

ITEM 124-1000-R0704; Staff
REVISED

CAMPUS: The University of Montana - Missoula

Date: July 8-9, 2004

NAME		Position Title	Old Salary or (Salary Paid to Replaced Emp)	New Salary	Stipend or Extra Comp	Effective Date/ Reason for Change (Replaced)	Type of Appt/ Funding Source & FTE (1 FTE is assumed) FY assumed for admin & prof; AY assumed for faculty	% Increase
Last	First							

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

(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Aronofsky JD, PhD	David	Legal Counsel President's Office	83,500	83,500	10,000 act AT/CU	5/24/2004	NT 1.0 CU	
Bain PhD	Philip	Registrar	66,346	76,346		7/1/2004 R	NT 1.0 CU	15.07%
Fredenberg MPA	Judy	FR: Execurive Assistant to the Vice President of Research and Development TO: Executive Director for Federal Relations and Research	46,068	62,000		04/01/2004 P	NT 1.0 CU FY	34.58%
Hanford BS	Brian	Assistant Tennis Coach, Intercollegiate Athletics	24,079	27,313		3/1/2004 P	NT .92 CU	
			Return to	24,079		6/1/2004		
Krebsbach BA	Kevin	Associate Director, Facilities Services	63,051	63,051	5,000 act BB/CU	7/1/2004	1.0 CU NT FY	
Maes BA	Charles	Associate Athletic Director for Internal Operations, Intercollegiate Athletics	49,248	57,000		3/3/2004 P	1.0 CU NT FY	
			Return to	49,248		6/1/2004		
Porter MA	Marie	Associate Athletic Director, Intercollegiate Athletics	68,374	95,000		3/3/2004 P	NT FY	1.0 CU
			Return to	68,374		6/1/2004		

(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Burchfield PhD	James	Associate Dean, College of Forestry and Conservation, Associate Director, Montana Forest and Conservation Experiment Station, Associate Professor, College of Forestry and Conservation (Research)	85,000	85,000	1,039 act AT/CU 400 act SP/D	5/24/2004 4/10/2004	.42 CU NT .30 R .28 D
Neu PhD	Clyde	Director, Off-Campus MBA Program, Professor, Marketing and Management	94,417	94,417	3,500 act AT/CU	6/1/2004	P 1.0 CU
Potts PhD	Donald	FR: Associate Dean, College of Forestry and Conservation, Professor, College of Forestry and Conservation TO: Professor, College of Forestry and Conservation	66,143	66,143	3,481 act SR/R	8/27/2003 5/17/2004	T CU
Rowland PhD	Paul	Dean, School of Education, Professor, Curriculum and Instruction	105,000	105,000		11/1/2004	FR: P CU FY TO: T
Snyder PhD	Conrad	Assistant Vice President for Research for International Projects, Professor, Education Leadership and Counseling	106,557	106,557	40,380 act SR/R	5/17/2004	R T AY
Staub Phd	James	Associate Provost, Academic Affiars, Professor, Chemistry	105,000	105,000		11/1/2004	FR: P CU FY TO: T
Walker-Andrews PhD	Arlene	Associate Provost, Academic Affiars, Professor, Psychology	105,000	105,000		11/1/2004	FR: P CU FY TO: T
(C1) FACULTY; Professors							
Acker PhD	Robert	Foreign Languages and Literatures	59,735	59,735	4,978 act ST/CU	6/28/2004	T CU
Adeleke PhD	Tunde	Director, African American Studies, History	84,104	86,104	14,017 act ST/CU	6/28/2004 11/1/2004 M	T CU 2.38%

Allendorf PhD	Fred	Division of Biological Sciences (Regents' Professor)	84,739	94,739		8/25/04 P	T CU	11.80%
Ametsbichler PhD	Elizabeth	FR: Associate Professor, Foreign Languages and Literatures TO: Professor, Foreign Languages and Literatures	53,713	58,713	7,460 act ST/CU	5/24/2004 11/1/2004 P	T CU	9.31%
Andreason PhD	Aaron	Marketing and Management	68,498	68,498	5,708 act ST/CU	5/24/2004	T CU	
Ashmore EdD	Rhea	Director, Reading and Study Skills Center, Curriculum and Instruction (Research)	62,391	62,391	5,199 act ST/CU	6/28/2004	T .90 CU	
			114,838	114,838			.10 R	
Ausland PhD	Hayden	Foreign Languages and Literatures	56,405	58,405		11/1/2004 M	T CU	3.55%
Bailey MFA	James	FR: Associate Professor, Drama/Dance TO: Professor, Drama/Dance	45,914	50,914	2,551 act ST/CU	5/24/2004 11/1/2004 P	T CU	10.89%
Beed EdD	Douglas	Director, EOS Education Project, Curriculum and Instruction (Research)	92,700	92,700	35,128 act SR/R	5/16/2004	NT R	
Beed DBA, CPA	Teresa	Director of Graduate Business Programs, Accounting and Finance	87,008	89,008	10,252 act ST/CU	5/24/2004 11/1/2004 M	T CU	2.30%
Belsky PhD	Jill	College of Forestry and Conservation	63,631	63,631	250 act SP/R	4/18/2004	T CU	
Beltramo PhD	Anthony	Foreign Languages and Literatures	60,880	60,880	8,456 act ST/CU	5/24/2004	T CU	
Bigley PhD	Bruce	English	59,648	59,648	4,971 act ST/CU	5/24/2004	T CU	
Billstein EdD	Richard	Mathematical Sciences (Research)	88,610	90,610		11/1/2004 M	T	2.26%
			117,240	119,240			1.0 R	1.71%
Bolton PhD	Randy	Co-Chair, Drama/Dance	59,792	59,792	1,554 CC/CU 14,617 act ST/CU	5/24/2004	T CU	

Borgmann PhD	Albert	Philosophy (Regent's Professor)	96,704	98,704		11/1/2004 M	T CU	2.07%
Boyd MFA	Lance	Director, Jazz Studies, Music	61,188	63,188		11/1/2004 M	T CU	3.27%
Bradstock PhD	Timothy	FR: Associate Professor, Foreign Languages and Literatures TO: Professor, Foreign Languages and Literatures	48,654	53,654		11/1/2004 P	T CU	10.28%
Bridges PhD	Richard	Pharmaceutical Sciences	79,801	81,801	15,284 act SR/R	5/17/2004 11/1/2004 M	T .50 CU	2.51%
			96,705	98,705			.50 R	2.07%
Bruya MFA	Marilyn	Art	58,028	58,028	4,836 act ST/CU	6/28/2004	T CU	
Burfeind PhD	James	FR: Associate Professor, Sociology TO: Professor, Sociology	55,049	60,049	13,762 act ST/CU 3,187 act AR/R	5/24/2004 2/1/2004 11/1/2004 P	T CU	9.08%
Burke PhD	Edwin	College of Forestry and Conservation	54,939	54,939	2,169 act ST/CU 6,072 act SR/D	6/28/2004 5/17/2004	T CU	
Burke LLM	J. Martin	FR: School of Law TO: Regents' Professor School of Law	113,472	123,472	5,000 act SR/CU	6/1/2004 8/25/04 P	T CU	8.81%
Burnham LLM	Scott	School of Law	103,820	103,820	5,000 act SR/CU	6/1/2004	T CU	
Burns EdD	Clarence	Health and Human Performance	57,561	57,561	4,797 act ST/CU	5/24/2004	T CU	
Bustos- Fernandez PhD	Maria	FR: Associate Professor, Foreign Languages and Literatures TO: Professor, Foreign Languages and Literatures	52,290	57,290	5,810 act ST/CU	5/24/2004 11/1/2004 P	T CU	9.56%
Callaway PhD	Ragan	FR: Associate Professor, Division of Biological Sciences TO: Professor, Division of Biological Sciences	65,127	70,127		11/1/2004 P	T CU	7.68%

