,448			A	Dir of Events & Marketing, On-Campus Living Administration	63,948	7/1/03			A,CU	13.29%	
Morrison	Thomas	Associate Director, Information Technology Center		64,022			CU		64,022	7/1/03			CU		
Murphy	Brad	Event & Operations Manager, Sports Facilities		45,000			A		45,000	7/1/03			A		
Nelson MS	Charles	Registrar/Director, Registrar's Office		74,212			CU		74,212	7/1/03			CU		
Niedermier MA	Carina	Dir Career Svcs/Fam Housing, Family Housing		61,558			A,CU		61,558	7/1/03			A,CU		
Noll ED	Mary	Interim Director, General Studies		46,357	1,042		CU		46,357	7/1/03	1,042		CU		DC
Obbink MS	Kimberly	Director, Burns Telecom Center		73,017			CU,R		73,017	7/1/03			CU,R		

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Osen BS	Kathleen	Compliance Director, Central Mail		40,000			CU		40,000	7/1/03			CU		
Parker BS	Bruce	Assoc Dir Ath-Marketing & Corp, Bobcat Athletics		57,909			CU		57,909	7/1/03			CU		
Peterson	James	Project Coordinator, Animal Range Sciences		75,000		NT	R	Interim Associate Dean	100,000	7/1/03			CU, R	33.33%	
Peterson PHD	Mary	Director, Public Service Museum		64,345			CU,R		64,345	7/1/03			R		
Peterson PHD	Norman	Asst Vice Provost Intl Educ, Office of International Progra		91,000			CU		91,000	7/1/03			CU		
Phillips	Michael	Information System Spec, Information Technology Center		70,200			CU		70,200	7/1/03			CU		
Phillips	Michael	Dir & Hd Men's Coach of Tennis, Bobcat Athletics		33,746			CU,D		33,746	7/1/03	*14,000 est		CU,D *D		*O Tennis summer camps
Pilon	Leota	Information Systems Manager, Admissions & New Student Servi		55,000			CU		55,000	7/1/03			CU		
Potera	Robin	Head Wmn's Basketball Coach, Bobcat Athletics		67,000			CU		67,000	7/1/03	*6,000 est *1,890 act		CU *CU *D		*O Public Relations *O Summer girls b-ball camp
Pruitt BA	Aaron	Director, KUSM State Base Fund		40,848			D		40,848	7/1/03			D		
Puffer	Glenn	Assistant Dean, Dean of Students		38,100			A,CU		38,100	7/1/03			A,CU		
Rehm A	Kimberly	Budget/Fiscal Officer, Burns Telecom Center		42,400			CU,D,R		42,400	7/1/03			CU,D,R		
Rimpau	James	Executive Director, Office of Planning & Analysis		108,680			CU		108,680	7/1/03			CU		
Rogers	Peter	Chemical Safety Officer, Safety & Risk Mgmt		46,800			CU		46,800	7/1/03	*500 act		CU *CU		*ST
Roloff MED	Craig	Provost/Vice President, VP Administration		114,380			CU		114,380	7/1/03			CU		

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Routhier	Mary	Director of Purchasing, Business Office		52,000			CU		52,000	7/1/03			CU		
Rudman MPA	Yvonne	Asst. Program Director, Office of International Progra		52,451			R		52,451	7/1/03			CU,R		
Sand MED	Rita	Advisor, General Studies		36,480			CU 0.5FTE		36,480	7/1/03			CU 0.5FTE		
Schmidt BS	Leslie	Asst Vice Pres for Research, Grants & Contracts Admin		82,000			CU		82,000	7/1/03			CU		
Schmidt MA	Carol	Editor, Communications Services		38,961			CU		38,961	7/1/03			CU		
Schulz	Tom	Sports Information Director, Bobcat Athletics		36,481			CU		36,481	7/1/03			CU		
Seifert MS	Christin	Director of Outreach, KUSM State Base Fund		31,586		NT	CU		31,586	7/1/03			D,R , .783		
Shada MS	Jeffrey	Director, Safety & Risk Mgmt		56,253		NT	CU		56,253	7/1/03			CU		
Sheehan PHD	Mark	Exec Director for IS & CIO-MSU, Information Technology Center		89,915			CU		89,915	7/1/03			CU		
Shelhamer	Connie	Budget & Fiscal Director, Dean of Agriculture		57,200			CU		57,200	7/1/03			CU		
Sherick BS	Heidi	Assistant to the Dean, Engineering		46,391			CU	Assistant Dean, Engineering	46,391	7/1/03			CU		
Simmons BS	Patricia	Associate Director, Information Technology Center		66,526			CU,D		66,526	7/1/03			CU,D		
Snyder MS	Robert	Assistant Treasurer, VP Administration		52,000			CU		52,000	7/1/03	*1,500 est *CU		CU		* O-design/develop computer program
Sondeno BS	Iver	Assistant Director, Facilities Services		64,389			CU		64,389	7/1/03			CU		
Stewart	Naomi	Fiscal Manager, Grants & Contracts Admin		35,152			CU		35,152	7/1/03			CU		

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Last	First														
Stocks MED	Melanie	Director, Sports Facilities		52,446			A		52,446	7/1/03			A		
Stryker MA	Janet	Dean of Students, Student Affairs & Services		62,007			CU		62,007	7/1/03			CU		
Stump BS	Thomas	Dir Aux Svc & Financial Aid, Student Affairs & Services		105,460			A		105,460	7/1/03			A		
Sward S	Sandra	Director, Pre-Award Services, Grants & Contracts Admin		59,280			D		59,280	7/1/03			D		
Taylor	Leslie	Legal Counsel, President's Office		80,286			CU		80,286	7/1/03			CU		
Tischendorf S	Vickie	Assoc Dir-student & Comp Serv, Bobcat Athletics		49,521			CU		49,521	7/1/03			CU		
Trinity-Stevens BA	Annette	Director-Resrch Communications, Research		54,500			CU 0.8FTE		54,500	7/1/03			CU 0.8FTE		
Tudsbury MA	Brett	Head Strength Coach, Bobcat Athletics		35,261			CU		35,261	7/1/03			CU		
Vaniman BA	Cecilia	Manager, Facilities Services		59,516			CU		59,516	7/1/03			CU		
Vitez	Cheri	Collections Cataloger, Public Service Museum		28,435			R		28,435	7/1/03			R		
Wanago	Josh	Asst Dir Athletics- Development, Bobcat Athletics		42,858			CU		42,858	7/1/03			CU		
Ward BS	Rebecca	Assistant Dean, Graduate Studies		50,000			CU		50,000	7/1/03			CU		
Watkins	Dawn	Assistant Director, Personnel & Payroll Services		47,800			CU		47,800	7/1/03			CU		
Winking MED	Rick	Counselor, Student Health Service		38,200			A, AY		38,200	8/16/03			A , AY		LWOP June 1-Aug 15
Woodmansey	Karl	Assistant Director, Student Health Service		102,550			A		102,550	7/1/03			A		
Yasbek	Patti	Managing Director, Facilities Services		59,515			CU		59,515	7/1/03			CU		

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Last	First														
York S	Brenda	Interim Admin Director, Disability, Re-entry & Veteran		42,000			CU		42,000	7/1/03			CU		
(c) FACULTY:															
Professors:															
Abbott PHD	Edwin	Professor, Chemistry		83,880		T	CU		83,880	8/16/03			CU		
Amin PHD	Ruhul	Professor, Mechanical Engineering		72,258		T	CU		72,259	8/16/03	*24,086 act		CU *R		*SR
Ansotegui PHD	Raymond	Associate Professor, Animal & Range Sciences		63,050		T	CU FY	Professor, Animal & Range Sciences	67,050	11/1/03			CU FY	6.34%	P
Aspinall PHD	Richard	Professor, GIAC		91,759		T	R		91,759	8/16/03	*30,540 act		CU *R		*SR
Babbitt PHD	William	Associate Professor, Physics		64,699		P	CU	Professor, Physics	68,699	11/1/03	*21,566 act	T	CU *R	6.18%	P (*SR)
Babcock PHD	Alex	Department Head, Psychology		70,583	1,800	T	CU FY		79,524	11/1/03	1,800		CU FY	12.67%	P
Barge PHD	Marcy	Professor, Mathematical Sciences		66,026		T	CU		66,026	8/16/03			CU		
Bartholomew PHD	Douglas	Professor, Music		55,841		T	CU		55,841	8/16/03	*3,150 act		CU *CU		*ST
Beehler PHD	Michael	Department Head, English		53,796	2,000	T	CU		53,796	8/16/03	2,000 *13,052 act		CU *CU		DC, *O Dept Head Duties
Block PHD	Richard	Professor, Psychology		68,741		T	CU		68,741	8/16/03	*11,455 act		CU *CU		*ST
Boik PHD	Robert	Professor, Mathematical Sciences		64,526		T	CU		64,526	8/16/03			CU		
Bond PHD	Clifford	Professor, Microbiology		74,201		T	CU		74,201	8/16/03	*4,122 act *20,611 act		CU *CU *D		*ST, *SR
Bowers PHD	Kenneth	Department Head, Mathematical Sciences		67,148	3,000	T	CU		67,148	8/16/03	3,000 *14,922 act		CU *CU		DC, *O Dept Head Duties
Brester PHD	Gary	Professor, Agricultural Economics & Econo		75,577		T	CU		75,577	8/16/03	*25,192 act		CU *R		*SR
Brittan PHD	Gordon	Professor, History and Philosophy		72,178	20,096	T	CU,D FY		72,178	7/1/03	20,096		CU,D FY		Admin Stipend

