

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

<u>Name</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>	<u>AY/ FY</u>	<u>% of Change</u>
(a) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS							
Earhart, David PhD	Fr: Director of Programs Montana Museum of Art and Culture	N-T		.50	45,000	FY	
	To: (no change)		04/15/02	.75	(no change)		
Muse, Mary BS	Fr: Assistant Director of Marketing/Interim Executive Director Adams Center	N-T		1.0	60,000 ¹ (inc 22,000/ stipend)	FY	
	To: Executive Director Adams Center		06/06/02		70,000¹		16.67%
Snyder, Conrad PhD	Fr: Interim Director, International Programs Assistant Vice President for Research and Development Professor, Educational Leadership and Counseling	P		1.0	110,000 ²	FY	
	To: (no change)	C	11/01/02		(no change)		
Wachtel, Robert MA	Fr: Information Systems Support Specialist Instructional Media Services/ Mansfield Library (Classified)	N-T		1.0	40,012	FY	
	To: Director Presentation Technology Services		07/01/02		53,014		32.5%
Willcox, Sandra	Fr: Program Specialist Continuing Education (Classified)	N-T		1.0	42,365 ²	FY	
	To: Director of Workforce Development Continuing Education		01/01/02		53,043²		25.2%
(b) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS							
Evans, Roberta EdD	Fr: Interim Dean, School of Education - Professor, Educational Leadership & Counseling	C		1.0	90,444	FY	
	To: Dean, School of Education Professor, Educational Leadership & Counseling		06/01/02		106,799		18.08%

¹ Entire salary from non-state funds² Partial salary from non-state funds

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Seninger, Stephen PhD	Fr: Associate Director, Bureau Of Business and Economic Research Professor, Marketing & Management	C		1.0	73,414	FY	
	To: Research Associate Director, Bureau of Business and Economic Research - Professor, Marketing & Management Research Professor, Marketing & Management		07/01/02		76,802^{1,2}		4.61%

(c) FACULTY

Professors:

Adeleke, Tunde PhD	Fr: Associate Professor, History Director, African American Studies	P		1.0	61,800	AY	
	To: Professor, History, Director, African American Studies	C	11/01/02		76,800^M		24.27%
Anderson, J. Christopher PhD	Fr: Associate Professor Foreign Languages and Literatures	C		1.0	47,286	AY	
	To: Professor Foreign Languages and Literatures		11/01/02		(no change)		
Ausland, Hayden PhD	Fr: Associate Professor Foreign Languages and Literatures	C		1.0	49,908	AY	
	To: Professor Foreign Languages and Literatures		11/01/02		(no change)		
Curry, Lewis PhD	Fr: Associate Professor Health and Human Performance	C		1.0	49,518	AY	
	To: Professor Health and Human Performance		11/01/02		(no change)		
Douglas, John PhD	Fr: Associate Professor Anthropology	C		1.0	52,398	AY	
	To: Professor Anthropology		11/01/02		(no change)		

¹ Partial salary from non-state funds

² Partial salary, (.85 FTE) from 73,414 state base and (.15 FTE) from 96,000 research base

^M Market adjustment

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Gillison, Linda PhD	Fr: Associate Professor Foreign Languages and Literatures	C		1.0	46,577	AY	
	To: Professor Foreign Languages and Literatures		11/01/02		47,175		1.28%
Glass, Fern MM	Fr: Associate Professor Music	C		1.0	47,181	AY	
	To: Professor, Music		11/01/02		(no change)		
Jacobs, James PhD	Fr: Associate Professor Physics and Astronomy	C		1.0	50,946	AY	
	To: Professor Physics and Astronomy		11/01/02		(no change)		
Lott, Carolyn EdD	Fr: Associate Professor Curriculum and Instruction	C		1.0	49,469	AY	
	To: Professor Curriculum and Instruction		11/01/02		(no change)		
Manuel, Timothy PhD	Fr: Associate Professor Accounting and Finance	C		1.0	79,277	AY	
	To: Professor Accounting and Finance		11/01/02		(no change)		
Mohr, J. Jacqueline PhD	Fr: Associate Professor Marketing and Management	C		1.0	82,372	AY	
	To: Professor Marketing and Management		11/01/02		(no change)		
Ross, J.B. Alexander PhD	Fr: Professor, Chemistry	P		1.0	70,000 ¹	AY	
	To: Professor, Chemistry Research Professor Chemistry	C	08/28/02		75,000^{1,3}		7.14%
Siebert, Steve PhD	Fr: Associate Professor School of Forestry	C		.67	50,985	AY	
	To: Professor School of Forestry		11/01/02		(no change)		
Smith, Garon PhD	Fr: Associate Professor Chemistry	C		1.0	54,287	AY	
	To: Professor Chemistry		11/01/02		(no change)		

¹ Partial salary from non-state funds

³ Partial salary, (.90 FTE) from 70,000 state base and (.10 FTE) from 120,000 research base