Campbell MA	Mary Ellen	Marketing and Management	89,940	89,940	14,990 act ST/CU	6/28/2004	T CU	
Chin PhD	Beverly	English	69,965	69,965	3,314 act SR/R	5/17/2004	T CU	
Clow PhD	Richard	Native American Studies	60,047	62,047	1,000 act O/R (McNair Scholar Mentor)	5/1/2004 11/1/2004 M	T CU	3.33%
Cochran PharmD	Gayle	Pharmacy Practice	80,588	82,588		11/1/2004 M	T .80 CU .20 R FY	2.48%
Corbett LLM	William	School of Law	106,269	106,269	6,000 act SR/CU	6/1/2004	T CU	
Cracolice PhD	Mark	FR: Associate Professor, Chemistry TO: Professor, Chemistry	62,000	67,000	10,411 act ST/CU	5/24/2004 11/1/2004 P	T CU	8.06%
Dean MFA	Mark	FR: Associate Professor, Co-Chair, Drama/Dance TO: Professor, Co-Chair, Drama-Dance	42,688	47,688	1,554 CC/CU 1,500 act ST/CU	5/24/2004 11/1/2004 P	T CU	11.71%
DeLuca PhD	Thomas	College of Forestry and Conservation	68,862	68,862	3,377 act SR/R	5/17/2004	T CU	
Dietrich PhD	Paul	Chair, Liberal Studies	60,533	60,533	2,667 DC/CU 1,500 act ST/CU	5/24/2004	T CU	
Douglas PhD	John	Anthropology	58,970	58,970	4,914 act ST/CU	6/28/2004	T CU	
Doyle PhD	Daniel	Chair, Sociology	60,988	60,988	3,108 DC/CU 5,832 act ST/CU 3,210 act AR/R	5/24/2004 2/1/2004	T CU	
Drake PhD	Richard	History	76,613	78,613		11/1/2004 M	T CU	2.61%

Evans PhD	Gerald	Marketing and Management	89,777	91,777	7,481 act ST/CU 250 act SP/R 4,000 act SP/D	5/24/2004 3/30/2004 4/1/2004 11/1/2004 M	T CU	2.23%
Evans EdD	Roberta	Educational Leadership and Counseling	87,540	87,540	21,885 act ST/CU	5/24/2004	T CU	
Fandozzi PhD	Phillip	Liberal Studies	59,093	59,093	4,924 act ST/CU	6/28/2004	T CU	
Fleming PhD	Maureen	Marketing and Management	92,473	94,473	13,712 act ST/CU	5/24/2004 11/1/2004 M	T CU	2.16%
Flores PhD	Daniel	History	79,619	79,619	15,924 act SR/R	6/1/2004	T CU	
Foor PhD	Thomas	Anthropology	54,498	54,498	9,083 act ST/CU	5/24/2004	T CU	
Ford JD	Cynthia	School of Law	89,477	89,477	4,000 act SR/CU	6/1/2004	T CU	
Freimund PhD	Wayne	FR: Associate Professor, Director, Wilderness Institute, College of Forestry and Conservation TO: Professor, Director, Wilderness Institute, College of Forestry and Conservation	61,451	66,451	3,558 act SR/R	5/17/2004 11/1/2004 P	T .08 CU .92 R	8.14%
Frey PhD	Linda	History	96,015	96,015	8,001 act ST/CU	5/24/2004	T CU	
Fritz PhD	Harry	Chair, History	80,190	80,190	3,108 DC/CU 1,554 act ST/CU	5/24/2004	T CU	
Fromm MFA	Martin	FR: Associate Professor, Art TO: Professor, Art	39,787	47,175	3,316 act ST/CU	5/24/2004 11/1/2004 P	T CU	18.57%
Furniss JD	Jerry	Marketing and Management	78,940	78,940	6,578 act ST/CU	5/24/2004	T CU	

Garthwait MSW	Cynthia	Chair, Social Work	55,938	57,938	3,108 DC/CU 10,657 act ST/CU 497 act O/CU (Flagship Prog)	5/24/2004 1/1/2004 11/1/2004 M	T CU	3.58%
Gideon PhD	Rudy	Mathematical Sciences	68,605	68,605	5,717 act ST/CU	5/24/2004	T CU	
Gillison PhD	Linda	Chair, Foreign Languages and Literatures	53,590	53,590	3,477 DC/CU 1,830 act ST/CU	5/24/2004	T CU	
Granath PhD	Willard	Microbiology, Division of Biological Sciences	58,260	60,260	10,118 act SR/R 11,959 act SR/D	5/16/2004 7/1/2004 11/1/2004 M	T .50 CU .50 R	3.43%
Greene PhD	Jeffrey	Political Science	55,198	57,198	4,600 act ST/CU 4,000 act ST/D	6/28/2004 5/24/2004 11/1/2004 M	T CU	3.62%
Gritzner PhD	Jeffrey	Chair, Geography	57,899	59,899	2,667 DC/CU 11,150 act ST/CU	5/24/2004 11/1/2004 M	T CU	3.45%
Haber PhD	Paul	Political Science	55,198	55,198	12,266 act ST/CU	5/24/2004	T CU	
Hayden PhD	Sarah (Sally)	FR: Associate Professor, Communication Studies TO: Professor, Communication Studies	48,660	53,660	600 act ST/CU	5/24/2004 11/1/2004 P	T CU	10.28%
Hayes PhD	Louis	Political Science	72,148	72,148	6,012 act ST/CU	6/28/2004	T CU	
Hendrix PhD	Marc	FR: Associate Professor, Geology TO: Professor, Geology	53,274	58,274	5,888 act ST/CU	5/19/2004 11/1/2004 P	T CU	9.39%
Holben PhD	William	Division of Biological Sciences	57,947	57,947	27,068 act SR/R	5/17/2004	T .90 CU	
			93,508	93,508			.10 R	