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Last	First														
Brittingham MA	John	Associate Professor, Architecture		50,942		P	CU	Professor, Architecture	56,395	11/1/03		T	CU	10.70%	P, E (1,453)
Brown PHD	Alanna	Professor, English		63,929		T	CU		63,929	8/16/03			CU 0.67FTE		Sabbatical for AY
Brown PHD	Frederick	Associate Professor, College of Business		71,513		T	CU	Professor, College of Business	75,513	11/1/03	*7,945 act *3,500 act		CU *CU	5.59%	P (*ST, SR)
Bruwelheide EDD	L	Professor, Education		62,001		T	CU,R		62,001	8/16/03	*20,667 act		CU,R *R		*SR
Bullock PHD	Janis	Professor, Health & Human Development		62,299	4,000	T	CU		62,299	8/16/03	*10,383 act		CU *CU		*ST
Burke PHD	Maurice	Associate Professor, Mathematical Sciences		58,897		T	CU	Professor, Mathematical Sciences	62,897	11/1/03	*9,816 act *5,000 act		CU *CU *R	6.79%	P *(ST,O Admin Support) *SR
Butterfield PHD	Patricia	Professor, Nursing Departments		69,745		T	CU,R		69,745	8/16/03	*18,409 act		CU , 0.75 FTE *R		FTE will be reduced to .45 9/16/03 *SR
Cady PHD	Fredrick	Professor, Electrical Engineering		78,332		T	CU		78,332	8/16/03	*12,885 act		CU *CU		*O Preparing accreditation reports
Cairns PHD	Douglas	Professor, Mechanical Engineering		82,372		T	CU		82,372	8/16/03	*27,457 act		CU *CU , R		*SR
Callis PHD	Patrik	Professor, Chemistry		87,807		T	CU		87,807	8/16/03	*19,513 act		CU *R		*SR
Calvert PHD	Jerry	Professor, Political Science		58,921		T	CU		58,921	8/16/03	*4,910 act *200 act		CU *CU *D		*ST, *O Presenter/ Speaker
Campbell MFA	Stephanie	Professor, Media & Theatre Arts		51,120		T	CU		52,395	11/1/03			CU	2.49%	E
Capalbo PHD	Susan	Professor, Agricultural Economics & Econo		76,289		T	CU 0.5FTE		76,289	8/16/03	*19,587 act		CU 0.25FTE *R		*SR
Carlsten PHD	John	Professor, Physics		88,163	10,000	T	CU,D,R		88,163	8/16/03	*29,388 act		CU,D,R *R,D		*SR
Carucci PHD	Laurence	Professor, Sociology		58,548		T	CU 0.67FTE		58,548	8/16/03			CU		
Chafey PHD	Kathleen	Professor, Dean of Nursing		88,545		T	CU,R		88,545	8/16/03	*12,298 act		CU *R		*SR
Cherry PHD	David	Associate Professor, History and Philosophy		47,654	9,000	T	CU	Professor, History and Philosophy	56,395	8/16/03	9,000 *5,295 act		CU *CU	18.34%	P E (4,741), Admin Stipend, *ST

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Christensen PHD	Anne	Professor, College of Business Instructio		84,000		P	CU		84,000	8/16/03	*3,500 act		CU *CU		*SR
Clarke EDD	Ardys	Professor, Dean Educ/HHD		56,530		T	R		56,530	8/16/03	*11306 act *18,843 act		R *R		O Director of Career Ladder Program, *SR
Conant	Rhoby	Professor, Mechanical Engineering		75,818		T	CU		75,818	8/16/03	*8,424 act		CU *CU		*O Asst Dept Head duties
Cone III PHD	Rufus	Professor, Physics		80,366		T	CU		80,366	8/16/03	*26,485 act		CU *R		*SR
Costerton PHD	John	Director, Center for Biofilm Engineering		102,622		P	D		102,622	8/16/03	*34,207 act		R *R		*SR
Creel PHD	Scott	Associate Professor, Ecology		61,617		T	CU	Interim Dept Head, Ecology	65,617	11/1/03	1,000 *13,692 act *6,846 act *13,123		CU,R *R *CU *R	6.49%	P, DC(Promotion to Prof) *SR, *O Asst Dept Hd-Summer, *O Admin of Grant
Croy MM	Elizabeth	Professor, Music		50,532		T	CU		52,395	11/1/03			CU	3.69%	E
Cundy PHD	Vic	Department Head, Mechanical Engineering		112,669	2,700	T	CU FY		112,669	7/1/03	2,700		CU FY		DC
Cunningham PHD	Alfred	Professor, Civil Engineering		83,007	16,441	T	CU,R		83,007	8/16/03	16,441 *27,668 act		CU,R *R		Admin Stipend *SR
Dent PHD	Jimmie	Professor, Civil Engineering		75,020		T	CU		75,020	8/16/03	*5,500 act		CU *CU		*ST
Dockery PHD	Jack	Professor, Mathematical Sciences		59,222		T	CU		59,222	8/16/03	*6,580 act		CU *R		*SR
Dratz PHD	Edward	Professor, Chemistry		83,555		T	CU		83,555	1/1/04	*27,852 act		CU *R		LWOP Fall Semester *SR
Esty PHD	Warren	Professor, Mathematical Sciences		69,372		T	CU		69,372	8/16/03			CU		
Ford PHD	Timothy	Department Head, Microbiology		80,000	2,000	P	CU,R		80,000	8/16/03	2,000 T *26,667 act		CU,R *R		DC, *SR
Garner MA	Anne	Professor, Art		51,022		T	CU		52,395	11/1/03	*4,407 act		CU *CU	2.69%	E (1,373), *SR
Garrott PHD	Robert	Professor, Ecology		55,265		T	CU		55,265	8/16/03	*18,422 act		CU *R		*SR
Geesey PHD	Gill	Professor, Microbiology		124,524		T	R FY		124,524	7/1/03			R FY		

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Gerez PHD	Victor	Professor, Electrical Engineering		88,470		T	CU		88,470	8/16/03			CU		
Goodman PHD	Daniel	Professor, Ecology		84,751		T	CU		84,751	8/16/03	*28,250 act *13,560 act		CU *R *R		*SR,*Grant Admin
Gray PHD	Charles	Professor, Cell Biology & Neuroscience		83,151		T	CU,R		83,151	8/16/03	*27,717 act		CU,R *R		*SR
Grieco PHD	Paul	Department Head, Chemistry		129,573	2,000	T	CU,R		129,573	8/16/03	2,000 *52,062 act *26,315		CU,R *R *R		DC, *SR, *O Grant Admin
Grimsrud PHD	Eric	Professor, Chemistry		86,715		T	CU		86,715	8/16/03			CU		
Gunnink PHD	Brett	Department Head, Civil Engineering		109,000	6,000	P	CU FY		109,000	7/1/03	6,000	T	CU FY		DC, Dept Chair
Hall EDD	William	Professor, Education		66,936		T	CU		66,936	8/16/03	*14,875 *2,625		CU *CU *R		*ST,*SR
Hansen PHD	Andrew	Associate Professor, Ecology		65,883		T	CU,R	Professor, Ecology	69,883	11/1/03	*13,977 act *21,960 act		CU *R *R	6.07%	P,*O Manage various resrch projects, *SR
Hansen PHD	Katherine	Professor, Earth Science		56,544		T	CU		56,544	8/16/03			CU		
Harkin PHD	Gary	Professor, Computer Science		74,747		T	CU		74,747	8/16/03	*24,915 act		CU *R		*SR
Harmsen PHD	Allen	Department Head, Vet Molecular Biology		108,160		P	CU,R		108,160	8/16/03	*36,053 act		CU,R *R		*SR
Helzer MFA	Richard	Director, Art		90,569	1,200	T	CU FY		90,569	7/1/03	1,200		CU FY		DC, Dept Chair
Henson PHD	Joan	Professor, Microbiology		65,424		T	CU,R		65,424	8/16/03	*21,802 act		CU,R *R		*SR
Hickman MA	Lowell	Professor, Music		74,882		T	CU		74,882	8/16/03			CU		
Hiscock PHD	William	Professor, Physics		75,201		T	CU	Department Head, Physics	85,000	8/16/03	7,000 *17,000 est *17,873 act *14,166 act		CU, D *D *CU	13.03%	*O manage NASA GRT,*SR, *O Dept Head Duties Summer
Howard PHD	Richard	Professor, Education		55,220	1,000	T	CU		55,220	8/16/03	*7,669 act *10,737 act		CU *CU *R		*(ST, O Faculty council) *SR
Hyyppa MA	Jack	Professor, Media & Theatre Arts		80,234		T	CU,D FY		80,234	7/1/03			CU,D FY		

