

## ITEM 120-1000-R0703 Staff; University of Montana - Missoula

Name		Current/Former Position Title	Replaces (salary)	Current 2002-03 Base Salary	2002-03 Stipend or Extra Comp.*	Tenure	FTE & Funding Source	New Position Title (if changed)	New 2002-03 Base Salary	Effective Date	FY04 Stipend or Extra Comp.*	Tenure	FTE & Funding Source	% Change in Base Over 2002-03	Comments
Last	First														

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

## (a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Byock MD	Ira	Director, National Program Office for End of Life Care, Practical Ethics Center, Professor, Philosophy (Research/Adjunct)		184,180		NT	.50 R		no change	5/1/2003		NT	.25 R		
Clouse MBA	Shawn	Director of Information Technology, School of Business, Assistant Professor, School of Business (Adjunct)		82,160		NT	1.0 CU FY		no change	7/1/2003	*2,500 est	NT	1.0 CU *CU FY		*PM
Mattina PhD	Nancy	Interim Director, Writing Center, Academic Affairs		50,000		NT	.80 CU FY		no change	3/31/2003		NT	1.0 CU FY		
Neu PhD	Clyde	Director, Off-Campus MBA Program, Professor, Marketing & Management		92,015		P	1.0 CU FY		no change	5/27/2003 7/1/2002	*5,400 *7,200 est	P	1.0 CU *CU FY		*ST *AT
Potts PhD	Donald	Associate Dean, School of Forestry, Professor, School of Forestry		66,143	5,150 BB	T	1.0 CU		no change	5/18/2003 5/27/2003	*7,311 *2,268	T	1.0 CU *.49 CU *.41 D *.10 R *CU		*SR *ST
Seninger PhD	Stephen	Research Associate Director, Bureau of Business & Economic Research, Professor, Management & Marketing		76,351 96,000 R	CU	T	1.0 R FY		no change	7/1/2003	*18,123 est	T	1.0 R *R FY		*AR

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Snyder PhD	Conrad	Interim Director, Mansfield Center, Assistant Vice President for Research for International Projects, Professor, Educational Leadership & Counseling		106,557		T	.20 D .80 R		no change	5/18/2003	*17,386	T	.20 D .80 R *.20 D *.80 R		*SR
Strobel PhD	David	Dean, Graduate School		85,002		T	1.0 CU FY		no change	7/1/2003	*5,600 est	T	1.0 CU *CU FY		*PM
<b>(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>															
Aronofsky JD, PhD	David	Legal Counsel, President's Office		83,500		NT	1.0 CU FY		no change	7/1/2003 8/27/2003	*2,796 *17,000 est	NT	1.0 CU *CU FY		*ST *AT
Fanslow JD	Heidi	Director, Admissions, School of Law		36,719		NT	1.0 CU FY		no change	7/1/2003	*4,000 est	NT	1.0 CU *CU FY		*PM
LoParco BS	Mark	Director, Dining Services, Director, UM Food Service Consortium		65,000	5,000	NT	1.0 A FY		70,000	7/1/2003		NT	1.0 A FY	7.69%	
Pace BA	Gordon	Director of Applications & Media Development, Information Technology Office		48,925		NT	1.0 D FY		50,000	7/1/2003		NT	1.0 D FY	2.20%	Responsibility Increase
Seecomb MS	Robert	Computer Systems Manager, Division of Biological Sciences		37,501		NT	1.0 R FY		50,000	3/15/2003		NT	1.0 R FY	37.33%	
<b>(c) FACULTY</b>															
<b>Professors:</b>															
Acker PhD	Robert	Foreign Languages & Literatures		57,735		T	1.0 CU		no change	6/30/2003	*4,645	T	1.0 CU *CU		*ST

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Adeleke PhD	Tunde	Director, African American Studies, History		84,104		T	1.0 CU		no change	6/30/2003	*14,017	T	1.0 CU *CU		*ST
Andreason PhD	Aaron	Marketing & Management		68,498		T	1.0 CU		no change	5/18/2003 5/27/2003	*1,950 *5,708	T	1.0 CU *CU *CU		*SR *ST
Ashmore EdD	Rhea	Director, Reading & Study Skills Center, Chair, Curriculum & Instruction (Research)		60,391 CU 112,838 R	3,477 DC	T	.90 CU .10 R	Director, Reading & Study Skills Center, Curriculum & Instruction (Research)	no change	5/31/2003 6/16/2003	*5,033	T	.90 CU .10 R *CU		*ST
Beed EdD	Douglas	Director, EOS Education Project, Curriculum & Instruction (Research)		92,700		NT	1.0 R		no change	5/17/2003	*35,128	NT	1.0 R *R		*SR
Beed DBA, CPA	Teresa	Director of Graduate Business Programs, Accounting & Finance		87,008	2,000 BB	T	1.0 CU		no change	5/27/2003	2,000 BB *10,252	T	1.0 CU *CU		*ST
Beltramo PhD	Anthony	Foreign Languages & Literatures		60,880		T	1.0 CU		no change	6/30/2003	*8,456	T	1.0 CU *CU		*ST
Bigley PhD	Bruce	Chair, English		72,770	3,477 DC	T	1.0 CU FY		no change	6/30/2003	3,477 DC *6,064	T	1.0 CU *CU FY		*ST
Billstein EdD	Richard	Mathematical Sciences (Research)		88,610 CU 117,240 R		T	1.0 R		no change	5/19/2003 8/27/2003	*44,428 *5,700 est	T	1.0 R *R *R		*SR *AR
Bolton PhD	Randy	Co-Chair, Drama/Dance		59,792	1,554 CC	T	1.0 CU		no change	6/16/2003	1,554 CC *15,118	T	1.0 CU *CU		*ST
Bridges PhD	Richard	Pharmaceutical Sciences		79,801 CU 96,705 R		T	.65 CU .35 R		no change	5/19/2003	*36,646	T	.65 CU .35 R *R		*SR
Brod PhD	Rodney	Sociology		69,942		T	1.0 CU		no change	5/27/2003	*11,657	T	1.0 CU *CU		*ST
Bromenshenk PhD	Jerry	Division of Biological Sciences (Research)		84,730		T	1.0 R		no change	5/19/2003	*13,824	T	1.0 R *.33 D *.67 R		*SR
Brown JD, CPA	Michael	Accounting & Finance		84,672		T	1.0 CU		no change	5/27/2003 8/27/2003	*7,056 *9,000 est	T	1.0 CU *CU *CU		*ST *AT
Bruya MFA	Marilyn	Art		58,028		T	1.0 CU		no change	6/30/2003	*9,671	T	1.0 CU *CU		*ST
Burke JD	Bari	School of Law		97,432		T	1.0 CU		no change	6/1/2003	*4,000	T	1.0 CU *CU		*SR