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Sorenson, Larry PhD	Fr: Associate Professor Educational Leadership and Counseling	C		1.0	55,546 (inc 2,667/ stipend)	AY	
	To: Professor Educational Leadership and Counseling		11/01/02		(no change)		
Tilton, Barbara MEd	Fr: Associate Professor, Art	C		1.0	47,433	AY	
	To: Professor, Art		11/01/02		(no change)		
Vanita, Ruth PhD	Fr: Associate Professor Liberal Studies	C		1.0	45,034	AY	
	To: Professor Liberal Studies		11/01/02		47,175		4.75%
Associate Professors:							
Antonioli, Michele MFA	Fr: Assistant Professor Drama/Dance	P		1.0	31,168	AY	
	To: Associate Professor Drama/Dance		11/01/02		37,503		20.33%
Appelbaum, Irene PhD	Fr: Assistant Professor Philosophy	P		1.0	42,428	AY	
	To: Associate Professor Philosophy		11/01/02		(no change)		
Blank, Lisa PhD	Fr: Associate Professor Curriculum and Instruction	P		1.0	42,209	AY	
	To: (no change)	C	11/01/02		(no change)		
Borrie, William PhD	Fr: Associate Professor School of Forestry	P		1.0	47,940	AY	
	To: (no change)	C	11/01/02		(no change)		
Bruce, Heather PhD	Fr: Assistant Professor English	P		1.0	43,260	AY	
	To: Associate Professor English		11/01/02		(no change)		
Bruneau, Carol PhD	Fr: Assistant Professor Marketing and Management	P		1.0	65,542	AY	
	To: Associate Professor Marketing and Management		11/01/02		(no change)		
Coffin, Douglas PhD	Fr: Associate Professor Pharmaceutical Sciences	P		1.0	58,038	AY	
	To: (no change)	C	11/01/02		(no change)		

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Crawford, Anthony PhD	Fr: Associate Professor Accounting and Finance	P		1.0	70,245	AY	
	To: (no change)	C	11/01/02		(no change)		
Dybdal, Laura PhD	Fr: Associate Professor Health and Human Performance	P		1.0	41,034	AY	
	To: (no change)	C	11/01/02		(no change)		
Earling, Debra MFA	Fr: Associate Professor English/Native American Studies	P		1.0	46,766	AY	
	To: (no change)	C	11/01/02		(no change)		
Eglin, John PhD	Fr: Associate Professor History	P		1.0	41,901	AY	
	To: (no change)	C	11/01/02		(no change)		
Emlen, Douglas PhD	Fr: Assistant Professor Division of Biological Sciences	P		1.0	54,000	AY	
	To: Associate Professor Division of Biological Sciences	C	11/01/02		(no change)		
Finn, Janet PhD	Fr: Associate Professor Social Work	P		1.0	50,000	AY	
	To: (no change)	C	11/01/02		(no change)		
Granath, Kimberly MLS	Fr: Associate Professor, Electronic Resources - Librarian, Mansfield Library	P		1.0	39,354	AY	
	To: (no change)	C	11/01/02		(no change)		
Grey, Ramona PhD	Fr: Associate Professor Political Science	P		1.0	44,941	AY	
	To: (no change)	C	11/01/02		(no change)		
Harrison, Brady PhD	Fr: Associate Professor English	P		1.0	43,371	AY	
	To: (no change)	C	11/01/02		(no change)		
Herron, Terri ABD	Fr: Assistant Professor Accounting and Finance	P		1.0	70,657	AY	
	To: Associate Professor Accounting and Finance		11/01/02		(no change)		

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Kaufmann, Karen MA	Fr: Assistant Professor Drama/Dance	P		1.0	33,795	AY	
	To: Associate Professor Drama/Dance		11/01/02		37,503		10.97%
Kelly, Karen PhD	Fr: Assistant Professor Curriculum and Instruction	P		1.0	41,200	AY	
	To: Associate Professor Curriculum and Instruction		11/01/02		(no change)		
Loisel, Clary PhD	Fr: Assistant Professor Foreign Languages and Literatures	P		1.0	44,625	AY	
	To: Associate Professor Foreign Languages and Literatures	C	11/01/02		(no change)		
Mallory, Cathryn MFA	Fr: Associate Professor Art	P		1.0	40,071	AY	
	To: (no change)	C	11/01/02		(no change)		
Moore, David PhD	Fr: Assistant Professor English	P		1.0	46,260	AY	
	To: Associate Professor English		11/01/02		(no change)		
Murphy, Michael MFA	Fr: Assistant Professor Drama/Dance - Media Arts Director School of Fine Arts	P		1.0	47,526	AY	
	To: Associate Professor Drama/Dance - Media Arts Director School of Fine Arts		11/01/02		(no change)		
Poss, Mary PhD	Fr: Assistant Professor Division of Biological Sciences	P		1.0	46,202 ¹	AY	
	To: Associate Professor Division of Biological Sciences		11/01/02		(no change)		
Sala, Anna PhD	Fr: Associate Professor Division of Biological Sciences	P		1.0	50,470	AY	
	To: (no change)	C	11/01/02		(no change)		
Schantz, David PhD	Fr: Assistant Professor Social Work	P		1.0	43,260	AY	
	To: Associate Professor Social Work		11/01/02		(no change)		

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Six, Diana PhD	Fr: Assistant Professor School of Forestry	P		1.0	43,545	AY	
	To: Associate Professor School of Forestry		11/01/02		(no change)		
Stolle, Darrell MEd	Fr: Assistant Professor Education Leadership and Counseling	P		1.0	47,894 ¹	AY	
	To: Associate Professor Educational Leadership and Counseling		11/01/02		(no change)		
Voekel, Pamela PhD	Fr: Assistant Professor History	P		1.0	39,372	AY	
	To: Associate Professor History		11/01/02		(no change)		
Ware, Andrew PhD	Fr: Associate Professor Physics and Astronomy	P		1.0	45,289	AY	
	To: (no change)	C	11/01/02		(no change)		
Watson, William MFA	Fr: Associate Professor Drama/Dance	P		1.0	39,940	AY	
	To: (no change)	C	11/01/02		(no change)		
Winkler, Celia ABD	Fr: Associate Professor Sociology	P		1.0	45,470	AY	
	To: (no change)	C	11/01/02		(no change)		

(2) NEW POSITIONS AND REPLACEMENTS

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

Dean, Ronnie BA Assistant Men's Basketball Coach Intercollegiate Athletics	(Sampson)	N-T	04/25/02	1.0	45,000	FY
McConnell, Rodney MS Assistant Men's Basketball Coach Intercollegiate Athletics	(Schmautz)	N-T	05/15/02	1.0	21,000	FY
Newton, Bryan BS Director, Grizzly Athletic Association Intercollegiate Athletics	(Schwanke)	N-T	06/01/02	1.0	48,500	FY
Pierce, Janice Assistant Director of Business Affairs and Box Office Adams Center	(Dickerson)	N-T	06/20/02	1.0	43,000	FY

(b) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Lussy, Linda BA Assistant to the Dean Director of Outreach/Fiscal Affairs School of Fine Arts	(new)	N-T	08/15/02	1.0	42,000	AY
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(c) FACULTY**Associate Professors:**

Kavanaugh, Michael PhD Neurophysiology Pharmaceutical Sciences	(new)	P	06/01/02	1.0	63,000	AY
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Trost, Melanie PhD Communication Studies	(new)	P	08/28/02	.50	60,000	AY
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Assistant Professors:

Belz, John PhD Physics and Astronomy	(Riedel)	P	08/28/02	1.0	43,500	AY
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Brown, Blakely PhD Health and Human Performance	(new)	P	08/28/02	1.0	42,000	AY
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Cooley, Carol MFA Scenery/Costume Designer Drama/Dance	(Henry)	P	08/28/02	1.0	39,000	AY
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Covarrubias, Patricia PhD Communication Studies	(Shellen)	P	08/28/02	1.0	43,000	AY
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Davies, Wade PhD Native American Studies	(Mann)	P	08/28/02	1.0	42,500	AY
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Farrier, Merle EdD Educational Leadership & Counseling	(new)	P	08/28/02	1.0	47,312	AY
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Fishman, Lila PhD Biological Sciences	(Mitchell-Olds)	P	08/28/02	1.0	42,000	AY
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Johnson, Jesse PhD Computer Science	(new)	P	08/28/02	1.0	70,000	AY
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Miller, Scott PhD Division of Biological Sciences	(new)	P	08/28/02	1.0	42,000	AY
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Phillips-Miller, Dianne PhD Educational Leadership & Counseling	(new)	P	08/28/02	1.0	50,000	AY
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Reimer, Yolanda PhD Computer Science	(new)	P	08/28/02	1.0	70,000	AY
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Schwarze, Steve PhD Communication Studies	(Cheney)	P	08/28/02	1.0	43,500	AY
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Seguchi, Noriko PhD Anthropology	(new)	P	08/28/02	1.0	42,000	AY
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Sobieszczyk, Teresa PhD Sociology	(Reed)	P	08/28/02	1.0	43,000	AY
Sriraman, Bharath PhD Mathematical Sciences	(Votruba)	P	08/28/02	1.0	46,000	AY
Tamura, Teresa MFA School of Journalism	(Bell)	P	08/15/02	1.0	40,000	AY
Thuesen, Amanda PharmD Pharmacy Practice	(Hendryx)	P	08/01/02	1.0	65,000	FY
Venema, Sharon MA School of Journalism	(new)	P	08/28/02	1.0	44,000	AY
Wiltse, Jeff PhD History	(Emmons)	P	08/28/02	1.0	42,000	AY
Yoshimura, Stephen PhD Communication Studies	(Planalp)	P	08/28/02	1.0	43,000	AY

3) RESIGNATIONS, RETIREMENTS, TERMINATIONS, POSITIONS DISCONTINUED:

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

NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Newman, Scott AA Intercollegiate Athletics	N-T	05/06/02
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FACULTY

Assistant Professors:

Douglas, Scott PhD Marketing and Management	P	08/02/02
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Riedel, Carla PhD Physics and Astronomy	P	12/31/01
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4) LEAVES OF ABSENCE:

<u>Name/Degree/Department</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>
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FACULTY

Associate Professors:

Grayson, Carla PhD Psychology	P	08/28/02 through 05/16/03	1.0
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