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Jahnke MA	Joel	Professor, Media & Theatre Arts		62,174		T	CU		62,174	8/16/03	*20,724 act		CU *R		* O Administrator
Jesaitis PHD	Algirdas	Professor, Microbiology		77,725		T	CU		77,725	8/16/03	*25,908 act		CU, *R		*SR
Johns MA	Ferdinand	Professor, Architecture		64,909		T	CU		64,909	8/16/03			CU		
Johnson MARCH	Ralph	Professor, Architecture		65,436		T	CU		65,436	8/16/03	*7,150 act		CU *CU		*O Grad Program Coordinator
Johnston MM	Glen	Professor, Music		50,041		T	CU		52,395	11/1/03			CU	4.70%	E
Jonsson MM	K Johan	Professor, Music		53,460		T	CU	Department Head, Music	71,280	7/1/03			CU FY	33.33%	
Jutila PHD	Mark	Professor, Vet Molecular Biology		93,252		T	CU,R		93,252	8/16/03	*31,083 act		CU,R *R		*SR
Keeler DA	Gregory	Professor, English		61,926		T	CU		61,926	8/16/03	*5,460 act		CU *CU		*ST, *O Musical Performance
Kommers MA	Peter	Professor, Architecture		68,156		T	CU		68,156	8/16/03	*11,500 act		CU *CU		*ST
Lageson PHD	David	Assistant Department Head, Earth Science		67,761	4,000	T	CU	Department Head, Earth Science	70,000	8/16/03	*15,212 act *7,606 act		CU *CU *R	3.30%	DC, *ST, *SR
Lang PHD	Theodore	Professor, Civil Engineering		84,738		T	CU		84,738	8/16/03			CU		
Large PHD	David	Professor, History and Philosophy		67,401		T	CU		67,401	1/1/04			CU		
Larsen PHD	Ronald	Department Head, Chemical Engineering		95,389	6,000	T	CU FY		95,389	7/1/03	6,000		CU FY		DC
Lavin PHD	Matthew	Associate Professor, Plant Sciences		55,110		T	CU	Professor, Plant Sciences	59,110	11/1/03	*18,370 act		CU *R	7.26%	P, *SR
Lee DA	Ilse-Mari	Professor, Music		52,494		T	CU		52,494	8/16/03	*4,960 act		CU *D		*SR
Leech MM	Alan	Professor, Music		58,905		T	CU		58,905	8/16/03	*1,400 act		CU *D		*O ACMF asst director
Lewandowski PHD	Zbigniew	Professor, Civil Engineering		85,080		T	CU,D,R		85,080	8/16/03	*28,360 act		CU,R *R		*SR
Lin PHD	James	Professor, College of Business		90,043		T	CU		90,043	8/16/03	*1,500 act		CU *CU		*SR

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Last	First														
Livinghouse PHD	Thomas	Professor, Chemistry		79,593		T	CU		79,593	8/16/03			CU		
Llewellyn MARCH	Clark	Director, Architecture		87,769	1,200	T	CU FY		87,769	7/1/03	1,200		CU FY		DC
Locke PHD	William	Professor, Earth Science		52,545		T	CU		52,545	8/16/03	*1,140 act		CU *CU		*ST
Lueck PHD	Dean	Professor, Agricultural Economics & Econo		77,395		T	R		77,395	8/16/03			R		
Lund PHD	John	Professor, Mathematical Sciences		69,417		T	CU		69,417	8/16/03			CU		
Lynch PHD	Wesley	Professor, Psychology		62,204		T	CU		62,204	8/16/03	*13,000 act		CU *R		*SR
Mandell PHD	John	Professor, Chemical Engineering		95,575		T	CU 0.82FTE		95,575	8/16/03	*17,416 act		CU 0.82FTE *CU, R		*SR
Marlow PHD	Clayton	Associate Professor, Animal & Range Sciences		81,818		T	CU FY	Professor, Animal & Range Sciences	85,818	11/1/03			CU FY	4.89%	P
Marotz-Baden PHD	Ramona	Professor, Health & Human Development		59,688		T	CU		59,688	8/16/03			CU		
McMahon PHD	Thomas	Associate Professor, Ecology		49,025		T	CU,R	Professor, Ecology	56,395	11/1/03	*15,600 act		CU *R	15.03%	P E (3,368), *SR
McMillan PHD	James	Dean, Letters & Science		106,707		T	CU	Professor, Cell Biology & Neuroscience	89,925	7/1/03	*19,984 act		CU *CU		*SR
Miller PHD	John	Professor, Cell Biology & Neuroscience		92,918		T	CU,R		92,918	8/16/03	*30,973 act		CU,R *R		*SR
Mogk PHD	David	Professor, Earth Science		59,911		T	R		59,911	8/16/03	*19,970 act		R *R		*SR
Monaco PHD	Paul	Professor, Media & Theatre Arts		70,000		T	CU		70,000	8/16/03	*5,833 act *7,000 act		CU *CU *CU, D		*ST, *SR
Morgan PHD	Gwendolyn	Professor, English		56,272		T	CU		56,272	8/16/03	*4,689 act		CU *CU		*ST
Morrison PHD	Richard	Professor, Microbiology		108,893		T	CU,R		108,893	8/16/03	*36,298 act		CU,R *R		*SR

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Last	First														
Murphy PHD	Mary	Associate Professor, History and Philosophy		48,482		T	CU	Professor, History and Philosophy	56,395	11/1/03	*4,600 act		CU *CU	16.32%	P E (3,914), *ST
Neff PHD	William	Department Chair, Media & Theatre Arts		52,567	1,200	T	CU		52,567	8/16/03	1200 *11,682 act		CU *CU		DC, Department Chair duties
Nehrir PHD	M	Professor, Electrical Engineering		75,882		T	CU		75,882	8/16/03	*25,059 act		CU *R		*SR
Newman MFA	Stephanie	Professor, Art		50,041		T	CU		52,395	11/1/03	*4,452 act		CU *CU	4.70%	E , *SR
Noel PHD	Joanne	Professor, Architecture		59,743		T	CU		59,743	8/16/03			CU		
Notess MLS	Gregory	Reference Librarian/Assoc Prof, Libraries		53,177		T	CU FY	Ref Librarian/Prof, Libraries	57,177	11/1/03			CU FY	7.52%	P-Assoc Prof to Prof
Oudshoorn	Michael	Department Head, Computer Science		102,000	6,000		CU FY		102,000	7/1/03	6,000		CU FY		DC
Paden PHD	Charles	Professor, Cell Biology & Neuroscience		68,196		T	CU,R		68,196	8/16/03	*22,732 act		CU,R R *		*SR
Paxton PHD	John	Associate Professor, Computer Science		65,388		T	CU	Professor, Computer Science	69,388	11/1/03	*7,265 act		CU *CU	6.12%	P, *ST
Peed MFA	Michael	Professor, Art		60,192		T	CU		60,192	8/16/03	*7,447 act		CU *CU		*ST, SR
Peterson PHD	James	Department Head, Electrical Engineering		110,726	1,800	P	CU FY		110,726	7/1/03	1,800	T	CU FY		DC
Phillips PHD	Dwight	Professor, Cell Biology & Neuroscience		74,465	11,991	T	CU		74,465	8/16/03	11,991 *18,728 act		CU *CU		Admin Stipend, *O WWAMI Director
Pope MFA	Norman	Professor, Art		52,046		T	CU		52,395	11/1/03	*9,338 act		CU *CU	0.67%	E *ST,SR
Pratt PHD	Raymond	Professor, Political Science		55,317		T	CU		55,317	8/16/03	*4,610 act		CU *CU		*ST
Priscu PHD	John	Professor, Land Resources & Environ Sci		101,725		T	CU,D		101,725	8/16/03	*30,663 act		CU,D *R		*SR
Rebane PHD	Aleksander	Associate Professor, Physics		65,476		T	CU	Professor, Physics	69,476	11/1/03	*21,825 act		CU *R	6.11%	P, *SR
Reihman PHD	Thomas	Professor, Mechanical Engineering		74,531		T	CU		74,531	8/16/03			CU		

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Last	First												Source & FTE		
Reilly PHD	Michael	Professor, College of Business		88,480		T	CU		88,480	8/16/03	*10,109 act		CU *R		*ST
Ross PHD	Rockford	Professor, Computer Science		82,880		T	CU		82,880	8/16/03	*9,208 act		CU *R		*SR
Rucker PHD	Randal	Professor, Agricultural Economics & Econo		88,188		T	CU		88,188	8/16/03	*8,796 act		CU *R		*SR
Rydell II PHD	Robert	Department Head, History & Philosophy		88,619	1,800	T	CU FY		88,619	7/1/03	1,800		CU FY		DC
Schlotzhauer MFA	Harold	Professor, Art		61,852		T	CU		61,852	8/16/03	*8,591 act		CU *CU		*ST
Schmidt MFA	Anthony	Professor, Art		51,022		T	CU		52,395	11/1/03	*7,810 act		CU *CU	2.69%	E,*ST, SR
Sears PHD	John	Chair of Eng &Comp Sci Educ, Profesor, Chemical Eng		89,284	4,000	T	CU		89,284	8/16/03	4000 *4,812 act		CU *R		DC, *SR
Sexson PHD	Lynda	Professor, History and Philosophy		64,405		T	CU		64,405	8/16/03	*1,250 act		CU *CU		*SR
Sexson PHD	Michael	Professor, English		65,346		T	CU		65,346	8/16/03	*6,115 act		CU *CU		*ST
Sharrock PHD	Robert	Professor, Plant Sciences		62,143		T	CU		62,143	8/16/03	*17,262 act		CU *D		*SR
Smith MFA	Robert	Professor, Art		55,022		T	CU		55,022	8/16/03	*1,384 act		CU *CU		*SR
Smith PHD	Billy	Professor, History and Philosophy		76,836		T	CU		76,836	8/16/03	*8,000 act		CU *D		*SR
Smith PHD	Richard	Professor, Physics		66,794		T	CU,D,R		66,794	8/16/03	*22,265 act		CU,D,R *R		*SR
Smith PHD	Vincent	Professor, Agricultural Economics & Econo		114,576		T	CU FY		114,576	7/1/03			CU FY		
Snepenger PHD	David	Professor, College of Business		78,924		T	CU		78,924	8/16/03	*10,076 act		CU *CU		*ST, SR
Sorenson Jr MA	Henry	Associate Professor, Architecture		53,047		T	CU	Professor, Architecture	57,047	11/1/03			CU	7.54%	P
Starkey PHD	J	Professor, Computer Science		84,075		T	CU		84,075	8/16/03	*21,018 act		CU *R		*SR