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Last	First														
Burke PhD	Edwin	School of Forestry		54,939		T	1.0 CU		no change			T	1.0 CU		
										5/18/2003	*2,892		*D		*SR
Burke LLM	J. Martin	School of Law		113,472		T	1.0 CU		no change			T	1.0 CU		
										6/1/2003	*5,000		*D		*SR
Burnham LLM	Scott	School of Law		103,820	9,500 BB	T	1.0 CU		no change		9,500 BB	T	1.0 CU		
										6/1/2003	*4,000		*CU		*SR
Burns EdD	Clarence	Health & Human Performance		57,561		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*4,797		*CU		*ST
Campbell PhD	Gregory	Chair, Anthropology		56,696	2,667 DC	T	1.0 CU		no change		2,667 DC	T	1.0 CU		
										5/27/2003	*20,453		*CU		*ST
Campbell MA	Mary Ellen	Marketing & Management		89,940		T	1.0 CU		no change			T	1.0 CU		
										5/18/2003	*4,000		*CU		*SR
										6/30/2003	*7,495		*CU		*ST
Chin PhD	Beverly	English		67,965		T	1.0 CU		no change			T	1.0 CU		
										6/9/2003	*5,664		*CU		*ST
Cleveland PhD	Gary	Marketing & Management		81,715	2,000 BB	T	1.0 CU		no change		2,000 BB	T	1.0 CU		
										5/27/2003	*8,310		*CU		*ST
Cook PhD	Thomas	Music		67,812		T	1.0 CU		no change			T	1.0 CU		
										8/27/2003	*1,475 est		*CU		*SP
Corbett LLM	William	School of Law		106,269		T	1.0 CU		no change			T	1.0 CU		
										6/1/2003	*1,000		*D		*SR
Dalenberg PhD	Douglas	Economics		63,470		T	.75 CU		no change			T	1.0 CU		
										5/27/2003	*10,578		*CU		*ST
Dial PhD	Kenneth	Division of Biological Sciences		63,764		T	1.0 CU		no change			T	1.0 CU		
										6/1/2003	*14,431		*R		*SR
Dietrich PhD	Paul	Chair, Liberal Studies		60,533	2,667 DC	T	1.0 CU		no change			T	1.0 CU		
										5/19/2003	*4,863		*CU		*ST
Douglas PhD	John	Anthropology		58,970		T	1.0 CU		no change			T	1.0 CU		
										6/30/2003	*4,914		*CU		*ST
Doyle PhD	Daniel	Chair, Sociology		58,988	3,108 DC	T	1.0 CU		no change		3,108 DC	T	1.0 CU		
										6/30/2003	*10,608		*CU		*ST
Drake PhD	Richard	History		76,613		T	1.0 CU		no change			T	1.0 CU		
										8/27/2003	*100 est		*CU		*AT
Evans PhD	Gerald	Marketing & Management		89,777		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*11,381		*CU		*ST
										8/27/2003	*2,200 est		*CU		*AT
Evans EdD	Roberta	Dean, School of Education, Professor, Educational Leadership & Counseling		106,799		T	1.0 CU FY	Educational Leadership & Counseling	87,540	7/1/2003 8/27/2003		T	1.0 CU *CU AY		*AT
Fandozzi PhD	Phillip	Liberal Studies		59,093		T	1.0 CU		no change			T	1.0 CU		
										6/16/2003	*4,924		*CU		*ST
Fleming PhD	Maureen	Marketing & Management		92,473		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*13,707		*CU		*ST

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Flores	Dan	History		79,619		T	1.0 CU		no change			T	1.0 CU		
										5/18/2003	*15,924		*R		*SR
Foor	Thomas	Anthropology		54,498		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*9,083		*CU		*ST
										8/27/2003	*5,400 est		*R		*AR
Ford	Cynthia	School of Law		89,477		T	1.0 CU		no change			T	1.0 CU		
										6/1/2003	*3,000		*R		*SR
Foresman	Kerry	Division of Biological Sciences, Zoology		55,175		T	1.0 CU		no change			T	1.0 CU		
										5/19/2003	*3,065		*CU		*ST
Fritz	Harry	Chair, History		78,190	3,108 DC	T	1.0 CU		no change		3,108 DC	T	1.0 CU		
										5/27/2003	*1,554		*CU		*ST
Furniss	Jerry	Marketing & Management		78,940		T	1.0 CU		no change			T	1.0 CU		
										6/30/2003	*6,578		*CU		*ST
Garthwait	Cynthia	Chair, Social Work		55,938	3,108 DC	T	1.0 CU		no change		3,108 DC	T	1.0 CU		
										5/19/2003	*12,291		*.16 CU		*SR
										5/27/2003	*11,991		*.84 R		*ST
													*CU		
Gideon	Rudy	Mathematical Sciences		68,605		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*5,717		*CU		*ST
Gillison	Linda	Chair, Foreign Languages & Literatures		53,590	3,477 DC	T	1.0 CU		no change		3,477 DC	T	1.0 CU		
										5/27/2003	*1,830		*CU		*ST
Granath	Willard	Microbiology, Division of Biological Sciences		58,260		T	.50 CU .50 R		no change			T	.50 CU .50 R		
										5/19/2003	*22,077		*R		*SR
Greene	Jeffrey	Political Science		55,198		T	1.0 CU		no change			T	1.0 CU		
										6/30/2003	*4,600		*CU		*ST
Grieves	Forest	Political Science		68,913		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*5,743		*CU		*ST
Gritzner	Jeffrey	Chair, Geography		57,899	2,667 DC	T	1.0 CU		no change		2,667 DC	T	1.0 CU		
										5/27/2003	*750		*CU		*ST
Haber	Paul	Political Science		55,198		T	1.0 CU		no change			T	1.0 CU		
										5/26/2003	*12,266		*CU		*ST
Haddad	Nabil	Chair, Psychology		83,722	3,477 DC	T	1.0 CU FY		no change		3,477 DC	T	1.0 CU		
										7/1/2003	*12,000 est		*R FY		*AR
Hayes	Louis	Political Science		72,148		T	1.0 CU		no change			T	1.0 CU		
										6/30/2003	*6,012		*CU		*ST
Holben	William	Division of Biological Sciences		57,947 CU 93,508 R		T	.90 CU .10 R		no change			T	.90 CU .10 R		
										5/19/2003	*4,922		*R		*SR