Holian PhD	Andrij	Director, Center fo Environmental Health Sciences, Toxicology, Pharmaceutical Sciences (Research)	112,032	112,032	42,454 act SR/R 5,000 act AD/CU	5/16/2004	T R	
Horwich JD	John	School of Law	96,430	96,430	10,000 act SR/CU	6/1/2004	T CU	
Hutto PhD	Richard	Division of Biological Sciences	62,702	62,702	3,483 act ST/CU 3,630 act SR/R	5/24/2004 5/17/2004	T CU	
Jacobs PhD	James	Chair, Physics and Astronomy	57,474	57,474	2,667 DC/CU 4,747 act ST/CU 1,597 act ST/R	6/13/2004 6/13/2004	T CU	
James MFA	David	Art	52,022	52,022	4,335 act ST/CU	5/24/2004	T CU	
Jenne PhD	Stanley	Chair, Accounting and Finance	82,888	82,888	3,108 DC/CU 13,815 act ST/CU	5/24/2004	T CU	
Jenni PhD	Catherine	Educational Leadership and Counseling	59,919	59,919	1,000 BB/CU 3,329 act ST/CU	5/24/2004	T CU	
Justman PhD	Stewart	English	71,380	73,380		11/1/2004 M	T CU	2.80%
Kalachev PhD	Leonid	Mathematical Sciences	61,178	63,178	5,098 act ST/CU	5/24/2004 11/1/2004 M	T CU	3.27%
Kalm MA	Stephen	FR: Associate Professor, Chair, Music TO: Professor, Chair, Music	58,003	63,003	3,477 DC/CU 2,000 act ST/CU	5/24/2004 11/1/2004 P	T CU	8.62%

Kavanaugh PhD	Michael	FR: Associate Professor, Neurophysiology Pharmaceutical Sciences (Research) TO: Professor, Neurophysiology Pharmaceutical Sciences (Research)	63,000	68,000	14,850 act SR/R	5/17/2004 11/1/2004	P .50 CU	7.94%
			85,500	90,500			.50 R	5.85%
Kayll PhD	Peter	FR: Associate Professor, Mathematical Sciences TO: Professor, Mathematical Sciences	55,986	60,986		11/1/2004 P	T CU	8.93%
Kilgore PhD	Delbert	Division of Biological Sciences	61,802	61,802	6,867 act ST/CU	5/24/2004	T CU	
Kriley PhD	James	Drama/Dance	76,722	76,722	10,656 act ST/CU	6/15/2004	T CU	
LaBonty PhD	Janice	Curriculum and Instruction	59,611	59,611	9,935 act ST/CU	6/14/2004	T CU	
Leonard PhD	Charles	Physical Therapy	74,830	74,830	6,278 act SR/R	6/1/2004	T CU	
Lopach PhD	James	Faculty Athletics Representative, Political Science	74,675	74,675	2,150 BB/CU 6,223 act ST/CU	6/28/2004	T CU	
Lott EdD	Carolyn	Chair, Curriculum and Instruction	55,953	55,953	3,477 DC/CU 4,663 act ST/CU 4,663 act SR/D	5/24/2004 6/14/2004	T CU	
Luckowski EdD	Jean	Curriculum and Instruction	57,827	57,827	9,638 act ST/CU	6/14/2004	T CU	
Lundt EdD	John	Educational Leadership and Counseling	59,830	59,830	20,958 act ST/CU 6,000 act O/CU (Course Dev)	5/24/2004 5/17/2004	T 1.0 CU	
			103,776	103,776			0.0 R	
Manuel PhD	Timothy	Accounting and Finance	86,655	86,655	7,221 act ST/CU	5/24/2004	T CU	
Mayer PhD	Michael	History	53,038	53,038	4,420 act ST/CU	6/28/2004	T CU	

McClintock PhD	Michael	English	55,985	55,985	9,331 act ST/CU	5/24/2004	T CU	
McCool PhD	Stephen	Interim Associate Director, Montana Forest and Conservation Experiment Station, Acting Associate Dean, College of Forestry and Conservation	75,202	77,202	400 act SP/D 20,582 act SR/R	4/13/2004 5/17/2004 11/1/2004 M	T CU	2.66%
McGregor EdD	Gail	Program Developer, Rural Institute/Curriculum & Instruction (Research)	71,622	71,622	12,440 act SR/R	5/17/2004	.90 R	NT .10 D
McNeal JD	Mary Helen	School of Law	91,395	91,395	4,000 act SR/CU	6/1/2004	T .75 CU	
McNulty PhD	Jennifer	FR: Associate Professor, Mathematical Sciences TO: Professor, Mathematical Sciences	55,845	60,845		11/1/2004 P	T CU	8.95%
Miller PhD	Arthur	Chair, Health and Human Performance	51,828	51,828	3,108 DC/CU 12,957 act ST/CU	5/24/2004	T CU	
Mills PhD	L. Scott	FR: Associate Professor, College of Forestry and Conservation/Division of Biological Sciences TO: Professor, College of Forestry and Conservation/Division of Biological Sciences	66,903	71,903		11/1/2004 P	T .64 CU .36 R	7.47%
Milner PhD	Kelsey	College of Forestry and Conservation	59,721	59,721	3,646 act ST/CU 500 act AT/D	5/24/2004 4/12/2004	T .70 CU .30 R	
Minier PhD	Sigyn	Foreign Languages and Literatures	61,071	61,071	5,089 act ST/CU	5/24/2004	T CU	
Minnick PhD	Michael	Division of Biological Sciences	62,609	64,609	7,500 act SR/CU 3,374 act SR/R	5/17/2004 5/16/2004 11/1/2004 M	T CU	3.19%

Moore PhD	Johnnie	Geology	74,919	74,919	1,000 act O/R (McNair Scholar Mentor)	4/2/2004	T CU	
				130,930		7/1/2004 New	R FY	
Munro JD	Gregory	School of Law	92,889	92,889	3,000 act SR/CU	6/1/2004	T CU	
Patterson PhD	David	Mathematical Sciences	59,729	59,729	6,637 act ST/CU	5/24/2004	T CU	
Photiades PhD	John	Economics	67,108	67,108	11,185 act ST/CU	5/24/2004	T CU	
Pletscher PhD	Daniel	College of Forestry and Conservation	82,729	82,729	3,108 DC/CU 3,483 act SR/R	5/17/2004	T CU	
Power PhD	Thomas	Chair, Economics	78,144	78,144	3,108 DC/CU 1,554 act ST/CU	5/24/2004	T CU	
Queen PhD	Lloyd	College of Forestry and Conservation	68,943	68,943	26,126 act SR/R	5/17/2004	T .61 CU .39 R	
Ramey MM	Maxine	FR: Associate Professor, Music TO: Professor, Music	47,258	52,258		11/1/2004 P	T CU	10.58%
Regel PhD, CPA	Roy	Accounting and Finance	86,656	86,656	7,221 act ST/CU	6/28/2004	T CU	
Robson PhD	Donald	Educational Leadership and Counseling	80,328	80,328	3,000 act O/CU (On line course Dev)	1/5/2004	T CU	
Rosenberg PhD	Edward	Chair, Chemistry	91,353	93,353	3,477 DC/CU 5,289 act SR/R	5/17/2004 11/1/2004 M	T CU	2.19%
Roy MA	Thomas	Chair, Environmental Studies	68,720	68,720	3,108 DC/CU 1,585 act ST/CU	5/24/2004	T CU	