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Last	First														
(1) CHANGES IN RANK/TENURE, RESPONSIBILITY, SALARY:															
(c) FACULTY:															
Professors:															
Stein EDD	Wayne	Associate Professor, Center for Native Amer Studies		62,070		T	CU	Professor, Center for Native Amer Studies	66,070	11/1/03	*5,175 act		CU *CU	6.44%	P, *ST
Stewart EDD	Craig	Professor, Health & Human Development		63,677		T	CU		63,677	8/16/03	*21,225 act		CU *CU		*ST, Sports Camp Director
Stewart PHD	Philip	Professor, Chemical Engineering		80,505	18,436	T	CU,D,R		80,505	8/16/03	18,436 *26,835 act		CU,D *R		Admin Stipend *SR
Stroup PHD	Richard	Professor, Agricultural Econ & Econ		65,053		T	CU	Interim Department Head, Ag Econ/Econ	65,053	8/16/03	13,000 *6,000 act		CU *R		DC,*SR
Swanson PHD	Richard	Professor, Mathematical Sciences		66,341		T	CU		66,341	8/16/03			CU		
Tobias MFA	Ronald	Professor/Coord, Media & Theatre Arts		62,883		T	CU,R		62,883	8/16/03	*10,250 act *3,333 act		CU,R *R *R		*ST,SR * O produce tv show
Tsuruta PHD	Sachiko	Professor, Physics		66,850		T	CU		66,850	8/16/03	*12,000 act		CU *R		*SR
Tuthill PHD	George	Professor, Physics		65,936		T	CU		65,936	8/16/03	*21,979 act		CU *R		*SR
Van Luchene PHD	Robert	Professor, Civil Engineering		76,140		T	CU		76,140	8/16/03			CU		
Vinogradov PHD	Aleksandra	Professor, Mechanical Engineering		72,650		T	CU		72,650	8/16/03	*4,036 act		CU *R		*SR
Vogel PHD	Curtis	Professor, Mathematical Sciences		64,527		T	CU,D		64,527	8/16/03	*20,842 act		CU,D *R		*SR
Wambolt PHD	Carl	Professor, Animal & Range Sciences		68,534		T	CU FY		68,534	7/1/03			CU FY		
Watts PHD	Myles	Department Head, Agricultural Economics & Econo		108,640		T	CU FY	Professor, Agricultural Economics & Econo	108,640	7/1/03			CU		
Weaver PHD	Theodore	Professor, Ecology		65,480		T	CU		65,480	8/16/03	*250 act		CU *CU		*ST

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Last	First														
Weinert PHD	Clarann	Professor, Nursing Departments		76,984		T	CU,R		76,984	8/16/03			CU,R		
Wells PHD	Michael	Professor, Mechanical Engineering		88,288		T	CU		88,288	8/16/03	*9,810 act		CU *CU		*ST, O ME SR Project Coordinator
Wilmer PHD	Franke	Department Head, Political Science		54,419	2,500	T	CU		54,419	8/16/03	2,500 *10,543 act *5,543 act		CU *R *CU		DC, *SR, *O Dept Head Duties
Wolff PHD	Richard	Gilhousen Telecom Chair, Electrical Engineering		55,000			R		55,000	8/16/03			R		
Wood MARCH	Thomas	Professor, Architecture		70,303		T	CU		70,303	8/16/03	*2,500 act		CU *CU		*O Asst Dean Duties
Wyckoff PHD	William	Professor, Earth Science		62,427		T	CU		62,427	8/16/03	*5,202 act		CU 0.67FTE *CU		Sabbatical for AY, *ST
Young PHD	David	Professor, Biomedical Research		96,482		T	CU,R FY		96,482	7/1/03			CU,R FY		
Young PHD	Douglas	Professor, Agricultural Econ & Econ		77,992		T	CU		77,992	8/16/03	*9,826 act *6,779 act		CU *CU *R		*(ST, O Outreach Pgrm), *SR
Young PHD	Mark	Professor, Plant Sciences		98,495	19,699	T	CU,D FY		98,495	7/1/03	19,699		CU,R FY		Admin Stipend
Associate Professors:															
Adams PHD	Edward	Associate Professor, Civil Engineering		66,643		P	CU,R		66,643	8/16/03			CU,R		
Aig PHD	Dennis	Associate Professor, Media & Theatre Arts		42,905		T	CU		42,905	8/16/03	*9,275 act *900 act		CU (*CU,R) D		(*ST,SR) O Option Coord
Aldred PHD	Jo	Assistant Professor, Center for Native Amer Studies		42,105		P	CU	Associate Professor, Center for Native Amer Studies	44,758	11/1/03	*8,538 act	T	CU *D	6.30%	P E (653) *SR
Allard PHD	Jim	Associate Professor, History & Philosophy		49,765		T	CU		49,765	8/16/03			CU		
Ashley PHD	Joseph	Associate Professor, Earth Science		49,675		T	CU		49,675	8/16/03	*11,039 act		CU *CU		*ST

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Last	First														
Atwood PHD	Joseph	Associate Professor, Agricultural Econ & Econ		67,571		T	CU		67,571	8/16/03			CU		
Bandyopadhyay PHD	Prasanta	Associate Professor, History & Philosophy		43,337		T	CU		43,337	8/16/03	*1,200 act		CU *CU		*SR
Banfield PHD	Jeffrey	Associate Professor, Math Sciences		51,484		T	CU		51,484	8/16/03			CU		
Beehler PHD	Sharon	Associate Professor, English		48,147		T	CU		48,147	8/16/03			CU		
Benham PHD	Harry	Associate Professor, College of Business		68,488		T	CU		68,488	8/16/03	*3,000 act		CU *CU		*SR
Bogar PHD	Gary	Associate Professor, Math Sciences		55,332		T	CU		55,332	8/16/03			CU		
Borkowski PHD	John	Associate Professor, Math Sciences		52,566		T	CU		52,566	8/16/03	*2,000 act *3,000 act		CU *R *D		*SR, O Consulting
Bowman PHD	Janice	Associate Professor, Animal & Range Sciences		67,139		T	CU,R FY		67,139	7/1/03			CU FY		
Brody PHD	Michael	Associate Professor, Education		47,068		T	CU		47,068	8/16/03	*6,500 act *6,000 act		CU *CU *R,D		*ST, *SR
Bruwelheide EDD	Kenneth	Associate Professor, Education		53,245		T	CU		53,245	8/16/03	*5916 act		CU *CU		*SR
Buschena PHD	David	Associate Professor, Agricultural Econ & Econ		60,869		T	CU		60,869	8/16/03	*13,526 act		CU *R		*SR
Cahoon PHD	Joel	Associate Professor, Civil Engineering		65,611		T	CU		65,611	8/16/03	*14,580 act		CU *CU		*SR
Carson PHD	Robert	Department Head, Education		66,364	10,000	T	CU FY		66,364	7/1/03	10,000 *200 act *3600 act		CU FY *D *R		DC, *O Present at Teachers for Excel Prgm *O Design web based cert prgm
Cherry PHD	John	Associate Professor, Math Sciences		47,170		P	CU		47,170	8/16/03			CU		

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Last	First														
Cho MARCH	Byoungsoo	Associate Professor, Architecture		46,620		P	CU		46,620	8/16/03			CU		
Christopher PHD	John	Associate Professor, Health & Human Development		48,095		T	CU		48,095	8/16/03			CU		
Christopher PHD	Suzanne	Associate Professor, Health & Human Development		47,694		T	CU,R		47,694	8/16/03	*1,325 act *12,730 act		CU *CU *R		*ST,*SR
Conger MFA	Jeffrey	Assistant Professor, Art		39,010		P	CU	Associate Professor, Art	44,758	11/1/03	*3,712 act	T	CU *CU	14.73%	P E (3,748) *(ST, SR)
Copie PHD	Valerie	Assistant Professor, Chemistry		52,382		P	CU	Associate Professor, Chemistry	54,382	11/1/03	*11,640 act	T	CU *R	3.82%	P , *SR
Crain PHD	Gilbert	Associate Professor, College of Business		70,245		T	CU		70,245	8/16/03			CU		
Custer PHD	Stephan	Associate Professor, Earth Science		64,685		T	CU		64,685	8/16/03	*6,715 act		CU *CU		*ST
Davis PHD	Scott	Associate Professor, Education		46,335		T	CU		46,335	8/16/03	*9,515 act *5929 act		CU *CU *D		*(ST, O Course development), *SR
de Onis PHD	Ann	Associate Professor, Education		48,276	1,000	T	CU		48,276	8/16/03	*10,728 act		CU *CU		*ST
Deibert SCD	Max	Associate Professor, Chemical Engineering		67,766		T	CU		67,766	8/16/03			CU		
Derwinski-Robinson MSN	Barbara	Associate Professor, Nursing Departments		52,972		T	CU		52,972	8/16/03	*11,771 act		CU *CU		*ST
Dickensheets PHD	David	Assistant Professor, Electrical Engineering		63,123		P	CU,R	Associate Professor, Electrical Engineering	65,123	11/1/03	*21,041 act	T	CU,R *R,D	3.17%	P *SR
Dodd PHD	Nancy	Associate Professor, College of Business		71,562		T	CU		71,562	8/16/03	*6,976 act		CU *CU		*(SR, O University Ombudsman)
Douglas PHD	Trevor	Associate Research Professor, Chemistry		78,286		T	R		78,286	8/16/03	*26,095 act		R *R		*SR