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Holian PhD	Andrij	Director, Center for Environmental Health Sciences, Toxicology, Pharmaceutical Sciences (Research)		112,032	5,000 BB	T	1.0 R		no change	5/19/2003	5,000 BB *42,454	T	1.0 R *R		*SR
Horwich JD	John	School of Law		96,430		T	1.0 CU		no change	6/1/2003	*7,000	T	1.0 CU *CU		*SR
Hutto PhD	Richard	Division of Biological Sciences		60,702		T	1.0 CU		no change	5/19/2003	*19,169	T	1.0 CU *R		*SR
Hyndman PhD	Donald	Geology		88,250		T	1.0 CU		no change	6/1/2003	*1,500	T	1.0 CU *R		*SR
Jacobs PhD	James	Chair, Physics & Astronomy		57,474	2,667 DC	T	1.0 CU		no change	6/15/2003	2,667 DC *6,124	T	1.0 CU *.74 CU *.26 R		*ST
James MFA	David	Art		52,022		T	1.0 CU		no change	5/27/2003	*4,335	T	1.0 CU *CU		*ST
Jenne PhD	Stanley	Chair, Accounting & Finance		82,888	3,108 DC	T	1.0 CU		no change	5/27/2003	3,108 DC *13,815	T	1.0 CU *CU		*ST
Jenni PhD	Catherine	Educational Leadership & Counseling		59,919	1000 BB	T	1.0 CU		no change	6/23/2003	*6,658	T	1.0 CU *CU		*ST
Kalachev PhD	Leonid	Mathematical Sciences		61,178		T	.75 CU		no change	6/30/2003	*5,098	T	1.0 CU *CU		*ST
Kende JD	Mark	School of Law		87,659		T	1.0 CU		no change	6/1/2003	*8,000	T	1.0 CU *CU		*SR
Kiely PhD	Donald	Director, Shafizadeh Center, Chemistry		90,120		T	1.0 CU		no change	5/19/2003	*34,150	T	1.0 CU *R		*SR
Kilgore PhD	Delbert	Division of Biological Sciences		61,802		T	1.0 CU		no change	5/19/2003 5/27/2003	*3,500 *6,867	T	1.0 CU *CU *CU		*SR *ST
Knowles BA	William	Chair, Radio-TV		54,350	2,667 DC	T	1.0 CU		no change	5/27/2003 8/27/2003	*1,335 *3,000 est	T	1.0 CU *CU *CU		*ST *AT
Koehn PhD	Peter	Political Science		67,959		T	1.0 CU		no change	5/27/2003	*5,663	T	1.0 CU *CU		*ST
Kriley PhD	James	Drama/Dance		76,722		T	1.0 CU		no change	6/16/2003	*8,525	T	1.0 CU *CU		*ST
Lopach PhD	James	Political Science, Faculty Athletics Representative		74,675	2,150 BB	T	1.0 CU		no change	6/30/2003	2,150 BB *6,223	T	1.0 CU *CU		*ST
Lott EdD	Carolyn	Curriculum & Instruction		55,953		T	1.0 CU	Chair, Curriculum & Instruction	no change	8/27/2003 6/16/2003	3,477 DC *13,988	T	1.0 CU *CU		*ST

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Lott PhD	Johnny	Mathematical Sciences (Research)		74,043 CU 98,306 R		T	1.0 R		no change	5/18/2003	*5,174	T	1.0 R *R		*SR
Luckowski EdD	Jean	Curriculum & Instruction		57,827		T	1.0 CU		no change	7/7/2003	*9,638	T	1.0 CU *CU		*ST
Lundt EdD	John	Educational Leadership & Counseling		59,830		T	1.0 CU		no change	7/7/2003	*14,958	T	1.0 CU *CU		*ST
Manuel PhD	Timothy	Accounting & Finance		86,655		T	1.0 CU		no change	5/27/2003	*7,221	T	1.0 CU *CU		*ST
Mattina PhD	Anthony	Chair, Linguistics		67,424	2,667 DC	T	1.0 CU		no change	5/27/2003	2,667 DC *1,500	T	1.0 CU *CU		*ST
Mayer PhD	Michael	History		51,038		T	1.0 CU		no change	6/30/2003	*4,253	T	1.0 CU *CU		*ST
McBroom PhD	William	Sociology		74,901		T	1.0 CU		no change	5/27/2003	*6,242	T	1.0 CU *CU		*ST
McClintock PhD	Michael	English		55,985		T	1.0 CU		no change	5/27/2003	*9,331	T	1.0 CU *CU		*ST
McCool PhD	Stephen	Interim Associate Director, Montana Forest & Conservation Experiment Station, Acting Associate Dean, School of Forestry		75,202		T	1.0 CU		no change	5/18/2003	*15,832	T	1.0 CU *R		*SR
McGregor EdD	Gail	Program Developer, Rural Institute/Curriculum & Instruction (Research)		71,622		NT	.10 D .90 R		no change	5/17/2003	*11,686	NT	.10 D .90 R *.10 D *.90 R		*SR
McKenna PhD	Marian	Curriculum & Instruction		58,078		T	1.0 CU		no change	6/16/2003	*9,680	T	1.0 CU *CU		*ST
McNeal JD	Mary Helen	Clinical Director, School of Law		91,395		T	1.0 CU		no change	6/1/2003	*4,000	T	1.0 CU *CU		*SR
Miller PhD	Arthur	Chair, Health & Human Performance		51,828	3,108 DC	T	1.0 CU		no change	6/11/2003	3,108 DC *12,957	T	1.0 CU *CU		*ST
Milner PhD	Kelsey	School of Forestry		57,721		T	.70 CU .30 R		no change	6/30/2003	*3,646	T	.70 CU .30 R *CU		*ST
Minier PhD	Sigyn	Foreign Languages & Literatures		61,071		T	1.0 CU		no change	5/27/2003	*8,482	T	1.0 CU *CU		*ST
Minnick PhD	Michael	Division of Biological Sciences		60,609		T	1.0 CU		no change	5/19/2003	*22,968	T	1.0 CU *.65 CU *.35 R		*SR

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Mohr PhD	J. Jacqueline	Marketing & Management		89,843		T	1.0 CU		no change	6/2/2003 8/27/2003	*2,496 *5,200 est	T	1.0 CU *CU *CU		*ST *AT
Moore PhD	Johnnie	Geology		74,919		T	1.0 CU		no change	5/19/2003	*5,520	T	1.0 CU *R		*SR
Munro JD	Gregory	School of Law		92,889		T	1.0 CU		no change	6/1/2003	*4,500	T	1.0 CU *.20 CU *.80 R		*SR
Natelson JD	Robert	School of Law		93,338		T	1.0 CU		no change	6/1/2003	*4,000	T	1.0 CU *CU		*SR
Patterson PhD	David	Mathematical Sciences		59,729		T	1.0 CU		no change	5/27/2003	*5,309	T	1.0 CU *CU		*ST
Pletscher PhD	Daniel	School of Forestry		80,729		T	1.0 CU		no change	5/18/2003	*30,592	T	1.0 CU *.56 CU *.44 R		*SR
Power PhD	Thomas	Chair, Economics		76,144	3,108 DC	T	1.0 CU		no change	5/27/2003	3,108 DC *1,554	T	1.0 CU *CU		*ST
Queen PhD	Lloyd	School of Forestry		66,943		T	.61 CU .39 R		no change	5/18/2003	*26,425	T	.61 CU .39 R *R		*SR
Regel PhD, CPA	Roy	Accounting & Finance		84,656		T	1.0 CU		no change	6/30/2003	*7,055	T	1.0 CU *CU		*ST
Rivey MS	Michael	Pharmacy Practice		73,567		T	1.0 CU FY		no change	8/27/2003	*22,000 est	T	1.0 CU *R		*PM
Rosenberg PhD	Edward	Chair, Chemistry		91,353	3,477 DC	T	1.0 CU		no change	5/19/2003 5/27/2003	3,477 DC *15,225 *1,830	T	1.0 CU *R *CU		*SR *ST
Roy MA	Thomas	Chair, Environmental Studies		68,720	3,108 DC	T	1.0 CU		no change	5/27/2003	3,108 DC *1,585	T	1.0 CU *CU		*ST
Running PhD	Steven	School of Forestry		86,629		T	1.0 CU		no change	5/18/2003 8/27/2003	*32,828 *43,770 est	T	1.0 CU *R *R		*SR *AR
Schuldberg PhD	David	Psychology		61,512	CU 110,400 R	T	.75 CU .25 R		no change	5/19/2003	*23,010	T	.75 CU .25 R *R		*SR
Sears PhD	James	Geology		63,230		T	1.0 CU		no change	5/20/2003	*16,195	T	1.0 CU *CU		*ST
Sheriff PhD	Steven	Chair, Geology		68,733	3,108 DC	T	1.0 CU		no change	5/27/2003	3,108 DC *1,830	T	1.0 CU *CU		*ST
Shoostari PhD	Nader	Chair, Marketing & Management		92,474	3,108 DC	T	1.0 CU		no change	5/27/2003 8/27/2003	3,108 DC *15,412 *4,700 est	T	1.0 CU *CU *CU		*ST *AT
Siler MFA	Jocelyn	English		60,074		T	1.0 CU		no change	6/15/2003	*5,006	T	1.0 CU *.67 CU *.33 R		*ST