Ruby PhD	Brent	FR: Associate Professor, Health and Human Performance TO: Professor, Health and Human Performance	52,355	57,355	5,817 act ST/CU	5/24/2004 11/1/2004 P	T CU	9.55%
Running PhD	Steven	College of Forestry and Conservation	86,629	86,629	32,372 act SR/R	5/17/2004	T CU	
Sears PhD	James	Geology	65,230	67,230	5,836 act ST/CU	5/19/2004 11/1/2004 M	T CU	3.07%
Sheriff PhD	Steven	Chair, Geology	68,733	68,733	3,108 DC/CU 1,554 act ST/CU	5/24/2004	T CU	
Shoostari PhD	Nader	Chair, Marketing and Management	92,474	92,474	3,108 DC/CU 17,981 act ST/CU	5/24/2004	T CU	
Siebert PhD	Steven	College of Forestry and Conservation	57,515	59,515	2,875 act SR/R	6/1/2004 11/1/2004 M	T .67 CU	3.48%
			63,017	65,017				3.17%
Silverman PhD	Paul	Psychology	57,124	57,124	9,521 act ST/CU	5/24/2004	T CU	
Skelton PhD	Randall	Anthropology	55,487	55,487	9,248 act ST/CU	5/24/2004	T CU	
Slicer PhD	Deborah	FR: Associate Professor, Philosophy TO: Professor, Philosophy	49,297	54,297	8,216 act ST/CU	6/28/2004 11/1/2004 P	T CU	10.14%
Smith PhD	Garon	Chemistry	60,916	62,916		11/1/2004 M	T CU	3.28%
Sommers-Flanagan PhD	Rita	Educational Leadership and Counseling	67,631	67,631	5,636 act ST/CU	6/14/2004	T CU	
Sondag PhD	K. Ann	Health and Human Performance	61,621	61,621	5,135 act ST/CU	5/24/2004	T CU	
Sorenson PhD	Larry (Dean)	Chair, Educational Leadership and Counseling	59,465	59,465	2,667 DC/CU 14,866 act ST/CU 3,000 act O/CU (Course Dev)	5/24/2004 5/17/2004	T CU	

Stroethoff PhD	Karel	Mathematical Sciences	63,728	63,728	5,311 act ST/CU 500 act DC/CU	5/24/2004 5/17/2004	T CU	
Tangedahl DBA	Lee	Marketing and Management	86,061	86,061	9,562 act ST/CU	5/21/2004	T CU	
Thompson PhD	Graham	Geology	71,572	71,572	5,274 act ST/CU	5/19/2004	T CU	
Tompkins PhD	Jonathan	Chair, Political Science	57,956	59,956	3,108 DC/CU 6,801 act ST/CU	5/24/2004 11/1/2004 M	T CU	3.45%
Tonev PhD	Thomas	Mathematical Sciences	60,837	60,837	6,760 act ST/CU	6/28/2004	T CU	
Townsend PhD	Burke	Chair, Philosophy	60,335	60,335	3,108 DC/CU 1,500 act ST/CU	5/24/2004	T CU	
Unger PhD	Kay Carol	Economics	64,924	64,924	6,834 act SR/R	7/1/2004	T CU	
van den Pol PhD	Richard	Director, Co-Teach, Educational Research and Services, Curriculum and Instruction	55,572	55,572	41,827 act SR/R 2,686 act DC/CU	5/17/2004 5/17/2004	T	
			110,377	110,377			1.0 R	
Vanita PhD	Ruth	Liberal Studies	53,590	55,590		11/1/2004 M	T LWOP	3.73%
Wakimoto PhD	Ronald	College of Forestry and Conservation	62,861	62,861	8,445 act ST/CU	5/17/2004	T CU	
Whiddon EdD	Thomas	Health and Human Performance	54,944	54,944	6,105 act ST/CU	5/24/2004	T CU	
Woessner PhD	William	FR: Geology TO: Regents' Professor Geology	75,261	87,261	1,500 act O/R (McNair Scholar Mentor)	4/2/2004 8/25/04 P 11/1/2004 M	T CU	15.94%
Wright PhD	Alden	Chair, Computer Science	82,990	82,990	2,667 DC/CU 1,554 act ST/CU	5/24/2004	T CU	

(C2) FACULTY; Associate Professors

Antonioli MFA	Michele	Drama/Dance	41,128	41,128		11/1/2005	FR: P TO: T CU	
Arens PhD	Hiltrudis	Foreign Languages and Literatures	44,936	44,936	6,241 act ST/CU	6/28/2004 11/1/2004	FR: P TO: T CU	
Baker PhD	Robert	FR: Assistant Professor, English TO: Associate Professor, English	39,391	41,891		11/1/2004 P	FR: P TO: T CU	6.35%
Batchelder PhD	Ann	Curriculum and Instruction (Adjunct)	45,000	45,000	7,500 act ST/CU	5/24/2004	NT .22 CU .78 D	
Beall PhD	Howard	School of Pharmacy and Allied Health Sciences (Research)	53,026	53,026	13,895 act SR/R	5/17/2004	T CU	
			80,000	80,000				
Beck PhD	David	Native American Studies	46,558	46,558		11/1/2004	FR: P TO: T CU	
Bergman PhD	Jillian	FR: Assistant Professor, English TO: Associate Professor, English	43,152	45,652	4,315 act SR/CU	5/17/2004 11/1/2004 P	P CU	5.79%
Black PhD	Stephen	Molecular Pharmacology, School of Pharmacy and Allied Health Sciences (Research)	70,000	70,000	17,369 act SR/R	5/17/2004	P	
			100,000	100,000			1.0 R	
Blank PhD	Lisa	Director of Graduate Program, UM-Western, Curriculum and Instruction	43,475	45,475		11/1/2004 M	T CU	4.60%
Borrie PhD	William	College of Forestry and Conservation	49,378	49,378	5,198 act SR/R	5/16/2004	T CU	
Brewer PhD	Sarah (Sally)	Curriculum and Instruction	46,912	46,912	7,819 act ST/CU 5,212 act ST/D	5/24/2004	T 1.0 CU	
			79,568	79,568			0.0 R	
Bruce PhD	Heather	English	49,058	49,058	1,500 act PM/R	2/1/2004 11/1/2005	FR: P TO: T	