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Last	First														
Drenk PHD	Dean	Associate Professor, College of Business		48,088		T	CU		48,088	8/16/03			CU		
Dressler EDD	Boyd	Associate Professor, Education		45,591		P	CU		45,591	8/16/03	*10,131 act *2,000 act		CU *CU *R		*ST, *SR
Dunnagan EDD	Timothy	Associate Professor, Health & Human Development		45,680		T	CU		45,680	8/16/03	*7,612 act *7,615 act		CU *CU *R		*ST, *SR
Eiger PHD	Steven	Associate Professor, Cell Biology & Neuroscience		45,508		T	CU		45,508	8/16/03	*500 act		CU *CU		*SR
Eversman PHD	Sharon	Associate Professor, Ecology		49,661		T	CU		49,661	8/16/03	*5,000 act		CU *CU		*ST
Feeley PHD	Todd	Assistant Professor, Earth Science		60,000		P	CU	Associate Professor, Earth Science	62,000	11/1/03	*16,500 act	T	CU *R,D	3.33%	P *SR
Fisher PHD	John	Associate Professor, Sociology		49,173		T	CU		49,173	8/16/03	*4,171 act		CU *R		*SR
Fleck PHD	Robert	Associate Professor, Agricultural Economics & Econo		62,481		T	CU 0.67FTE		62,481	8/16/03			CU		
Fleming PHD	Walter	Department Head, Center for Native Amer Studies		55,000	1,500	T	CU		53,500	8/16/03	1,500 *4,000 act *11,889 act *3,372 act		CU *D *CU *R		DC, *SR, *O Dept Head Duties, *O Cord Native Hist Grt
Francis PHD	Gregory	Associate Professor, Physics		54,355		T	CU		54,355	8/16/03	*16,594 act		CU *CU		*(ST, O Course development)
Franklin PHD	Michael	Associate Professor, Microbiology		54,000		T	CU,R		54,000	8/16/03	*18,000 act		CU,R *R		*SR
Frick PHD	Martin	Associate Professor, Agricultural Education		55,643		T	CU		55,643	8/16/03	*300 act *18,312 act		CU *CU *R		*ST, *SR
Gagnon MS	Leonard	Associate Professor, Animal & Range Sciences		70,494		T	CU FY		70,494	7/1/03			CU FY		
Gedeon PHD	Tomas	Associate Professor, Mathematical Sciences		50,629		T	CU		50,629	8/16/03	*11,250 act		CU *R		*SR

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Last	First														
George	PHD	Alan	Associate Professor, Mechanical Engineering	58,401		T	CU		58,401	8/16/03			CU		
Gilje	PHD	Fredericka	Associate Professor, Nursing Departments	55,000			CU		55,000	8/16/03			CU		
Gillette	PHD	Richard	Associate Professor, Mathematical Sciences	55,754		T	CU		55,754	8/16/03			CU		
Giusti	PHD	Ada	Associate Professor, Modern Languages & Literature	49,318		T	CU 0.67FTE		49,318	8/16/03			CU		
Glenn	MA	Daniel	Associate Professor, Architecture	48,007		P	CU		48,007	8/16/03	*1,500 act *1,300 act		CU *CU *D		*SR, *O Arts Link Program
Hamburgh	PHD	Harvey	Associate Professor, Art	44,540		T	CU		44,540	8/16/03	*637 act		CU *CU		*SR
Hansen	MLS	Mary	Interim Associate Dean, Libraries	65,000		T	CU FY	Reference Librarian, Libraries	44,642	6/1/03			CU FY		
Hanssen	PHD	Frederick	Associate Professor, Agricultural Economics & Econo	61,899		T	CU		61,899	8/16/03			CU		
Haynes	PHD	Deborah	Associate Professor, Health & Human Development	47,242		T	CU,R		47,242	8/16/03	*9,020 act		CU *CU,R		*SR
Haynes	PHD	George	Associate Professor, Health & Human Development	45,502		T	CU,R		45,502	8/16/03	*500 act		CU *CU		*O HHD management team member
Heil	PHD	Daniel	Assistant Professor, Health & Human Development	39,100		P	CU	Assoc Professor, Health & Human Development	44,758	11/1/03	*8,478 act	T	CU *R	14.47%	P E (6,464), *SR
Hodgson	PHD	Theodore	Associate Professor, Mathematical Sciences	55,913		T	CU		55,913	8/16/03	*4,606 act *12,425 act		CU *CU *R		*(ST, O Admin duties), *SR
Hooton	MFA	John	Associate Professor, Media & Theatre Arts	46,022		T	CU		46,022	8/16/03	*1,800 act		CU *CU		*O Option Program Coordinator
Idzerda	PHD	Yves	Associate Professor, Physics	72,518		P	CU		72,518	8/16/03	*24,172 act		CU *R		*SR

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Last	First														
Jacobs PHD	Gwen	Dept Head, Cell Biology & Neuroscience		61,556	5,000	T	CU,R		62,556	8/16/03	4,000 *20,518 act		CU,R *R		DC, *SR
Jacobson PHD	Kaaren	Associate Professor, Political Science		48,673	1,500	T	CU		48,673	8/16/03	1,500 *5,408 act		CU *CU		Admin Stipend , *ST
Jelinski PHD	Jack	Associate Professor, Modern Languages & Literature		58,289		T	CU		58,289	8/16/03			CU		
Johnson DA	Jerry	Associate Professor, Political Science		47,578		T	CU		47,578	8/16/03	*12,044 act		CU *R		*SR
Johnson MBA	Christie	Associate Professor, College of Business		71,118		T	CU		71,118	8/16/03			CU		
Jones PHD	Warren	Associate Professor, Civil Engineering		66,120		T	CU		66,120	8/16/03	*3,673 act *7,346 act		CU *R *CU		*SR, *O Faculty Council
Juroszek MA	Steven	Assistant Professor, Architecture		47,851		P	CU	Associate Professor, Architecture	49,851	11/1/03		T	CU	4.18%	P
Karell PHD	Linda	Associate Professor, English		44,109		T	CU		44,109	8/16/03			CU		
Kawasaki MLS	Jodee	Info Resources Dev Librarian, Libraries		54,689	3,600	T	CU FY		58,289	7/1/03			CU FY	6.58%	base correction: reported incorrectly
Kerans PHD	Billie	Associate Professor, Ecology		47,813		T	CU		51,313	8/16/03	*4,000 act		CU R *	7.32%	retention agreement, *SR
Kevane PHD	Bridget	Associate Professor, Modern Languages & Literature		48,378		T	CU		48,378	8/16/03			CU		
Klapper PHD	Isaac	Associate Professor, Mathematical Sciences		50,575		T	CU		50,575	8/16/03	*5,619 act		CU *R		*SR
Kollin PHD	Susan	Associate Professor, English		43,895		T	CU		43,895	8/16/03	*4,000 act		CU *CU		*ST
Kwapisz PHD	Jaroslav	Associate Professor, Mathematical Sciences		49,003		T	CU		49,003	8/16/03			CU		

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Last	First														
Lansverk PHD	Marvin	Associate Professor, English		42,069		T	CU		42,758	11/1/03			CU	1.64%	E
Lefcort PHD	Frances	Associate Professor, Cell Biology & Neuroscience		56,351		T	CU		56,351	8/16/03	*18,784 act		CU *R		*SR
Levy PHD	Sanford	Associate Professor, History and Philosophy		47,090		T	CU		47,090	8/16/03	*14,000 act		CU *CU		*SR
Link PHD	Bennett	Associate Professor, Physics		53,431		T	CU		53,431	8/16/03	*12,936 act		CU 0.67FTE *R		Sabbatical for AY *SR
Liu PHD	Jian-yi	Associate Professor, Earth Science		39,386		T	CU		42,758	11/1/03	*4,000 act		CU *CU	8.56%	E, *ST
Longcope PHD	Dana	Associate Professor, Physics		55,444		T	CU		55,444	8/16/03	*18,481 act		CU *R		*SR
Lund PHD	Priscilla	Associate Professor, Education		47,409	1,000	T	CU		47,409	8/16/03	*4,003 act		CU *CU		*ST
Maher PHD	Robert	Associate Professor, Electrical Engineering		72,500		P	CU		72,500	8/16/03	*7,610 act		CU *D		*SR
Makeever MS	Gerald	Associate Professor, Music		44,407		T	CU		44,407	8/16/03			CU		
Malovychko PHD	Galyna	Associate Professor, Physics		61,500		P	CU		61,500	8/16/03	*17,083 act		CU *R,D		*SR
Martell PHD	Richard	Associate Professor, Psychology		61,943		T	CU		61,943	8/16/03	*13,765 act		CU *R		*SR
Martindale PHD	William	Associate Professor, Mechanical Engineering		61,158		T	CU		61,158	8/16/03			CU		
Maskiell PHD	Michelle	Associate Professor, History and Philosophy		56,876		T	CU		56,876	8/16/03	*500 act		CU *CU		*SR
Massey PHD	Laura	Associate Professor, Health & Human Development		50,457		T	CU		50,457	8/16/03	*11,409 act		CU *CU		*SR,ST

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Last	First														
Maxam PHD	Clark	Associate Professor, College of Business		81,083		T	CU		81,083	8/16/03	*4,500 act		CU *D, CU		*SR
McClure PHD	Cynthia	Associate Professor, Chemistry		65,217		T	CU		65,217	8/16/03			CU		
McClure PHD	Marcella	Associate Professor, Microbiology		74,640		T	CU, D, R		74,640	8/16/03	*24,780 act		CU, D, R *R		*SR
Miles EDD	Eunice	Psychologist, Counseling Center		46,050		T	CU , AY		46,050	8/16/03			CU , AY		
Minton PHD	Timothy	Associate Professor, Chemistry		75,559		T	CU, R		75,559	8/16/03	*25,186 act		CU, R *R		*SR
Monahan PHD	Susanne	Associate Professor, Sociology		49,954		T	CU		49,954	8/16/03	*3,655 act *3,200 act		CU *R *D		*SR, *O Exec Comm Reinvt Core
Montagne PHD	Clifford	Associate Professor, Land Resources & Environ Sci		52,027		T	CU		52,027	8/16/03			CU		
Mooney PHD	Edward	Associate Professor, Industrial & Mgmt Engr		67,031		T	CU		67,031	8/16/03	*5,586 act		CU *CU		*ST
Myers PHD	Kimberly	Assistant Professor, English		41,903		P	CU	Associate Professor, English	44,758	11/1/03		T	CU	6.81%	P E (855)
Myers PHD	Michael	Associate Professor, Modern Languages & Literature		45,680		T	CU	Department Head, Modern Languages & Literature	49,180	8/16/03	1,500 *5,464 act		CU *CU		DC, *O Dept Head duties
Nelson EDD	Mark	Associate Professor, Health & Human Development		48,854		T	CU		48,854	8/16/03	*10,856 act *5,428 act		CU *CU *R		*ST, *SR
Neumeier PHD	John	Associate Professor, Physics		61,500		P	CU		61,500	8/16/03	*12,300 act		CU *R		*SR
Oakberg PHD	Robert	Associate Professor/Faculty Athletic Rep, Civil		62,865		T	CU		62,865	8/16/03	*6,985 act		CU *CU		*O Faculty Athletic Rep
O'Neill EDD	Maire	Associate Professor, Architecture		50,212		T	CU		50,212	8/16/03			CU		