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Last	First														
Silverman	Paul	Psychology		57,124		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*11,107		*CU		*ST
Skelton	Randall	Anthropology		55,487		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*13,872		*CU		*ST
Sommers-Flanagan	Rita	Educational Leadership & Counseling		65,631		T	1.0 CU		no change			T	1.0 CU		
										7/1/2003	*3,500		*CU		*SR
Sondag	K. Ann	Health & Human Performance		61,621		T	1.0 CU		no change			T	1.0 CU		
										5/17/2003	*1,787		*R		*SR
										8/27/2003	*3,574 est		*R		*AR
Sorenson	Larry (Dean)	Chair, Educational Leadership & Counseling		59,465	2,667 DC	T	1.0 CU		no change			T	1.0 CU		
										6/16/2003	*17,358		*CU		*ST
										8/27/2003	*5,000 est		*CU		*AT
Stroethoff	Karel	Mathematical Sciences		61,728		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*5,144		*CU		*ST
Tangedahl	Lee	Marketing & Management		86,061		T	1.0 CU		no change			T	1.0 CU		
										5/18/2003	*3,850		*CU		*SR
										6/30/2003	*7,172		*CU		*ST
										8/27/2003	*3,000 est		*CU		*AT
Thompson	Charles	Medical Chemistry & Toxicology, School of Pharmacy & Allied Health Sciences		74,922 CU		T	.55 CU		no change			T	.55 CU		
				103,204 R			.45 R			5/19/2003	*39,109		.45 R		*SR
													*R		
Thompson	Graham	Geology		71,572		T	1.0 CU		no change			T	1.0 CU		
										5/19/2003	*5,274		*CU		*ST
Tilton	Barbara	Co-Chair, Art		53,856	1,554 CC	T	1.0 CU		no change			T	1.0 CU		
										6/23/2003	*5,488		*CU		*ST
Tompkins	Jonathan	Chair, Political Science		57,956	3,108 DC	T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	3,108 DC		1.0 CU		
										6/1/2003	*6,384		*CU		*ST
										8/27/2003	*417		*CU		*SR
											*22,000 est		*CU		*AT
Tonev	Toma	Mathematical Sciences		58,837		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*6,537		*CU		*ST
Townsend	Burke	Chair, Philosophy		60,335	3,108 DC	T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	3,108 DC		1.0 CU		
											*1,500		*CU		*ST
van den Pol	Richard	Director, Co-Teach, Educational Research & Services, Curriculum & Instruction		55,572 CU		T	.01 CU		no change			T	.01 CU		
				110,377 R			.99 R			5/19/2003	*41,827		.99 R		*SR
													*R		
Vanita	Ruth	Liberal Studies		53,590		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*4,466		*CU		*ST
VanValkenburg	Carol	Chair, School of Journalism		57,206	3,108 DC	T	1.0 CU		no change			T	1.0 CU		
										6/27/2003	*301		*CU		*Orientation

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Last	First														
Wakimoto	Ronald	School of Forestry		62,861		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*7,949		*CU		*ST
Walton	Richard	Philosophy		56,379		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*9,397		*CU		*ST
Whiddon	Thomas	Health & Human Performance		54,944		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*6,105		*CU		*ST
Willard	E. Earl	School of Forestry		56,337		T	1.0 CU		no change			T	1.0 CU		
										6/3/2003	*11,860		*R		*SR
Williams	Ann	Chair, Physical Therapy, School of Pharmacy & Allied Health Sciences		82,856	2,667 DC	T	1.0 CU		no change			T	1.0 CU		
										5/19/2003	*2,863		*.45 CU		*SR
										5/27/2003	*2,721		*.55 R		*ST
													*CU		
Wright	Alden	Chair, Computer Science		82,990	2,667 DC	T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*1,334		*CU		*ST
<b>Associate Professors:</b>															
Appelbaum	Irene	Philosophy		46,201		P	1.0 CU		no change			P	1.0 CU		
										5/19/2003	*2,000		*CU		*AT
Basinski	Anne	Music		41,516		T	1.0 CU		no change			T	1.0 CU		
										8/27/2003	*950 est		*CU		*SP
Beall	Howard	School of Pharmacy & Allied Health Sciences (Research)		64,692		T	1.0 CU		64,692 CU	7/1/2003		T	.90 CU		
									97,600 R	7/1/2003	*17,263		.10 R		*SR
													*R		
													FY		
Black	Stephen	Molecular Pharmacology, School of Pharmacy & Allied Health Sciences (Research)		70,000 CU		P	.50 CU		no change	1/1/2003		P	.10 CU		
				100,000 R			.50 R			5/19/2003	*1,142		*D		*SR
Blank	Lisa	Director of Graduate Program, UM-Western, Curriculum & Instruction		43,475		T	1.0 CU		no change			T	1.0 CU		
										5/27/2003	*8,623		*CU		*ST
Bonjorni	Mary Ann	Art		46,915		T	1.0 CU		no change			T	1.0 CU		
										6/30/2003	*3,910		*CU		*ST
Brewer	Sarah (Sally)	Curriculum & Instruction		46,912 CU		T	1.0 CU		no change			T	1.0 CU		
				79,568 R						7/7/2003	*6,876		*.57 CU		*ST
													*.43 D		
Brod	Mary	Mathematical Sciences (Adjunct)		53,567		NT	1.0 CU		no change			NT	1.0 CU		
										6/30/2003	*8,928		*CU		*ST
Bruce	Heather	English		47,058		P	1.0 CU		no change			P	1.0 CU		
										6/23/2003	*500		*R		*SR
										8/27/2003	*13,000 est		*R		*PM