							CU	
Bruneau PhD	Carol	Marketing and Management	70,008	70,008	5,834 act ST/CU 1,000 act SR/CU	5/24/2004 5/17/2004 11/1/2005	FR: P TO: T CU	
Carter PhD	Jean	School of Pharmacy and Allied Health Sciences	66,923	66,923		11/1/2004	FR: P TO: T CU FY	
Chacon PhD	Hipolito	Art	46,880	48,880	7,813 act ST/CU	5/24/2004 11/1/2004 M	T CU	4.27%
Cobbs PhD	Georgia	Curriculum and Instruction	48,410	48,410	1,345 act ST/CU 3,825 act SR/R	5/24/2004 6/7/2004	T 1.0 CU	
			102,128	102,128			0.0 R	
Coffin PhD	Douglas	Pharmaceutical Sciences (Research)	61,779	61,779	14,589 act SR/R	5/17/2004	T .80 CU	
Crawford PhD	Anthony	Accounting and Finance	72,352	72,352	6,029 act ST/CU	6/28/2004	P CU	
DeGrandpre PhD	Michael	Chemistry	60,422	60,422	22,897 act SR/R	5/17/2004	T CU	
Dove- Kinderwater MFA	Elizabeth	FR: Assistant Professor, Art TO: Associate Professor, Art	44,138	46,638	7,356 act ST/CU	5/24/2004 11/1/2004 P	P CU	5.66%
Ekness MA	Raymond	FR: Assistant Professor, School of Journalism TO: Associate Professor, School of Journalism	44,689	47,189	2667 DC/CU	11/1/2004 P	P CU	5.59%
Emlen PhD	Douglas	Division of Biological Sciences	58,120	58,120	11,930 act SR/R	5/17/2004	T CU	
Erickson PhD	David	Curriculum and Instruction	49,389	49,389	8,232 act ST/CU	5/24/2004	T 0.0 CU	
			81,888	81,888			1.0 R	

Fiedler PhD	Carl	College of Forestry and Conservation	48,641	48,641	500 act AT/D 2,816 act SR/R 768 act PM/R	4/12/2004 5/17/2004 3/1/2004	NT CU	
Finn PhD	Janet	Social Work	53,500	53,500	1,334 act ST/CU	6/28/2004	P CU	
Friend PhD	David	Physics and Astronomy	50,338	50,338	6,991 act ST/CU	5/24/2004	T CU	
Gagliardi LLM	Elaine	School of Law	73,820	73,820	4,000 act SR/CU	6/1/2004	P CU	
Ganesh PhD	Shiv	FR: Assistant Professor, Communication Studies TO: Associate Professor, Communication Studies	46,436	48,936	7,739 act ST/CU	6/28/2004 11/1/2004 P	P CU	5.38%
Garfinkle Phd	Ann	FR: Assistant Professor, Curriculum and Instruction TO: Associate Professor, Curriculum and Instruction	46,000	48,500	3,833 act ST/CU	6/28/2004 11/1/2004 P	P CU	5.43%
Gerdes PhD	John	Chemistry	56,650	56,650	9,839 act SR/R	5/17/2004	P .03 CU .97 R	
Graham MA	G. Keith	FR: Assistant Professor, School of Journalism TO: Associate Professor, School of Journalism	46,468	48,968		11/1/2004 P	P CU	5.38%
Graham PhD	Jonathan	Mathematical Sciences	55,690	55,690	6,188 act ST/CU	6/28/2004	T .75 CU	
Grey PhD	Ramona	Co-Director, Women's Studies Program, Political Science	46,289	48,289	3,857 act ST/CU	5/24/2004 11/1/2004 M	P CU	4.32%
Greymorning PhD	Stephen	Native American Studies/Anthropology	48,129	50,129		11/1/2004 M	T CU	4.16%
Grimes PhD	Mark	Division of Biological Sciences	56,650	56,650	9,839 act SR/R	5/17/2004	P .50 CU .50 R	
Harrison PhD	Brady	English	44,672	46,672		11/1/2004 M	T CU	4.48%

Hassanein PhD	Neva	FR: Assistant Professor, Environmental Studies TO: Associate Professor, Environmental Studies	44,436	46,936		11/1/2004 P	P CU	5.63%
Henry PhD	Joel	Computer Sciences	72,679	72,679	7,650 act SR/CU	6/1/2004	T CU	
Herron ABD	Terri	Accounting and Finance	77,277	77,277	6,440 act ST/CU	5/24/2004	T CU	
Hughes MN	Richard	Drama/Dance	44,724	44,724	13,666 act ST/CU	5/24/2004 05/24/2004 11/1/2005	FR: P TO: T CU	
Jacobson PhD	Maxine	Social Work	49,153	51,153	150 act O/R (Vista Weekend)	2/7/2004 11/1/2004 M	FR: P TO: T CU	4.07%
Johnson MAL.S	Coburn	Assistant Cataloger, Library Sciences	48,803	50,803		11/1/2004 M	T CU FY	4.10%
Jones (Cooley) PhD	Belva	Chair, Information Systems and Technology, School of Business Administration	80,291	80,291	2,667 DC/CU 13,382 act ST/CU	5/24/2004	T CU	
Kaufmann MA	Karen	Drama/Dance	41,128	41,128	7,997 act ST/CU	5/24/2004	FR: P TO: T CU	
Klocek PhD	John	Psychology	48,576	48,576	5,397 act ST/CU	5/24/2004 11/1/2004	FR: P TO: T CU	
Krusel PhD	Carolyn	Mathematical Sciences	53,864	53,864	6,733 act ST/CU	5/24/2004	T .89 CU	
			72,293	72,293			.11 R	
Kupilik PhD	Michael	Economics	48,781	48,781	8,130 act ST/CU	6/28/2004	T CU	
Lodmell PhD	John	Division of Biological Sciences	47,999	47,999		11/1/2004	FR: P TO: T .90 CU	
			65,224	65,224			.10 R	
Loisel PhD	Clary	Foreign Languages and Literatures	48,464	50,464		11/1/2004 M	T CU	4.13%
Lurie PhD	Diana	School of Pharmacy and Allied Health Sciences	59,139	59,139	14,659 act SR/R	5/17/2004	P .90 CU	
			84,400	84,400			.10 R	

Maron PhD	John	FR: Assistant Professor, Division of Biological Sciences TO: Associate Professor, Division of Biological Sciences	51,500	54,000		11/1/2004 P	P CU	4.85%
Moisey PhD	Richard	College of Forestry and Conservation	51,301	51,301		11/1/2004	FR: P TO: T CU	
Monsos MFA	Michael	FR: Assistant Professor, Drama/Dance TO: Associate Professor, Drama/Dance	41,200	43,700		11/1/2004 P	P CU	6.07%
Murphy MFA	Michael	Media Arts Director, Fine Arts	51,452	51,452	4,288 act ST/CU	5/24/2004	T CU	
Naugle PhD	David	FR: Assistant Professor, College of Forestry and Conservation TO: Associate Professor, College of Forestry and Conservation	48,410	50,910	11,720 act SR/R	5/17/2004 11/1/2004 P	P CU	5.16%
Nie PhD	Martin	FR: Assistant Professor, College of Forestry and Conservation TO: Associate Professor, College of Forestry and Conservation	48,000	50,500	400 act SP/D 4,547 act SR/R	4/11/2004 5/17/2004 11/1/2004 P	P CU	5.21%
Palmer PhD	Christopher	Chemistry (Research)	59,225	61,225	28,421 act SR/R	5/17/2004 11/1/2004 M	P .90 CU	3.38%
			75,000	77,000			.10 R	2.67%
Parker PhD	Keith	Pharmaceutical Sciences	55,081	55,081	14,763 act SR/R	5/17/2004	T CU	
			85,000	85,000				
Poss PhD	Mary	Division of Biological Sciences	48,927	48,927		11/1/2004	FR: P TO: T CU	
			60,532	60,532				
Prentiss Phd	William	FR: Assistant Professor, Anthropology TO: Associate Professor, Anthropology	44,689	47,189	7,448 act ST/CU	5/24/2004 11/1/2004 P	FR: P TO: T CU	5.59%

Priestley PhD	Nigel	Chemistry	59,648	59,648	22,603 act SR/R	5/17/2004	T CU	
Reider PhD	Barbara	Accounting and Finance	77,250	79,250	6,438 act ST/CU	5/24/2004 11/1/2004 M	P CU	2.59%
Richards PhD	Rebecca	Sociology	51,324	51,324	8,554 act ST/CU	6/28/2004	T CU	
Richter MEd	Scott	Director, Athletic Training, Health and Human Performance	48,280	48,280	5,364 act ST/CU	5/24/2004	T CU	
Rillig PhD	Matthias	FR: Assistant Professor, Division of Biological Sciences TO: Associate Professor, Division of Biological Sciences	51,699	54,199	19,591 act SR/R	5/17/204 11/1/2004 P	P CU	4.84%
Roberts PhD	Kevan	Immunology, School of Pharmacy and Allied Health Sciences	52,500	52,500	19,895 act SR/R	5/17/2004	P R	
Schantz PhD	David	Social Work	47,058	47,058	9,150 act ST/CU	5/24/2004	FR: P TO: T CU	
Schuberg MM	Margaret	Music	40,612	40,612		11/1/2004	FR: P TO: T CU	
Schwarze PhD	Steve	FR: Assistant Professor, Communication Studies TO: Associate Professor, Communication Studies	43,500	46,000		11/1/2004 P	P CU	5.75%
Shay PhD	Jeff	FR: Assistant Professor, Marketing and Management TO: Associate Professor, Marketing and Management	76,462	78,962	1,062 act ST/CU	5/24/2004 11/1/2004 P	P CU	3.27%
Six PhD	Diana	College of Forestry and Conservation	49,351	51,351	10,130 act SR/R	5/17/2004 11/1/2004 M	T CU	4.05%
Stolle EdD	Darrell	Curriculum and Instruction	47,000	47,000	7,833 act ST/CU	5/24/2004	P CU	

Sugden PhD	Kent	Chemistry	49,065	49,065		11/1/2005	FR: P TO: T .90 CU	
			70,182	70,182			.10 R	
Szalda-Petree PhD	Allen	Psychology	59,486	59,486	4,957 act ST/CU	5/24/2004	T CU	
Tolleson-Knee PhD	Ryan	Social Work	45,905	45,905	4,478 act SR/R	5/17/2004	P .67 CU	
			56,733	56,733			.33 R	
Wallace PhD	Kimberly	FR: Assistant Professor, Psychology TO: Associate Professor, Psychology	47,903	50,403	5,323 act SR/R	6/1/2004 11/1/2004 P	P CU	5.22%
Ware PhD	Andrew	Physics and Astronomy	56,648	56,648	11,926 act SR/R	5/24/2004	T .75 CU	
Wasta PhD	Stephanie	Curriculum and Instruction	44,594	44,594	7,432 act ST/CU	5/24/2004	T CU	
Winkler ABD	Celia	Sociology	46,834	46,834	1,000 act O/R (McNair Scholar Mentor)	5/1/2004	T CU	

(C3) FACULTY; Assistant Professors

Atkins ABD	Trent	Curriculum and Instruction	45,000	45,000	10,000 act ST/CU 2,993 act AT/R	5/24/2004 3/1/2004	P CU	
Baied PhD	Carlos	Geography (Adjunct)	35,000	35,000	5,833 act ST/CU	6/28/2004	NT CU	
Bardsley PhD	Johnathan	Mathematical Sciences	45,000	45,000	3,750 act ST/CU	6/28/2004	P CU	
Baumgartner MSW	Tondy	Social Work (Adjunct)	32,780	32,780	4,313 act ST/CU	5/24/2004 5/24/2004	NT CU	
Belz DMA	Mary Jane	Music	40,314	40,314	3,360 act ST/CU	5/24/2004	P CU	
Brown PhD	Blakely	Health and Human Performance	42,000	42,000	3,500 act ST/CU	5/24/2004	P CU	
Browning MFA	Nicole	Drama/Dance	39,000	39,000	2,167 act ST/CU	5/24/2004	P CU	

Campana MA	Jillian	Drama/Dance	40,170	40,170	2,232 act ST/CU	5/24/2004	P CU	
Cardozo-Pelaez PhD	Fernando	Pharmaceutical Sciences	47,380	47,380	17,955 act SR/R	5/17/2004	P .50 CU .50 R	
Chirinos PhD	Eduardo	Foreign Languages and Literatures	42,745	42,745	5,937 act ST/CU	6/28/2004	P CU	
Chung PhD	Woodam	College of Forestry and Conservation	45,000	45,000	7,816 act SR/R	5/17/2004	P CU	
Cochran PhD	Bryan	Psychology	45,000	45,000	3,750 act ST/CU	5/24/2004	P CU	
Colucci PharmD	Vincent	Pharmacy Practice (Adjunct)	65,328	65,328	500 act SP/R	4/1/2004	NT FY .50 CU .50 R	
Condon MFA	Phil	Environmental Studies	42,000	42,000	1,167 act ST/CU	5/24/2004	P CU	
Covarrubias PhD	Patricia	Communication Studies	43,000	43,000	4,250 act ST/CU	5/24/2004	P CU	
Davies PhD	Wade	Native American Studies	42,500	42,500	7,083 act ST/CU	5/24/2004	P CU	
Douma PhD	Bambi	Marketing and Management	74,000	74,000	7,194 act ST/CU	5/24/2004	P CU	
Eby PhD	Lisa	College of Forestry and Conservation	45,000	45,000	4,500 act SR/R	6/1/2004	P CU	
Esslinger PhD	C. Sean	Pharmaceutical Sciences (Adjunct)	50,061	50,061	8,695 act SR/R	5/17/2004	NT .90 R	
Farrier EdD	Merle	Educational Leadership and Counseling	48,731	48,731	12,183 act ST/CU 3,000 act O/CU (Course Dev)	5/24/2004 5/17/2004	P CU	
Fehrer PhD	Steve	Physical Therapy	61,285	61,285	5,448 act ST/CU 10,420 act DC/CU 6,129 act SR/R	5/24/2004 7/1/2004 5/17/2004	P CU	
Firth PhD	David	Information Systems and Technology, School of Business Administration	84,000	84,000	7,000 act ST/CU	5/24/2004	P CU	

Gant MFA	Shaun	English (Adjunct)	30,054	30,054	2,505 act ST/CU	5/24/2004	NT CU	
Ghenie MSW	Kerrie	Social Work (Adjunct)	32,780	32,780	4,831 act SR/R	5/17/2004	NT R	
Goodburn PhD	John	College of Forestry and Conservation	42,233	42,233	2667 act ST/CU 1,250 act AT/D	6/28/2004 4/12/2004	P CU	
Hollist PhD	Dusten	Sociology	42,000	42,000	4,863 act AR/R 7,750 act ST/CU	2/1/2004 6/24/2004	P CU	
Howell JD	Larry	School of Law	60,900	60,900	6,000 act SR/CU	6/1/2004	NT CU	
Hutz EdD	Aida	Educational Leadership and Counseling	43,000	43,000	5,972 act ST/CU	5/24/2004	P CU	
Klein PhD	Janet	History (Visiting)	35,000	35,000	2,917 act ST/CU	5/24/2004	NT CU	
Klink PhD	Joanna	English	42,230	44,230		11/1/2004 M	P CU	4.74%
Koger PhD	Gregory	Political Science	44,000	44,000	3,667 act ST/CU	5/24/2004	P CU	
Larson PhD	Gregory	Communication Studies	45,000	45,000	8,167 act ST/CU	6/28/2004	P CU	
Levison BS	David	Physical Therapy	50,964	50,964	11,325 act ST/CU	5/24/2004	NT CU	
McCaw EdD	William	Educational Leadership and Counseling (Research)	50,984	50,984	12,746 act ST/CU 6,000 act O/CU (Course Dev)	5/24/2004 1/5/2004	P CU	
McGuirl PhD	Michele	Division of Biological Sciences	41,200	41,200	18,569 act SR/R	5/17/2004	P CU	
			49,000	49,000				
Miyashita PhD	Mizuki	Anthropology (Adjunct)	35,000	35,000	2,917 act ST/CU	5/24/2004	NT CU	
Montauban PhD	Jannine	Foreign Languages and Literatures	42,436	42,436	3,536 act ST/CU	6/28/2004	P CU	
Morrison MEd	Susan	Psychology (Research/Adjunct)	45,000	45,000		5/1/2004 CF	.31 CU	NT FY .54 R

Nichols ABD	Charles	Music	39,000	39,000	3,250 act ST/CU	5/24/2004	P CU	
Noonan PhD	Curtis	Epidemiology, Biomedical and Pharmaceutical Sciences/Center for Environmental Health Sciences	52,500	52,500	19,895 act SR/R	5/17/2004	P .50 CU .50 R	
O'Brien PhD	Sean	Davidson Honors College/Philosophy (Adjunct)	32,072	32,072	1,688 act O/CU (Academic Advisor)	5/24/2004	NT CU	
Pershouse PhD	Mark	Molecular Genetics and Toxicology, Pharmaceutical Sciences (Research)	47,741	47,741	18,091 act SR/R	5/17/2004	P CU	
Pfau PhD	Jean	Pharmaceutical Sciences (Research)	45,000	45,000	3,750 act ST/CU 7,105 act SR/R	6/28/2004 5/17/2004	NT CU	
Poulsen PhD	David	Pharmaceutical Sciences (Adjunct/Research)	46,350	46,350	11,636 act SR/R	5/17/2004	NT	
			67,000	67,000			1.0 R	
Putnam PhD	Elizabeth	Molecular Genetics and Toxicology, Pharmaceutical Sciences (Research)	47,741	47,741	18,091 act SR/R	5/17/2004	P .50 CU .50 R	
Shepherd PhD	David	Pharmaceutical Sciences	45,000	45,000	17,053 act SR/R	5/17/2004	P .50 CU .50 R	
Sobieszky PhD	Teresa	Sociology	43,000	43,000	3,583 act ST/CU	6/28/2004	P CU	
Sommers-Flanagan PhD	John	Educational Leadership and Counseling	45,000	45,000	3,750 act ST/CU	5/24/2004	P CU	
Sriraman PhD	Bharath	Mathematical Sciences	46,000	46,000	5,750 act ST/CU	6/28/2004	P CU	
Swaney PhD	Gyda	Psychology	47,741	47,741	10,609 act SR/R	6/1/2004	P .70 CU .30 R	
Thompson PhD	Holly	Chemistry (Adjunct)	35,010	35,010	2,918 act ST/CU	5/24/2004	NT CU	

Tonon JD	Margaret	Director, Student Affairs, School of Law	78,818	78,818	10,000 act SR/CU	6/1/2004	NT CU	
Twigg MFA	Gregory	Media Arts (Adjunct)	30,054	30,054	5,009 act ST/CU	5/24/2004	NT CU	
Venema MA	Sharon	School of Journalism	45,320	45,320	2,518 act ST/CU 1,259 act ST/R	5/24/2004 6/13/2004	P CU	
Williams EdD	Sandra	Curriculum and Instruction	42,436	42,436	3,536 act ST/CU	5/24/2004	P CU	
Woods PhD	Scott	College of Forestry and Conservation	41,715	41,715	6,587 act SR/R	5/17/2004	P CU	
Yoo PhD	Changwon	Center for Environmental Health Sciences, Pharmaceutical Sciences/Computer Science	77,250	77,250	29,274 act SR/R	5/17/2004	P R	
Yoshimura PhD	Stephen	Communication Studies	43,000	43,000	7,167 act ST/CU	5/24/2004	P CU	
(C4) FACULTY; Instructors								
Corr MEd	Cathleen	Applied Arts and Sciences, Level III, College of Technology	41,594	43,594	6,606 act ST/CU	5/24/2004 11/1/2004 M	P CU	4.81%
Crepeau MS	Josef	Applied Arts and Sciences, Level III, College of Technology	41,354	41,354	7,298 act ST/CU 3,000 act SR/CU	5/24/2004 5/17/2004	T CU	
Elam BA	Jacqueline	Business Technology, Level I, College of Technology	32,158	32,158	2,837 act ST/CU	5/24/2004	NT CU	
Ellestad MA	June	Sociology (Adjunct)	41,000	41,000	3,417 act ST/CU	5/24/2004	NT .50 CU	
Fillmore BA	Debbie	Health Professions, Level III, College of Technology	40,882	42,882		11/1/2004 M	T CU	4.89%
Galipeau BS	Cheryl	Business Technology, Level III, College of Technology	40,696	40,696	2,154 act ST/CU	5/24/2004	P CU	
Gallagher MS	Tom	Computer Technology, Level III, College of Technology	39,410	39,410	5,564 act ST/CU	5/24/2004	P CU	

Gleason MS	William	Welding, Level II	40,954	40,954	52 act O/D (Welding Cert)	2/23/2004	P CU	
Harper-Whalen ME	Susan	Co-Project Director, Rural Institute/Curriculum and Instruction (Research)	51,500	51,500	3,518 act ST/CU	6/28/2004	NT R	
Henderson PhD	Colin	Applied Arts and Sciences, College of Technology, Level II	38,000	38,000			P 1.0 CU	
				70,000		5/1/2004	R	
Hill BS	Karen	FR: Chair, Applied Arts and Sciences, Level III, College of Technology TO: Chair, Applied Arts and Sciences, Level IV, College of Technology	45,560	48,060	3,500 DC/CU	11/1/2004 P	T CU	5.49%
Jakes MA	Penny	Business Technology, Level IV, College of Technology	49,211	49,211	959 act O/D (Cisco Support & Training)	4/1/2004	T CU	
Kerr MA	David	Anthropology (Adjunct)	27,933	27,933	1,833 act ST/CU 917 act ST/R	5/24/2004 6/13/2004	NT .87 CU	
King-Ries JD	Andrew	School of Law	67,000	67,000	6,002 act SR/CU	6/1/2004	NT CU	
Larson BA	Brian	Business Technology, College of Technology, Level I	32,804	32,804	3,000 act SR/CU	5/16/2004	T CU	
Moore MA	Eddie	Applied Arts and Sciences, Level IV, College of Technology	49,169	49,169	4,338 act ST/CU 3,000 act SR/CU	5/24/2004 5/16/2004	T CU	
Olson MEd	Susan	FR: Business Technology, Level III, College of Technology TO: Business Technology, Level IV, College of Technology	42,213	44,713	2,235 act ST/CU 9,000 act SR/CU	6/24/2004 5/16/2004 11/1/2004 P	T CU	5.92%

Olson MBA	Timothy	Business Technology, Level III, College of Technology	40,954	40,954	3,614 act ST/CU 7,000 act SR/CU	6/24/2004 5/16/2004	P CU	
Rice MA	Steven	Chair, Electronics Techology, Level IV, College of Technology	47,164	49,164	1,600 DC/CU	11/1/2004 M	T CU	4.24%
Robinson BA	Niki	Business Technology, Level III, College of Technology	40,535	42,535	3,378 act ST/CU	5/24/2004 11/1/2004 M	T CU	4.93%
Stanton JD	Thomas	Business Technology, Level II	42,000	42,000	3,000 act SR/CU	5/16/2004	P CU	
Swallow MA	Lisa	FR: Business Technology, Level III, College of Technology TO: Business Technology, Level IV, College of Technology	44,212	46,712	3,000 act SR/CU	5/16/2004 11/1/2004 P	T CU	5.65%
Tabish BA	Rhonda	Business Technology, Level II, College of Technology	39,119	39,119	3,452 act ST/CU 72 act AT/CU	5/24/2004 2/25/2004	T CU	
Wellenstein MSW	Charles	Social Work (Adjunct)	36,523	36,523	1,922 act SR/R	5/17/2004	NT R	
Wishcamper MBA	Richard	Marketing and Management (Adjunct)	40,000	40,000	3,333 act ST/CU	5/24/2004	NT CU	
Wittekiend MEd	Phillip	Curriculum and Instruction (Adjunct)	42,500	42,500	7,083 act ST/CU	5/24/2004	NT CU	
Yoshimura MA	Christina	Communication Studies (Adjunct)	28,000	28,000	4,667 act ST/CU 600 act SP/D 2,000 act PM/CU	5/24/2004 4/10/2004 1/26/2004	NT CU	
(C5) FACULTY; Lecturers								
Fern MS	Lauren	Mathematical Sciences (Adjunct)	32,000	32,000	3,556 act ST/CU	5/24/2004	NT CU	
O'Conner MS	Michael	Computer Sciences (Adjunct)	36,050	36,050	6,008 act ST/CU	5/24/2004	NT CU	

Ulsafer PhD	Carol	Mathematical Sciences (Adjunct)	33,500	33,500	3,722 act ST/CU	5/24/2004	NT CU	
Westphal PhD	Kathleen	Division of Biological Sciences (Research)	40,500	40,500	4,500 act ST/CU	5/24/2004	NT CU	
TOTALS AND AVERAGE INCREASE			20,031,098	20,718,661				3.43%
(2) NEW POSITIONS AND REPLACEMENTS								
(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Huse MS	Bradley T.	Assistant Men's Basketball Coach	32,000	45,000		6/1/2004 (Marso)	NT 1.0 CU FY	40.63%
Krystkowiak BS	Larry	Head Men's Basketball Coach	95,000	95,000		5/12/2004 (Kennedy)	NT 1.0 CU FY	0.00%
Reed MS	Donald	Director, Intercollegiate Athletics	106,000	109,000		6/1/2004 (Hogan)	NT 1.0 CU FY	2.83%
Wingard BS	C. Edward	Fiscal Officer, Intercollegiate Athletics	42,000	52,000		5/26/2004 (Edwards)	NT 1.0 CU FY	23.81%
(3) END OF EMPLOYMENT								
(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS & DEATHS								
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Britt MFA	Nelson	Director, Montana Museum of Art and Culture				4/1/2004	NT	
Kennedy BA	Joseph	Head Men's Basketball Coach				5/10/2004	NT	
Marso BS	Brian	Assistant Men's Basketball Coach				6/30/2004	NT	
McConnell MS	Rodney	Assistant Men's Basketball Coach				6/30/2004	NT	
(A1) FACULTY; Professors								
McQuillan PhD	Alan	College of Forestry and Conservation				5/15/2004	T	
(A2) FACULTY; Associate Professors								
Watson MFA	William	Drama/Dance				5/15/2004	T	
(A2) FACULTY; Instructor								

Anderson MBA	Susan	Marketing and Management		5/15/2004	NT
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(C) POST RETIREMENT CONTRACTS

Pfister PhD	Robert	College of Forestry and Conservation	87,070		5/1/2004	NT .24 FTE R
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SALARY CHANGE OR ADDITION LEGEND: CF = Change in Funding and/or FTE CL = Converted from Classified or Letter of Appointment D = Completion of Degree E = Equity Adjustment Increase I = Inversion Increase Included L = Professional Licensure Award M = Merit Increase N = Normal Increase P = Promotion Increase R = Retention / Market Adjustment Increase RR = Responsibilities Reduced SA=Stipend Added 1 = Plus Room and Board 2 = Plus Housing Allowance 3 = Plus Car 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/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties	EXTRA COMP LEGEND: est = Estimated act = Actual GA = Grant administration ST = summer teaching SR = summer research AT = Additional AY teaching AR = Additional AY research SP = Speaking PM = Project management O = Other (must specify)
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*** NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum.**