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Last	First														
Osborne PHD	Sandra	Associate Professor, Health & Human Development		49,282		T	CU		49,282	8/16/03	*2,738 act		CU *CU		*ST
Perkins PHD	Steven	Associate Professor, Civil Engineering		67,146		T	CU		67,146	8/16/03	*14,921 act		CU *R,D,CU		*SR
Pernarowski PHD	Mark	Associate Professor, Mathematical Sciences		52,089		T	CU,R		52,089	8/16/03			CU		
Peters PHD	John	Associate Professor, Chemistry		75,000		P	CU		75,000	8/16/03	*25,000 act	T	CU *R		*SR
Peterson PHD	Bonita	Associate Professor, College of Business		75,055		T	CU		75,055	8/16/03	*3,500 act		CU *CU		*SR
Pierce PHD	Charles	Associate Professor, Psychology		55,000		T	CU		55,000	8/16/03	*9,166 act		CU *CU		*ST
Pinet PHD	Christopher	Associate Professor, Modern Languages & Literature		54,612		T	CU		54,612	8/16/03			CU		
Pohl MLA	Richard	Associate Professor, Plant Sciences		64,911		T	CU		64,911	8/16/03			CU		
Quimby PHD	William	Associate Professor, Mathematical Sciences		54,613		T	CU		54,613	8/16/03			CU		
Quinn PHD	Beth	Associate Professor, Sociology		46,138		T	CU		46,138	8/16/03			CU		
Richman PHD	Adam	Assistant Professor, Plant Sciences		43,691		P	CU	Associate Professor, Plant Sciences	45,691	11/1/03	*4,846 act	T	CU *R	4.58%	P,*SR
Robison-Cox PHD	James	Associate Professor, Mathematical Sciences		49,039		T	CU		49,039	8/16/03	*13,626 act *1,000 act		CU *R *D		*SR, *O nursing consultation
Rotella PHD	Jay	Department Head, Ecology		65,664	4,000	T	CU,R	Associate Professor, Ecology	65,664	8/16/03	*21,888 act		CU *CU		*SR
Rusoff PHD	Anne	Associate Professor, Cell Biology & Neuroscience		55,672		T	CU		55,672	8/16/03			CU		

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Last	First														
Scheerer MFA	David	Associate Professor, Media & Theatre Arts		42,988		T	CU		42,988	8/16/03	*4,500 act *2,000 act		CU *R *CU		*ST, *SR
Schillings PHD	Paul	Associate Professor, Mechanical Engineering		70,263		T	CU		70,263	8/16/03	*3,904 act		CU *CU		*ST
Schmitt PHD	James	Department Head, Earth Science		75,377	1,500	T	CU FY	Associate Professor, Earth Science	61,672	8/16/03	*1,875 act		CU *CU		*ST
Scott MLS	Kim	Special Collections Librarian, Libraries		59,816		T	CU FY		59,816	7/1/03			CU FY		
Shaffer PHD	Daniel	Associate Professor, Chemical Engineering		68,789		T	CU 0.75FTE		68,789	8/16/03			CU 0.5FTE		.75 FTE Spring Semester
Shaw	Joseph	Associate Professor, Electrical Engineering		75,403		P	CU,R		75,403	8/16/03	*24,866 act		CU, R *R		*SR
Shreffler-Grant PHD	M	Director, Nursing Departments		63,142	3,000	T	CU,R		63,142	8/16/03	3,000 *14,031 act		CU *CU		Admin Stipend *O Director Kalispell Nursing
Simonsen PHD	Linda	Associate Professor, Mathematical Sciences		49,106		T	CU,R		49,106	8/16/03	*2,250 act *6,000 act		CU,R *CU *R		*ST, *SR
Singel PHD	David	Associate Professor, Chemistry		67,386		T	CU		67,386	8/16/03			CU		
Sobek II PHD	Durward	Assistant Professor, Industrial & Mgmt Engr		60,377		P	CU	Associate Professor, Industrial & Mgmt Engr	62,377	11/1/03	*13,417 act *3,354 act	T	CU *R *CU	3.31%	P, *SR, *O Grad Program Coordinator
Sowell PHD	Bok	Associate Professor, Animal & Range Sciences		55,238		T	CU		55,238	8/16/03	*18,413 act		CU *R		*SR
Stein PHD	Otto	Associate Professor, Civil Engineering		66,345		T	CU		66,345	8/16/03	*14,743 act		CU *CU		*SR
Stephens PHD	Jerry	Associate Professor, Civil Engineering		69,750		T	CU,R		69,750	8/16/03	*9,500 act		CU,R *R		*SR
Stock PHD	Wendy	Associate Professor, Agricultural Econ & Econ		71,954		P	CU		71,954	8/16/03	*950 act	T	CU *CU		*SR

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Last	First												Source & FTE		
Stout PHD	Richard	Associate Professor, Plant Sciences		53,107		T	CU		53,107	8/16/03	*17,700 act		CU *R,D		*SR
Sunner PHD	Jan	Associate Professor, Chemistry		58,459		T	CU		58,459	8/16/03	*5,247 act		CU *R,D		*SR
Swinford PHD	Steven	Associate Professor, Sociology		46,336		T	CU		46,336	8/16/03	*2,000 act *200 act		CU *R *D		*SR, *O Presenter/ speaker
Taper PHD	Mark	Associate Professor, Ecology		48,313		P	CU		48,313	8/16/03			CU		
Taylor PHD	Shannon	Assistant Professor, College of Business		66,161		T	CU	Associate Professor, College of Business	68,161	11/1/03	*7,013 act		CU *CU	3.02%	P, *(ST,SR)
Teintze PHD	Martin	Associate Professor, Chemistry		58,389		T	CU		58,389	8/16/03	*19,463 act		CU *R		*SR
Thomas PHD	Amy	Associate Professor, English		45,981		T	CU		45,981	8/16/03			CU		
Trolinger MS	Charlotte	Associate Professor, Media & Theatre Arts		92,292		T	CU 0.5FTE		92,292	8/16/03	*5,127 act		CU 0.5FTE *CU		*ST
Trout PHD	Paul	Associate Professor, English		51,242		T	CU		51,242	8/16/03			CU		
Watson MFA	Tom	Assistant Professor, Media & Theatre Arts		38,249		P	CU	Associate Professor, Media & Theatre Arts	40,920	11/1/03	*3,450 act	T	CU *R	6.98%	P E(671), *O Program Asst
Weaver PHD	David	Associate Professor, Entomology		70,000		P	CU,D,R FY		70,000	7/1/03			CU, D, R FY		
Whelan PHD	Michael	Associate Professor, Civil Engineering		60,050		P	CU		60,050	8/16/03	*1,645 act *6,672 act		CU *D *CU		*ST, *O Asst Dept Head Duties
Wright PHD	Brad	Associate Professor, Architecture		51,074		P	CU		51,074	8/16/03			CU		
Yoo PHD	Year-Back	Associate Professor, Computer Science		62,462		T	CU		62,462	8/16/03			CU		

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Last	First														
York MPA	Victoria	Reference Librarian, Libraries		61,216		T	CU FY		61,216	8/16/03			CU FY		
Yost MM	Laurel	Associate Professor, Music		44,143		T	CU		44,143	8/16/03			CU		
Zajdel PHD	Melody	Associate Professor, English		46,747		T	CU		46,747	8/16/03	*4,000 act		CU *CU		*ST
Zauha MA	Janelle	Reference Librarian, Libraries		48,243	3,600	T	CU FY		48,243	7/1/03	3,600		CU FY		Admin Stipend
Zhu PHD	Binhai	Associate Professor, Computer Science		66,209		P	CU		66,209	8/16/03		T	CU		
Assistant Professors:															
Bailey PHD	Sandra	Human Development Spec, Health & Human Development		61,080		P	CU FY		61,080	7/1/03			CU FY		
Bangert EDD	Arthur	Assistant Professor, Education		42,500		P	CU		42,500	8/16/03	*3,444 act *639 act		CU *CU *R		*(ST, O course development) *SR
Becker	James	Assistant Professor, Electrical Engineering		62,908		P	CU		62,908	8/16/03	*6,990 act *7,000 act		CU *R *CU		*SR, O course development
Boldry-Arterburn PHD	Jennifer	Assistant Professor, Psychology		47,798		P	CU		47,798	8/16/03	*8,000 act		CU *CU		*ST
Boles PHD	Jane	Assistant Professor, Animal & Range Sciences		53,402		P	CU FY		53,402	7/1/03			CU FY		
Bolles PHD	Marilyn	Assistant Professor, Modern Languages		40,800		P	CU		40,800	8/16/03			CU		
Bradley PHD	Roger	Assistant Professor, Cell Biology & Neuroscience		45,258		P	CU,R		45,258	8/16/03	*15,086 act		CU,R *R		*SR
Branam PHD	Vonna	Assistant Professor, Nursing Departments		65,013		T	CU		65,013	8/16/03	*7,224 act *3,792 act *657 act		CU *CU *R		*(ST, O FNP review) *SR