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Last	First														
Bruneau PhD	Carol	Marketing & Management		70,008		P	1.0 CU		no change	5/18/2003 6/30/2003	*3,150 *5,834	P	1.0 CU *CU		*SR *ST
Burfeind PhD	James	Sociology		55,049		T	1.0 CU		no change	5/27/2003	*9,952	T	1.0 CU *CU		*ST
Bustos- Fernandez PhD	Maria	Foreign Languages & Literatures		52,290		T	1.0 CU		no change	5/27/2003	*7,263	T	1.0 CU *CU		*ST
Callaway PhD	Ragan	Division of Biological Sciences		63,127		T	1.0 CU		no change	5/19/2003	*7,550	T	1.0 CU *R		*SR
Chacon PhD	Hipolito	Art		46,880		T	1.0 CU		no change	5/27/2003	*7,813	T	1.0 CU *CU		*ST
Cobbs PhD	Georgia	Curriculum & Instruction		48,410 CU 102,128 R		T	1.0 CU		no change	6/2/2003	*3,825	T	1.0 CU *R		*SR
Coffin PhD	Douglas	Pharmaceutical Sciences		59,779 CU 82,000 R		P	.80 CU .20 R		no change	5/19/2003	*31,074	P	.80 CU .20 R *R		*SR
Cook PhD	Ann	Psychology (Research/Adjunct)		80,000		NT	1.0 R FY		no change	7/1/2003	*1,131 est	NT	1.0 R *R FY		*AR
Cooley PhD	Belva	Chair, Management & Marketing		80,291 2,667 DC		P	1.0 CU		no change	5/27/2003 8/27/2003	2,667 DC *13,382 *2,200 est	P	1.0 CU *CU *CU		*ST *AT
Crawford PhD	Anthony	Accounting & Finance		72,352		P	1.0 CU		no change	6/30/2003 8/27/2003	*6,029 *4,700 est	P	1.0 CU *CU *CU		*ST *AT
Cross JD, MPA	Raymond	School of Law		89,167		T	1.0 CU		no change	6/1/2003	*4,000	T	1.0 CU *CU		*SR
Crummy PhD	M. Ione	Foreign Languages & Literatures		50,617		T	1.0 CU		no change	5/19/2003 6/30/2003	*5,062 *4,218	T	1.0 CU *CU *CU		*Asst to Dean *ST
Dean MFA	Mark	Drama/Dance		42,688		T	1.0 CU	Co-Chair, Drama/Dance	no change	8/27/2003	1,554 CC	T	1.0 CU		
DeGrandpre PhD	Michael	Chemistry		58,422		T	.75 CU .25 R		no change	5/19/2003 8/27/2003	*22,139 *1,370 est	T	1.0 CU *R *R		*SR *AR
DeLuca PhD	Thomas	School of Forestry		55,862		T	1.0 CU		no change	6/1/2003	*11,760	T	1.0 CU *R		*SR
Dybdal PhD	Laura	Health & Human Performance		42,265		P	1.0 CU		no change	5/27/2003 6/1/2003	*3,522 *1,779	P	1.0 CU *CU *R		*ST *SR
Erickson PhD	David	Curriculum & Instruction		49,389 CU 81,888 R		T	1.0 R		no change	5/19/2003 7/7/2003	*10,775 *5,783	T	1.0 CU *R *.71 CU *.29 D		*SR *ST
Fiedler PhD	Carl	School of Forestry		48,641		NT	1.0 CU		no change	5/18/2003	*18,433	NT	1.0 CU *R		*SR

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Last	First														
Freimund PhD	Wayne	Director, Wilderness Institute, School of Forestry		59,451		T	.08 CU .92 R		no change	5/18/2003	*22,529	T	.08 CU .92 R *R		*SR
Friend PhD	David	Physics & Astronomy		50,338		T	1.0 CU		no change	5/27/2003	*5,593	T	1.0 CU *CU		*ST
Fromm MFA	Martin	Art		39,787		T	1.0 CU		no change	5/27/2003	*13,262	T	1.0 CU *CU		*ST
Gagliardi LLM	Elaine	School of Law		72,820		P	1.0 CU		no change	6/1/2003	*4,000	P	1.0 CU *CU		*SR
Gerdes PhD	John	Chemistry		56,650		P	.03 CU .97 R		no change	5/19/2003	*15,797	P	.03 CU .97 R *R		*SR
Graham PhD	Jonathan	Mathematical Sciences		53,690		T	1.0 CU		no change	5/27/2003	*7,159	T	1.0 CU *CU		*ST
Greene PhD	Frederick	Division of Biological Sciences		51,104		T	1.0 CU		no change	6/1/2003	*5,648	T	1.0 CU *R		*SR
Grey PhD	Ramona	Political Science, Co-Director, Women's Studies Program		46,289		P	1.0 CU		no change	5/19/2003 5/27/2003	*3,300 *3,857	P	1.0 CU *CU *CU		*Director Sal. *ST
Grimes PhD	Mark	Division of Biological Sciences		56,650		P	.50 CU .50 R		no change	5/19/2003	*18,004	P	.50 CU .50 R *R		*SR
Hendrix PhD	Marc	Geology		51,274		T	1.0 CU		no change	5/19/2003	*5,667	T	1.0 CU *CU		*ST
Henry PhD	Joel	Computer Science		70,679		P	1.0 CU		no change	5/19/2003 8/27/2003	*11,532 *60,000 est	P	1.0 CU *R *R		*SR *AR
Hoas PhD	Helena	Psychology (Research/Adjunct)		80,000		NT	1.0 R FY		no change	7/1/2003	*1,132 est	NT	1.0 R *R FY		*AR
Johnson MAL.S	Coburn	Assistant Cataloger, Library Sciences		48,803		T	1.0 CU FY		no change	7/7/2003	*4,067	T	1.0 CU *CU FY		*ST
Kalm MA	Stephen	Chair, Music		58,003	3,477 DC	T	1.0 CU FY		no change	5/27/2003	*2,000	T	1.0 CU *CU FY		*ST
Kaufmann MA	Karen	Drama/Dance		41,128		P	1.0 CU		no change	6/16/2003	*7,997	P	1.0 CU *CU		*ST
Kavanaugh PhD	Michael	Neurophysiology, Pharmaceutical Sciences		63,000 CU 85,500 R		P	.50 CU .50 R		no change	5/19/2003	*32,400	P	.50 CU .50 R *R		*SR
Knight PhD	Christopher	English		43,727		P	1.0 CU		no change	6/30/2003	*7,288	P	1.0 CU *CU		*ST
Kupilik PhD	Michael	Economics		48,781		T	1.0 CU		no change	6/30/2003	*8,130	T	1.0 CU *CU		*ST

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Last	First														
Laws PhD	William	Chemistry (Research)		61,800		NT	1.0 R FY		no change	5/27/2003	*7,036	NT	1.0 R *CU FY		*ST
Loisel PhD	Clary	Foreign Languages & Literatures		48,464		T	1.0 CU		no change	5/27/2003	*4,039	T	1.0 CU *CU		*ST
Lurie PhD	Diana	School of Pharmacy & Allied Health Sciences		57,139		T	1.0 CU		no change	5/19/2003	*20,817	T	1.0 CU *R		*SR
Mallory MFA	Cathryn	Co-Chair, Art		41,273	1,554 CC	P	1.0 CU		no change	5/27/2003	1,554 CC *1,000	P	1.0 CU *CU		*ST
Morton PhD	Donald	Computer Science		53,245		T	.78 CU .22 R		no change	6/2/2003	*12,331	T	.78 CU .22 R *R		*SR
Murphy MFA	Michael	Media Arts Director, Fine Arts		51,452		P	1.0 CU		no change	5/27/2003	*7,146	P	1.0 CU *CU		*ST
Nemani PhD	Ramakrishna	School of Forestry (Research)		62,954		NT	1.0 R		no change	5/18/2003	*23,856	NT	1.0 R *R		*SR
Opitz PhD	David	Computer Science		74,140		T	.78 CU .218 R .002 D		no change	5/19/2003	*9,043	T	.78 CU .218 R .002 D *R		*SR
Palmer PhD	Christopher	Chemistry		59,225	CU 75,000 R	P	.90 CU .10 R		no change	5/19/2003	*25,657	P	.90 CU .10 R *R		*SR
Phillips-Miller PhD	Dianne	Educational Leadership & Counseling		50,000		P	1.0 CU		no change	5/19/2003	*11,944	P	1.0 CU *CU		*ST
Priestley PhD	Nigel	Chemistry		59,648		P	1.0 CU		no change	5/19/2003	*13,255	P	1.0 CU *R		*SR
Reider PhD	Barbara	Accounting & Finance		77,250		P	1.0 CU		no change	5/18/2003 5/27/2003 8/27/2003	*2,200 *6,438 *2,200 est	P	1.0 CU *CU *CU *CU		*SR *ST *AT
Richter MEd	Scott	Director, Athletic Training, Health & Human Performance		48,280		T	1.0 CU		no change	5/27/2003	*5,642	T	1.0 CU *CU		*ST
Roberts PhD	Kevan	Immunology, School of Pharmacy & Allied Health Sciences		52,500		P	1.0 R		no change	5/19/2003	*19,895	P	1.0 R *R		*SR
Ruby PhD	Brent	Health & Human Performance		47,355		T	1.0 CU		no change	5/17/2003 6/16/2003	*2,006 *5,262	T	1.0 CU *R *CU		*SR *ST

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Last	First														
Schantz PhD	David	Social Work		47,058		P	1.0 CU		no change	5/19/2003 5/27/2003	*7,370 *9,150	P	1.0 CU *.23 D *.77 R *CU		*SR *ST
Six PhD	Diana	School of Forestry		47,351		P	1.0 CU		no change	5/18/2003	*14,953	P	1.0 CU *R		*SR
Slicer PhD	Deborah	Philosophy		49,297		T	1.0 CU		no change	6/30/2003	*8,216	T	1.0 CU *CU		*ST
Stolle MEd	Darrell	Educational Leadership & Counseling		44,851 CU 82,068 R		P	.80 CU .20 R	Curriculum & Instruction	47,000	8/27/2003 5/27/2003	*16,196	P	1.0 CU *CU	-10.12%	*ST
Swibold MS	Dennis	School of Journalism		45,216		T	1.0 CU		no change	6/13/2003	*952	T	1.0 CU *CU		*Orientation
Szalda-Petree PhD	Allen	Psychology		59,486		T	1.0 CU		no change	5/27/2003	*4,957	T	1.0 CU *CU		*ST
Valencich PhD	Trina	Chemistry (Adjunct)		40,024		NT	.50 CU .50 D		no change	6/30/2003	*3,335	NT	.50 CU .50 D *CU		*ST
Valentin PhD	Michel	Foreign Languages & Literatures		52,845		P	1.0 CU		no change	6/30/2003	*7,340	P	1.0 CU *CU		*ST
von Reichert PhD	Christiane	Geography		48,094		T	1.0 CU		no change	5/27/2003	*750	T	1.0 CU *CU		*ST
Ware PhD	Andrew	Physics & Astronomy		54,648		T	1.0 CU		no change	5/19/2003	*5,752	T	1.0 CU *R		*SR
Watson MFA	William	Drama/Dance		41,138		P	1.0 CU		no change	5/19/2003	*2,500	P	1.0 CU *.80 CU *.20 D		*Theatre Production
Winkler ABD	Celia	Sociology		46,834		P	1.0 CU		no change	6/30/2003	*3,903	P	1.0 CU *CU		*ST
<b>Assistant Professors:</b>															
Arens PhD	Hiltrudis	Foreign Languages & Literatures		42,436		P	1.0 CU		no change	6/30/2003	*3,536	P	1.0 CU *CU		*ST
Baied PhD	Carlos	Geography (Adjunct)		35,000		NT	1.0 CU		no change	6/30/2003	*5,833	NT	1.0 CU *CU		*ST
Baumgartner MSW	Tondy	Social Work (Adjunct)		32,780		NT	1.0 CU		no change	5/27/2003	*3,642	NT	1.0 CU *CU		*ST
Belz PhD	John	Physics & Astronomy		43,500		P	1.0 CU		no change	6/2/2003	*8,700	P	1.0 CU *.50 D *.50 R		*SR
Brown PhD	Blakely	Health & Human Performance		42,000		P	1.0 CU		no change	6/30/2003	*3,500	P	1.0 CU *CU		*ST
Browning MFA	Nicole	Drama/Dance		39,000		P	1.0 CU		no change	5/27/2003	*2,167	P	1.0 CU *CU		*ST
Campana MA	Jillian	Drama/Dance		40,170		P	1.0 CU		no change	5/27/2003	*2,232	P	1.0 CU *CU		*ST

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Last	First														
Cardozo-Pelaez	Fernando	Pharmaceutical Sciences		47,380		P	.50 CU .50 R		no change	5/19/2003	*17,955	P	.50 CU .50 R *R		*SR
Chung	Woodam	School of Forestry		45,000		P	1.0 CU		no change	6/1/2003	*4,737	P	1.0 CU		*SR
Condon	Phil	Environmental Studies (Adjunct)		30,956		NT	.63 CU	Environmental Studies	42,000	8/27/2003		P	1.0 CU	35.68%	Tenure-track position/ contract renegotiation
Costa	Bruce	Accounting & Finance		74,263		P	1.0 CU		no change	5/19/2003 5/27/2003 8/27/2003	*3,300 *6,189 *2,500 est	P	1.0 CU *CU *CU		*SR *ST *AT
Covarrubias	Patricia	Communication Studies		43,000		P	1.0 CU		no change	5/27/2003	*3,583	P	1.0 CU *CU		*ST
Cripe	Gregory	Mathematical Sciences (Adjunct)		30,054		NT	1.0 CU		no change	5/27/2003	*3,089	NT	1.0 CU *CU		*ST
Davies	Wade	Native American Studies		42,500		P	1.0 CU		no change	5/27/2003 8/27/2003	*14,167 *4,700 est	P	1.0 CU *CU *CU		*ST *AT
Douma	Bambi	Marketing & Management							74,000	5/27/2003	*6,167	P	1.0 CU *CU		*ST
Dove-Kinderwater	Elizabeth	Art		42,138		P	1.0 CU		no change	6/16/2003	*3,512	P	1.0 CU *CU		*ST
Edlund	Eric	Geography		40,251		P	1.0 CU		no change	6/30/2003	*3,354	P	1.0 CU *CU		*ST
Ekness	Raymond	School of Journalism		44,689		P	1.0 CU		no change	6/11/2003	*235	P	1.0 CU *CU		*Orientation
Esslinger	C. Sean	Pharmaceutical Sciences (Adjunct)		50,061		NT	.90 R		no change	5/19/2003	*18,971	NT	.90 R *R		*SR
Farrier	Merle	Educational Leadership & Counseling (Adjunct)		48,731		NT	1.0 CU		no change	6/16/2003 8/27/2003	*12,183 *5,000 est	NT	1.0 CU *CU *CU		*ST *AT
Fehrer	Steve	Physical Therapy		61,285		P	1.0 CU		no change	6/30/2003	*2,721	P	1.0 CU *CU		*ST
Firth	David	School of Business/ Information Systems & Technology							84,000	5/10/2003	*5,000	P	1.0 CU *CU		*SR
Ganesh	Shiv	Communication Studies		44,436		P	1.0 CU		no change	5/27/2003	*8,073	P	1.0 CU *CU		*ST
Gant	Shaun	English (Adjunct)							30,054	5/27/2003	*6,000	NT	1.0 CU *CU		*ST

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Last	First														
Gaskill PhD	Steven	Health & Human Performance		40,155		P	1.0 CU		no change	5/27/2003 6/30/2003 8/27/2003	*1,585 *4,462 *5,750 est	P	1.0 CU *R *CU *R, CU		*SR *ST *AR, AT, SP
Hart-Paulson MS-CCC	Lucy	Division of Educational Research & Service, Curriculum & Instruction (Adjunct)		57,590		NT	1.0 R		no change	6/1/2003	*10,609	NT	1.0 R *R		*SR
Howell JD	David	School of Law		60,900		NT	1.0 CU		no change	6/1/2003	*6,000	NT	1.0 CU *CU		*SR
Hughes MN	Richard	Drama/Dance		42,224		P	1.0 CU		no change	6/1/2003 6/16/2003	*1,987 *5,864	P	1.0 CU *R *CU		*SR *ST
Igarashi PhD	Brian	Physics & Astronomy (Adjunct)		33,000		NT	1.0 CU		no change	5/27/2003	*4,583	NT	1.0 CU *CU		*ST
Jakob ABD	Keith	Accounting & Finance		74,263		P	1.0 CU		no change	5/19/2003	*3,300	P	1.0 CU *CU		*SR
Kuhn PhD	Thomas	Pharmaceutical Sciences		51,500		P	.50 CU .50 R		no change	6/1/2003	*11,441	P	.50 CU .50 R *R		*SR
Laskin MS	James	Physical Therapy		59,716		P	1.0 CU		no change	6/30/2003	*3,318	P	1.0 CU *CU		*ST
Levison BS	David	Physical Therapy		50,964		NT	1.0 CU		no change	5/19/2003 5/27/2003	*1,142 *16,325	NT	1.0 CU *R *CU		*SR *ST
Li PhD	Fengru Ford	Marketing & Management		70,000		P	1.0 CU		no change	6/30/2003	*1,717	P	1.0 CU *CU		*ST
Lodmell PhD	John	Division of Biological Sciences		45,499 CU 62,724 R		P	.90 CU .10 R		no change	5/19/2003	*21,789	P	.90 CU .10 R *R		*SR
Maloney MA	Theodore	Rural Institute/Curriculum & Instruction (Research)		67,635		NT	.85 R		no change	4/1/2003		NT	.55 R		
McCaw EdD	William	Educational Leadership & Counseling (Research)		50,984 CU 83,472 R		P	1.0 CU		no change	6/16/2003 8/27/2003	*12,746 *5,000 est	P	1.0 CU *CU *CU		*ST *AT
McGuirl PhD	Michele	Division of Biological Sciences		41,200 CU 49,000 R		P	1.0 CU		no change	5/19/2003	*7,737	P	1.0 CU *R		*SR
Moisey PhD	Richard	School of Forestry		48,801		P	1.0 CU		no change	5/18/2003	*2,568	P	1.0 CU *R		*SR
Naugle PhD	David	School of Forestry		48,410		P	1.0 CU		no change	5/18/2003	*7,898	P	1.0 CU *R		*SR



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Last	First														
Nichols ABD	Charles	Music		39,000		P	1.0 CU		no change	7/7/2003	*2,167	P	1.0 CU *CU		*ST
Nie PhD	Martin	School of Forestry		48,000		P	1.0 CU		no change	6/1/2003	*11,116	P	1.0 CU *.52 D *.48 R		*SR
O'Brien PhD	Sean	Davidson Honors College/Philosophy (Adjunct)		32,072		NT	1.0 CU		no change	5/27/2003 6/1/2003	*5,345 *1,118	NT	1.0 CU *.83 CU *.17 R *CU		*ST *Orientation
O'Reilly EdD	Frances	Education Leadership & Counseling (Adjunct)		31,466		NT	1.0 CU		no change	6/16/2003	*5,244	NT	1.0 CU *CU		*ST
Pershouse PhD	Mark	Molecular Genetics & Toxicology, Pharmaceutical Sciences (Research)		47,741		P	1.0 CU		no change	5/19/2003	*18,091	P	1.0 CU *R		*SR
Pfau PhD	Jean	Pharmaceutical Sciences (Research)		45,000		NT	1.0 R		no change	5/19/2003 6/30/2003	*12,375 *3,750	NT	1.0 R *R *CU		*SR *ST
Poulsen PhD	David	Pharmaceutical Sciences (Adjunct/Research)		46,350		NT	1.0 R		no change	5/19/2003	*17,564	NT	1.0 R *R		*SR
Prentiss PhD	William	Anthropology		44,689		P	1.0 CU		no change	5/27/2003	*7,448	P	1.0 CU *CU		*ST
Putnam PhD	Elizabeth	Molecular Genetics & Toxicology, Pharmaceutical Sciences (Research)		47,741		P	.50 CU .50 R		no change	5/19/2003	*18,091	P	.50 CU .50 R *R		*SR
Quartarone PhD	Lorina	Foreign Languages & Literatures (Visiting)		36,819		NT	1.0 CU		no change	5/27/2003	*6,137	NT	1.0 CU *CU		*ST
Renner-Fahey PhD	Ona	Foreign Languages & Literatures							41,000	6/12/2003	*2,000	P	1.0 CU *CU		*SR
Rillig PhD	Matthias	Division of Biological Sciences		51,699		P	1.0 CU		no change	5/19/2003	*19,591	P	1.0 CU *R		*SR
Santana JD	Michael	School of Law (Visiting)		52,820		NT	1.0 CU		no change	6/1/2003	*4,000	NT	1.0 CU *CU		*SR
Schwarze PhD	Steve	Communication Studies		43,500		P	1.0 CU		no change	5/27/2003	*3,625	P	1.0 CU *CU		*ST
Shay	Jeff PhD	Marketing & Management		74,462		P	1.0 CU		no change	5/27/2003 6/1/2003 8/27/2003	*2,775 *5,000 *4,400 est	P	1.0 CU *CU *R *CU		*ST *SR *AT

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Last	First														
Shepherd PhD	David	Pharmaceutical Sciences		45,000		P	.50 CU .50 R		no change	5/19/2003	*17,052	P	.50 CU .50 R *R		*SR
Sriraman PhD	Bharath	Mathematical Sciences		46,000		P	1.0 CU		no change	6/16/2003	*5,750	P	1.0 CU *CU		*ST
Sugden PhD	Kent	Chemistry		46,565 CU 67,682 R		P	.90 CU .10 R		no change	5/19/2003	*19,236	P	.90 CU .10 R *R		*SR
Swaney PhD	Gyda	Psychology		47,741		P	.70 CU .30 R		no change	7/1/2003	*8,000 est	P	.70 CU .30 R *R		*AR
Thibeau PhD	Tully	Linguistics		42,436		P	1.0 CU		no change	5/27/2003	*3,536	P	1.0 CU *CU		*ST
Thompson PhD	Holly	Chemistry (Adjunct)		35,010		NT	1.0 CU		no change	5/27/2003	*2,918	NT	1.0 CU *CU		*ST
Tonon JD	Margaret	Director, Student Affair, School of Law		78,818 5,500 BB		NT	1.0 CU		no change	6/1/2003	*4,000	NT	1.0 CU *.75 CU *.25 R		*SR
Williams EdD	Sandra	Curriculum & Instruction		42,436		P	1.0 CU		no change	6/16/2003	*9,430	P	1.0 CU *CU		*ST
Williamson MA	James	Mathematical Sciences (Visiting)		50,950		NT	1.0 R		no change	5/17/2003	*11,322	NT	1.0 R *R		*SR
Woods PhD	Scott	School of Forestry		41,715		P	1.0 CU		no change	5/18/2003	*7,684	P	1.0 CU *R		*SR
Yoshimura PhD	Stephen	Communication Studies		43,000		P	1.0 CU		no change	6/30/2003	*7,834	P	1.0 CU *CU		*ST
<b>Instructors:</b>															
Anderson MBA	Susan	Marketing & Management (Adjunct)		27,857		NT	.50 CU		no change	6/1/2003	*1,724	NT	.50 CU *D		*SR
Bolles MA	Sandra	School of Forestry (Adjunct)		29,845		NT	.50 CU		no change	5/27/2003	*2,599	NT	.50 CU *CU		*ST
Ellestad MA	June	Sociology (Adjunct)		41,000		NT	.50 CU		no change	6/30/2003	*6,833	NT	.50 CU *CU		*ST
Harper-Whalen ME	Susan	Curriculum & Instruction/Rural Institute (Research)		51,500		NT	1.0 R FY		no change	7/1/2003	*3,282 est	NT	1.0 R *R FY		*AR
Howard MEd	Jean	Mathematical Sciences (Research/Visiting)		50,000		NT	1.0 R FY		no change	7/1/2003	*2,140 est	NT	1.0 R *R FY		*AR
Robinson BA	Niki	Business Technology, College of Technology, Level 3		40,535		T	1.0 CU		no change	5/27/2003	*4,280	T	1.0 CU *.70 CU *.30 D		*ST

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Last	First														
Wiering MPhil	Kenneth	Foreign Languages & Literatures (Adjunct)		26,187		NT	1.0 CU	no change		6/30/2003	*2,182	NT	1.0 CU *CU		*ST
Wishcamper MBA	Richard	Marketing & Management (Adjunct)		27,782		NT	.50 CU	no change		5/27/2003	*3,500	NT	.50 CU *CU		*ST
Wittekiend MEd	Phillip	Curriculum & Instruction (Adjunct)		33,949		NT	1.0 CU	42,500		8/27/2003 7/7/2003	*7,544	NT	1.0 CU *CU	25.19%	*ST
Wright MBA	Ryan	Management & Marketing (Adjunct)		38,312		NT	1.0 CU FY	no change		7/1/2003	*1,071 est	NT	1.0 CU *R FY		*AR
<b>Lecturers:</b>															
King-Ries JD	Andrew	School of Law (Adjunct)		67,000		NT	1.0 CU	no change		5/27/2003 6/1/2003	*10,000 *4,000	NT	1.0 CU *CU *CU		*ST *SR
O'Conner MS	Michael	Computer Science (Adjunct)		36,050		NT	1.0 CU	no change		5/27/2003	*3,004	NT	1.0 CU *CU		*ST
Toth MA	Susan	Curriculum & Instruction/Rural Institute (Visiting)		39,512		NT	.95 R	no change		5/17/2003	*1,383	NT	.95 R *R		*SR
Ulsafer PhD	Carol	Mathematical Sciences (Adjunct)		33,500		NT	1.0 CU	no change		5/27/2003	*2,792	NT	1.0 CU *CU		*ST
<b>(2) NEW POSITIONS AND REPLACEMENTS:</b>															
<b>(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>															
Rowland PhD	Paul		Evans (106,799)					Dean, School of Education, Professor, Curriculum & Instruction	105,000	7/1/2003		P	1.0 CU FY		
<b>(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>															
Holt MPA	Candy		Jensen (52,000)					Associate Director of Administrative, Fiscal & Personnel Services, Mansfield Library	52,000	4/21/2003		NT	1.0 CU FY		
<b>(c) FACULTY</b>															
<b>Professors:</b>															



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Last	First														
Sommers-Flanagan PhD	John		Phillips-Miller (50,000)					Educational Leadership & Counseling	45,000	8/27/2003		P	1.0 CU		
<b>Instructors:</b>															
Klene MA	Anna		new					Geography (Visiting)	33,500	8/27/2003		NT	1.0 CU		
Vinso PhD	Joseph		new					Accounting & Finance (Adjunct)	55,555	8/27/2003		NT	1.0 CU		
<b>Lecturers:</b>															
Cochran MA	Bryan		Rowe (43,000)					Psychology	40,000	8/27/2003		P	1.0 CU		
Fern MS	Lauren		new					Mathematical Sciences	32,000	8/27/2003		NT	1.0 CU		
Roscoe MEd	Matt		Brod (53,567)					Mathematical Sciences (Adjunct)	31,000	8/27/2003		NT	1.0 CU		
Westphal PhD	Kathleen		new					Division of Biological Sciences (Adjunct)	40,500	8/27/2003		NT	1.0 CU		
<b>(3) END OF EMPLOYMENT</b>															
<b>(a) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS AND DEATHS</b>															
<b>ACADEMIC AND NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>															
Bailey MEd	George	Assistant to the Vice President for Federal Initiatives, Research Administration				NT				8/29/2003					
Dean BA	Ronnie	Assistant Men's Basketball Coach, Intercollegiate Athletics				NT				6/30/2003					
Jensen	Jennifer	Associate Dean of Administrative, Fiscal & Personnel Services, Mansfield Library				NT				6/30/2003					
Purviance BA	David	Director, Core Discovery Project				NT				7/31/2003					
<b>FACULTY</b>															
<b>Professors:</b>															

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Last	First														
Camp PhD	George	Psychology				T				5/17/2003					
<b>Associate Professors:</b>															
Voekel PhD	Pamela	History				P				5/17/2003					
<b>Assistant Professors:</b>															
Cole DM	Scott	Orchestra Director, Music (Adjunct)				NT				5/17/2003					
Cooley MFA	Carol	Drama/Dance (Adjunct)				NT				5/17/2003					
Graves DMA	Jody	Music				P				5/17/2003					
Corwin ABD	Margaret	Political Science (Visiting)				NT				5/17/2003					
Phillips-Miller PhD	Dianne	Educational Leadership & Counseling				P				7/28/2003					
Schorger PhD	John	Curriculum & Instruction (Adjunct)				NT				1/31/2003					
<b>Instructors:</b>															
Brownlee BS	Margaret	Health Professions, College of Technology, Level 1				P				6/30/2003					
Johnson MEd	Deborah	Curriculum & Instruction (Adjunct)				NT				5/17/2003					
King MBA	Nancy	Management & Marketing (Adjunct)				NT				5/17/2003					
<b>Lecturers:</b>															
Moeur MS	Robin	Management & Marketing (Adjunct)				NT				5/17/2003					
<b>(b) LEAVES OF ABSENCE</b>															
<b>FACULTY</b>															
Harrison JD	Melissa	School of Law				T				8/27/2003 through 12/31/2003					

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Last	First														

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,