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Last	First														
Branch PHD	Kirk	Assistant Professor, English		45,500		P	CU		45,500	8/16/03	*3,000 act		CU *D		*SR
Briggs PHD	Jeanne	Assistant Professor, Plant Sciences		53,000		P	CU FY		53,000	7/1/03			CU FY		
Brown	David	Assistant Professor, Land Resources & Environ Sci		55,000		P	CU FY		55,000	7/1/03			CU, FY		
Bryant PHD	Scott	Assistant Professor, College of Business Instructio		66,000		P	CU		66,000	8/16/03	*5,000 act		CU *CU		*SR
Burritt PHD	James	Assistant Professor, Microbiology		45,000		P	CU		45,000	8/16/03	*15,000 act		CU *R		*SR
Campbell MS	Robert	Assistant Professor, History		41,000		P	CU		41,000	8/16/03			CU		
Campbell PHD	Christina	Assistant Professor, Health & Human Development		40,794		P	CU		40,794	8/16/03			CU		
Carson PHD	Jodi	Assistant Professor, Civil Engineering		58,790		P	CU,R		58,790	8/16/03	*10,814 act *2,250 act		CU,R *R *CU		*SR, *O course development
Carver MLS	Amy	Catalog Librarian, Libraries		46,355	1,200	P	CU FY		46,355	7/1/03	1,200		CU FY		Admin stipend
Cheek PHD	Rita	Assistant Professor, Nursing Departments		54,571		P	CU		54,571	8/16/03			CU		
Chen	Shi-Jie	Assistant Professor, Industrial & Mgmt Engr		59,918		P	CU		59,918	8/16/03	*6,658 act		CU *CU		*O Part of initial hire start up package
Chen PHD	Chengci	Assistant Professor, AES CARC		57,200		P	CU FY		57,200	7/1/03			CU FY		
Christiansen PHD	Tim	Assistant Professor, College of Business Instructio		65,959		P	CU		65,959	8/16/03	*3,500 act		CU *CU		*SR
Clark-Miller PHD	Jason	Assistant Professor, Sociology		42,000		P	CU		42,000	8/16/03	*8,000 act		CU *CU		*ST
Cloninger PHD	Mary	Assistant Professor, Chemistry		51,350		P	CU		51,350	8/16/03	*11,411 act		CU *R		*SR

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Cohen PHD	Susan	Assistant Professor, History and Philosophy		42,230		P	CU		42,230	8/16/03			CU		
Cole PHD	Michael	Assistant Professor, Industrial & Mgmt Engr		60,000		P	CU		60,000	8/16/03	*6,666 act		CU *CU		*O Part of initial hire start up package
Colton MS	Nancy	Assistant Professor, Health & Human Development		40,786		T	CU		40,786	8/16/03	*1,133 act		CU *CU		*ST
Coon MLS	Roger	Reference Librarian, Libraries		39,269		P	CU FY		39,269	7/1/03			CU FY		
Cornish PHD	Neil	Assistant Professor, Physics		49,324		P	CU		67,500	8/16/03	*21,490 act		CU,D *R,D	36.85%	Retention *SR
Crowley MPAC	Steven	Adjunct Instructor, College of Business Instructio		72,000		P	CU		72,000	8/16/03	*5,000 act		CU *CU		*SR
Dana JD	Susan	Assistant Professor, College of Business		56,102		P	CU		56,102	8/16/03	*3,500 act		CU *CU		*SR
Downey PHD	Jayne	Assistant Professor, Education		42,000		P	CU		42,000	8/16/03	*4,246 act		CU *CU		*(ST, O presenter/ speaker)
Doyle EDD	James	Assistant Professor, Education		45,709		P	CU		45,709	8/16/03	*8,938 act		CU *CU		*ST
Duffy PHD	James	Assistant Professor, Chemical Engineering		58,072		P	CU		58,072	8/16/03	*6,500 act		CU *CU		*O Course Development
Erickson EDD	Joanne	Assistant Professor, Education		45,942		P	CU		45,942	8/16/03	*5,105 act *10,209 act		CU *CU *R		*ST, *SR
Falaschetti PHD	Dino	Assistant Professor, Agricultural Econ & Econ		60,000		P	CU		60,000	8/16/03			CU		
Fischer PHD	Andreas	Assistant Professor, Plant Sciences		44,147		P	CU		44,147	8/16/03			CU		
Flory PHD	Daniel	Assistant Professor, History & Philosophy		39,672		P	CU		39,672	8/16/03	*4,000 act		CU *CU		*ST
Fuster MM	Bradley	Assistant Professor, Music		34,980		P	CU 0FTE		38,920	11/1/03			CU	11.26%	E
Gaines PHD	Philip	Assistant Professor, English		41,106		P	CU		41,106	8/16/03	*5,750 act		CU *CU		*ST, *SR

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Gao PHD	Hongwei	Assistant Professor, Electrical Engineering		61,200		P	CU		61,200	8/16/03	*13,600 act		CU *R		*SR
Giullian PHD	Marc	Assistant Professor, College of Business		72,505	5,000	P	CU		72,505	8/16/03	5,000 act *6,041 act *3,500 act		CU *CU *D		Admin Stipend, *ST,*SR
Harney PHD	Jon	Assistant Professor, Music		37,514		P	CU		38,920	11/1/03			CU	3.75%	E
Henson MPH	Doris	Assistant Professor, Nursing Departments		54,498		T	CU		54,498	8/16/03			CU		
Herbeck EDD	Mary	Assistant Professor, Education		45,682		P	CU		45,682	8/16/03	*3,959 act		CU *CU		*ST
Hunts PHD	Holly	Assistant Professor, Health & Human Development		41,518		P	CU		41,518	8/16/03	*300 act		CU *R		*SR
Janzen MFA	Gesine	Assistant Professor, Art		36,778			CU		38,920	11/1/03	*5,108 act		CU *CU	5.82%	E, *ST
Jost MS	Douglas	Assistant Professor, Civil Engineering		55,702		P	CU		55,702	8/16/03	*2,215 act		CU *CU		*ST
Kaiser PHD	Todd	Assistant Professor, Electrical Engineering		59,043		P	CU		59,043	8/16/03	*13,005 act		CU *R		*SR
Kalinowski PHD	Steven	Assistant Professor, Ecology		47,500		P	CU		47,500	8/16/03	*5,277 act		CU *R		*SR
Kankelborg PHD	Charles	Assistant Professor, Physics		49,632		P	CU,R		49,632	8/16/03	*16,544 act		CU,R *R		*SR
Kempcke MLS	Ken	Reference Librarian, Libraries		43,454		P	CU FY		43,454	7/1/03			CU FY		
Larkin PHD	Todd	Assistant Professor, Art		38,249		P	CU		38,920	11/1/03			CU	1.75%	E
Lawrence PHD	Charles	Assistant Professor, Chemistry		50,825		P	CU		50,825	8/16/03	*16,941 act		CU *R		*SR
Lawrence PHD	Rick	Assistant Professor, Land Resources & Environ Sci		51,050		P	CU		51,050	8/16/03	*12,210 act		CU *R		*SR

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LeCain PHD	Timothy	Assistant Professor, History & Philosophy		41,000		P	R		41,000	8/16/03	*5,056 act *700 act		R *CU *R		*(ST,SR), *O work on EPSCOR Grant
Lei	Benfang	Assistant Professor, Vet Molecular Biology		50,000		P	CU,R		50,000	8/16/03	*16,667 act		CU,R *R		*SR
Letiecq PHD	Bethany	Assistant Professor, Health & Human Development		42,000		P	CU		42,000	8/16/03	*4667 act		CU *D		*SR
Lockhart BA	Marilyn	Assistant Professor, Education		45,656		P	CU		45,656	8/16/03	*6,668 act		CU		*SR, ST
Luebeck EDD	Jennifer	Assistant Professor, Mathematical Sciences		47,000		P	CU		47,000	8/16/03	*5,306 act		CU *CU		*ST
Lynes-Hayes PHD	Patricia	Assistant Professor, College of Nursing		49,939		P	CU		49,939	8/16/03	*1,483 act		CU *CU		*O Nurse Link Development Program
Mack-Canty PHD	Colleen	Assistant Professor, Political Science		41,900		P	CU		41,900	8/16/03	*4,000 act		CU *CU		*ST
Marshall MS	Susan	Electronic Resources Librarian, Libraries		40,000		P	CU FY		40,000	7/1/03			CU FY		
Mathenia MS	Brenda	Reference Librarian, Libraries		41,529		P	CU FY		41,529	7/1/03			CU FY		
Merzdorf PHD	Christa	Assistant Professor, Cell Biology & Neuroscience		43,680		P	CU		43,680	8/16/03	*14,560 act		CU *R		*SR
Metz PHD	Walter	Assistant Professor, Media & Theatre Arts		38,249		P	CU		38,920	11/1/03	*3,000 act *4,688 act		CU *R *D	1.75%	E *ST, *SR
Meyer MFA	Benjamin	Assistant Professor, Art		36,778		P	CU		38,920	11/1/03	*4,315 act		CU *CU	5.82%	E , *ST
Miles PHD	Mary	Assistant Professor, Health & Human Development		43,480		P	CU		43,480	8/16/03	*1,200 act *5,800 act		CU *CU *R		*ST, *(ST, O BRIN GRT Fac Institute)
Mokwa PHD	Robert	Assistant Professor, Civil Engineering		58,220		P	CU,R		58,220	8/16/03	*4,034 act *8,868 act		CU,R *R *CU		*SR, *O Soil Study Facilites , course develop
Moshavi PHD	Dan	Assistant Professor, College of Business		67,554		P	CU		67,554	8/16/03	*11,629 act		CU *CU		*ST, SR

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Last	First												Source & FTE		
Mumey PHD	Brendan	Assistant Professor, Computer Science		61,830		P	CU		61,830	8/16/03	*18,740 act		CU *R		*SR
Neeley PHD	Michael	Assistant Professor, Sociology		43,056		P	CU		43,056	8/16/03	*3,680 act		CU *R		*SR
New Holy PHD	Alexandra	Assistant Professor, Center for Native Amer Studies		42,084		P	CU		42,084	8/16/03	*8,000 act		CU *CU		*ST
Olson MS	Gregory	Assistant Professor, Health & Human Development		39,562		T	CU		39,562	8/16/03			CU		
Owens PHD	Lynn	Assistant Professor, Health & Human Development		44,000		P	CU		44,000	8/16/03	*6,111 act		CU *CU		*ST
Palmer	Betsy	Assistant Professor, Education		46,651		P	CU		46,651	8/16/03	*10,366 act *1,700 act		CU *CU *R		*ST, *SR
Parker PHD	Nadine	Assistant Professor, Nursing Departments		49,200		P	CU,R		49,200	8/16/03	*5,942 act *1,366 act		CU *CU *R		*(ST, O course development) *SR
Prawdzienski MED	Maryann	Assistant Professor, Nursing Departments		44,579		T	CU		44,579	8/16/03			CU		
Rasoul-Zadegan PHD	Yousef	Assistant Professor, Plant Sciences		59,000		P	CU FY		59,000	7/1/03			CU FY		
Reidy PHD	Michael	Assistant Professor, History & Philosophy		41,493		P	CU		41,493	8/16/03	*5,000 act		CU *D		*SR
Rose PHD	Anna	Assistant Professor, College of Business		74,000		P	CU		74,000	8/16/03	*3,500 act		CU *CU		*SR
Rose PHD	Jacob	Assistant Professor, College of Business		74,000		P	CU		74,000	8/16/03	*3,500 act		CU *CU		*SR
Rossmann MA	Brian	Reference Librarian, Libraries		42,378		P	CU FY		42,378	7/1/03			CU FY		
Ryker PHD	Lori	Assistant Professor, Architecture		45,643		P	CU		45,643	8/16/03	*10,143 act		CU *CU		*ST
Schmidt PHD	Edward	Assistant Professor, Vet Molecular Biology		55,230		P	CU,R		55,230	8/16/03	*18,410 act		CU,R *R		*SR

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Last	First												Source & FTE		
Seymour PHD	Joseph	Assistant Professor, Chemical Engineering		59,389		P	CU		59,389	8/16/03	*16,497 act		CU *R		*SR
Shaw PHD	Steven	Assistant Professor, Electrical Engineering		60,325		P	CU,R		60,325	8/16/03	*24,866 act		CU,R *R		*SR
Simpson PHD	Patricia	Assistant Professor, Modern Languages & Literature		45,000		P	CU		45,000	8/16/03	*3,000 act		CU *D		*SR
Smith PHD	Adina	Assistant Professor, Health & Human Development		38,446		P	CU		38,920	11/1/03	*8,544 act *4,271 act		CU *CU *R	1.23%	E, *(ST, O Director HDTRC) , *SR
Snider PHD	Ross	Assistant Professor, Electrical Engineering		60,917		P	CU,R		60,917	8/16/03	*20,077 act		CU,R *R		*SR
Stanley PHD	Lisa	Assistant Professor, Math Sciences		47,143		P	CU		47,143	8/16/03	*15,714 act		CU *R		*SR
Stillwell MFA	Cynthia	Assistant Professor, Media & Theatre Arts		38,359		P	CU		38,920	11/1/03	6,170 act		CU *D	1.46%	E, *(SR, O Arts Link Program)
Stringam PHD	Blair	Assistant Professor, Agricultural Education		48,960		P	CU		48,960	8/16/03	*13,600 act		CU *R		*SR
Thorngren PHD	Jill	Assistant Professor, Health & Human Development		41,813		P	CU		41,813	8/16/03	*9,292 act *4,645 act		R *CU *R		*ST, *SR
Walker PHD	Brett	Assistant Professor, History & Philosophy		45,908		P	CU		45,908	8/16/03	*4,000 act *560 act		CU *CU *R		*ST, *O admin work on EPSCOR Grant
Winters DNS	Charlene	Assistant Professor, Nursing Departments		55,970		P	CU,R		55,970	8/16/03	*2,954 act		CU,R *R		*SR
Wojtowicz MS	Richard	Reference Librarian, Libraries		38,432		P	CU FY		38,920	11/1/03			CU FY	1.27%	E
Woodward PHD	John	Assistant Professor, Sociology		41,310		P	CU		41,310	8/16/03	*6,731 act		CU *R		*SR
Zabinski PHD	Catherine	Assistant Professor, Land Resources & Environ Sci		49,450		P	CU		49,450	8/16/03	*10,988 act		CU *R		*SR
Zulkowski DNS	Karen	Assistant Professor, Nursing Departments		58,603		P	CU,D,R		58,603	8/16/03	*14,325 act		CU,D,R *R		*SR

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Last	First														
(2) NEW POSITIONS AND REPLACEMENTS															
(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Miller MS	Tamara		Farrell 75,188					Associate Dean, Libraries	80,000 MC	6/1/03			CU FY		
Wachter	Renee		New					Associate Dean, College of Business	90,000	7/1/03	10,000 act		CU		O assessment of programs in undergrad education
(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Brown MED	Marjorie		Previously classified					HR Training & Compliance Officer, Affirmative	37,096	8/1/03			CU		
Chansley	Patricia		Previously classified					Assistant to the Provost, Provost (Academic Affairs)	41,623	8/1/03			CU		
Flaherty MD	Robert		Previously classified					Physician, Student Health Service	97,725	7/1/03			A, CU		
Goldsmith	Thomas		Previously classified					Physician, Student Health Service	105,984	8/1/03			A		
Killeen	Ita		Previously classified					Physician, Student Health Service	97,617	8/1/03			A 0.95FTE		
Knutson	Algje		Previously classified					One Card Manager, One Card Office	47,250	7/1/03			A		
Kurtz	Dustin		Baumann 46,040					Dir Athletic Ticket Operations, Bobcat Athletics	29,000	7/1/03			CU		
Morris	Duane		Previously classified					Director of Events & Marketing, Auxiliary Services	63,948	7/1/03			A		
Reif MD	Karen		Previously classified					Physician, Student Health Service	105,984	8/1/03			A 0.75FTE		
Ritschdorff	Jeanne		Tischendorf 49,521					Budget & Fiscal Officer, Bobcat Athletics	38,000	7/1/03			CU		

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Last	First														
Shapiro	Arnold		Previously classified					Physician, Student Health Service	101,520	8/1/03			A		
Wilson	Mary		Previously classified					Admin Svcs/ Budget Manager, OCL Administration	48,000	8/1/03			A		
(c) FACULTY															
Assistant Professors:															
Donaldson MS	Christy		Weathen 34,206					Reference Librarian, Libraries	38,920 MC	7/15/03			CU FY		
Zanin-Yost MS	Alessia		Kaya 58,090					Reference Librarian, Libraries	37,000	7/14/03			CU FY		
(3) END OF EMPLOYMENT															
(a) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS, and DEATHS															
ACADEMIC and NONACADEMIC EXECUTIVES, ADMINISTRATORS and PROFESSIONALS															
Acord MN	Lea	Dean, Nursing Departments					T			7/25/03					
Davis PHD	Leslie	Curator, Museum of the Rockies								7/31/03					
Hoemeke BA	Elizabeth	Psychologist, Counseling Center								5/15/03					
Kicker BS	Patricia	Associate Director, Athletics								6/30/03					
Mathre MS	Judith	Associate Director, Political Sciences								6/30/03					
Parker BS	Bruce	Associate Director, Athletics								7/14/03					
Rippy	Roger	Director, University Police								6/4/03					

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Last	First														
FACULTY															
Amend	PHD	John	Professor, Chemistry				T			6/30/03					
Daniels	PHD	Douglas	Department Head, Modern Languages				T			6/30/03					
Gilchrist	PHD	Jack	Professor, Sociology				T			8/31/03					
Gregg	MA	Gloria	Associate Professor, Education				T			5/16/03					
Jelinski	PHD	Jack	Associate Professor, Modern Languages				T			8/8/03					
Johnson	PHD	Patrick	Associate Professor, Health & Human Development				T			8/8/03					
Linker	MFA	James	Assistant Professor, Media & Theatre Arts				P			5/16/03					
Saltiel	PHD	John	Department Head, Sociology				T			6/30/03					
Hermanson	PHD	John	Department Head, Physics				T			6/30/03					

SALARY CHANGE OR ADDITION LEGEND:

- D = Completion of Degree
- E = Equity Adjustment Increase
- I = Inversion Increase Included
- L = Professional Licensure Award
- M = Merit Increase
- P = Promotion / Increase
- R = Retention / Market Adjustment Increase
- 1 = Plus Room and Board
- 2 = Plus Housing Allowance

FUNDING SOURCE LEGEND:

- CU = Current unrestricted
- R = Restricted
- A = Auxiliary
- D = Designated
- O = Other

TENURE LEGEND:

- NT = Non-tenurable
- T = Tenured
- P = Probationary

**STIPEND LEGEND:

- DC = Dept. Chair
- CC = Co-Chair
- BB = In lieu of Base Building

*EXTRA COMP LEGEND:

- est = Estimated
- act = Actual
- *ST = summer teaching
- *SR = summer research
- *AT = Additional AY teaching
- *AR = Additional AY research
- *SP = Speaking
- *PM = Project management/writing AY
- *O = Other (must specify)

HIGHER REPLACEMENT \$ LEGEND:

- MC = Market considerations
- IR = Increased responsibilities

* NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum,