

ITEM 120-1000-R0903 Staff; The 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 2003-04 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:

(c) FACULTY

Instructors:

Barnes MS	Seth	Applied Arts and Sciences, Level II, College of Technology		32,724		NT	1.0 CU		no change	5/27/2003	*1,732	T	1.0 CU *CU		*ST
Caitlin BS	Robert	Industrial Technology, Level II, College of Technology		36,680		T	1.0 CU		no change	6/16/2003	*700	T	1.0 CU *D		*ST
Corr MEd	Cathleen	Applied Arts and Sciences, Level III, College of Technology		41,594		P	1.0 CU		no change	5/27/2003	*6,606	P	1.0 CU *CU		*ST
Crepeau MS	Josef	Applied Arts and Sciences, Level III, College of Technology		41,354		T	1.0 CU		no change	5/27/2003	*7,298	T	1.0 CU *CU		*ST
Galipeau BS	Cheryl	Academic Support, Level II, College of Technology		40,696		P	1.0 CU		no change	5/22/2003	*1,215	P	1.0 CU *.83 CU *.17 D		*ST
Gallagher MS	Tom	Computer Technology, Level III, College of Technology		39,410		P	1.0 CU		no change	6/3/2003	*4,173	P	1.0 CU *CU		*ST
Jakes MA	Penny	Business Technology, Level IV, College of Technology		49,211		T	1.0 CU		no change	6/2/2003	*3,706	T	1.0 CU *D		*ST
Lizotte MA	James	Chair, Industrial Technology, Level IV, College of Technology		54,721	1,600 BB 1,600 DC	T	1.0 CU		no change	7/23/2003	*5,110	T	1.0 CU *D		*ST
Lodahl BA	Ross	Culinary Arts, Level II, College of Technology		38,325		T	1.0 CU		no change	6/3/2003	*9,018	T	1.0 CU *CU		*ST
Miller BS	Carrie	Surgical Technology, Level I, College of Technology		32,083		P	1.0 CU		no change	5/27/2003	*1,699	P	1.0 CU *CU		*ST
Moore MA	Eddie	Applied Arts and Sciences, Level IV, College of Technology		46,169		T	1.0 CU		no change	5/27/2003	*4,338	T	1.0 CU *CU		*ST

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Last	First														
Olson MEd	Susan	Business Technology, Level III, College of Technology		42,213		T	1.0 CU		no change	5/27/2003	*4,470	T	1.0 CU *CU		*ST
Olson MBA	Timothy	Business Technology, Level III, College of Technology		40,954		P	1.0 CU		no change	5/27/2003	*2,168	P	1.0 CU *CU		*ST
Robinson BA	Niki	Business Technology, Level III, College of Technology		40,535		T	1.0 CU		no change	5/27/2003	*4,280	T	1.0 CU *.70 CU *.30 D		*ST
Tabish BA	Rhonda	Business Technology, Level II, College of Technology		39,119		T	1.0 CU		no change	5/27/2003	*2,071	T	1.0 CU *CU		*ST
Vehslage AS	Jackie	Respiratory Care, Level I, College of Technology		30,912		P	1.0 CU		no change	5/27/2003	*8,728	P	1.0 CU *CU		*ST
Wafstet MA	Robert	Health Professions, Level IV, College of Technology		49,433		T	1.0 CU		no change	5/27/2003	*7,270	T	1.0 CU *CU		*ST
(2) NEW POSITIONS AND REPLACEMENTS:															
(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Dwyer PhD	Daniel		Chesnut (136,700)					Vice President of Research and Development, Professor, Chemistry	135,000	8/1/2003		P	1.0 CU FY		
Harrington JD	Michael		Hollmann (83,635)					Associate Dean, School of Business Administration, Assistant Professor, Information Systems and Technology, School of Business Administration	80,000	8/27/2003 7/1/2003	5,000 BB *5,000	P	1.0 CU *CU		*O (Associate Dean)
Staub PhD	James		Bach (77,167)					Associate Provost, Academic Affairs, Professor, Chemistry	105,000	8/18/2003		P	1.0 CU FY		MC
Walker-Andrews PhD	Arlene		Robson (98,000)					Associate Provost, Academic Affairs, Professor, Psychology	105,000	8/1/2003		P	1.0 CU FY		MC

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Weidner PhD	Terry		Shelton (103,540)					Director, Mansfield Center, Professor, History	106,557	9/22/2003		P	1.0 R FY		
(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Hunt MS	Justin		Ryan (30,815)					Assistant Athletic Trainer, Intercollegiate Athletics	25,000	7/1/2003		NT	1.0 D FY		
Irish BS	Adrian		new					Web Services Manager, Information Technology Office	52,500	8/27/2003		NT	1.0 CU FY		
Judge MS	Karla		Mason (28,779)					Assistant Athletic Trainer, Intercollegiate Athletics	25,000	7/1/2003		NT	.90 CU .10 D FY		
Marso BS	Brian		Dean (45,000)					Assistant Men's Basketball Coach, Intercollegiate Athletics	32,000	7/1/2003		NT	1.0 D FY		
White	Janet		new					Assistant Director of Operations, Adams Center	35,000	7/1/2003		NT	1.0 A FY		
Zachariasen-Scheirer	Karla		Walters (55,000)					Assistant to the Provost, Academic Affairs	45,000	8/11/2003		NT	1.0 CU FY		
(c) FACULTY															
Assistant Professors:															
Blunt MFA	Judy		new					English	45,000	8/27/2003		P	1.0 CU		
Carpoca MFA	Alessia		Henry (38,349)					Drama/Dance	40,000	8/27/2003		P	1.0 CU		
Eggleston MLS	Holly		Elison (58,721)					Reference Librarian, Library Sciences	36,800	8/25/2003		P	1.0 CU FY		
Hollist PhD	Dusten		Brod (69,942)					Sociology	42,000	8/27/2003		P	1.0 CU		
Major MLS	Colleen		Driessen (68,510)					Reference Librarian, Ethnic Studies/Multicultural Coordinator, Library Sciences	36,800	8/25/2003		P	1.0 CU FY		

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Last	First														
McLure MLS	Merinda		new					Reference Librarian, Library Sciences	36,800	8/25/2003		P	1.0 CU FY		
Tom PhD	Matthew		new					Mathematical Sciences (Visiting)	35,000	8/27/2003		NT	1.0 CU		
Instructors:															
Campbell AOS	Thomas		Sherwin (44,951)					Culinary Arts, Level I, College of Technology	45,000	7/1/2003		P	1.0 CU FY		
Peters MS	Greg		new					Division of Biological Sciences (Visiting)	36,000	8/27/2003		NT	1.0 CU		
Spence	Bonnie		new					Mathematical Sciences (Research/Visiting)	50,000	8/28/2003		NT	1.0 R FY		
(d) POST RETIREES															
Esmay MS	Jerry							Professor, Computer Science	63,024	8/27/2003		NT	.33 CU		
Hollmann PhD	Robert							Professor Emeritus, Marketing and Management	102,025	8/27/2003		NT	.33 CU		
Jackson PhD	David							Professor, School of Forestry	80,294	8/27/2003		NT	.33 CU		
Pfister PhD	Robert							Professor, School of Forestry	87,070	6/1/2003		NT	.33 CU		
(3) END OF EMPLOYMENT															
(a) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS AND DEATHS:															
ACADEMIC AND NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Walters, III MS	Melville	Assistant to the Provost for Fiscal Planning and Management, Academic Affairs								8/31/2003					
Wenderoth ME	James	Associate Dean, College of Technology								8/29/2003					
FACULTY															
Professors:															
Dailey PhD	Richard	Marketing and Management								7/31/2003					

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Last	First														
Geckeler	Kurt	Chemistry (Research/Visiting)								5/31/2003					
Assistant Professors:															
Allison-Bunell	Jodi	Archivist, Library Sciences								8/31/2002					
Henderson	Colin	Division of Biological Sciences (Adjunct)								5/17/2003					
Howie	Peter	Economics (Visiting)								5/17/2003					
Murray	Kevin	Division of Biological Sciences (Adjunct)								5/17/2003					
Sjostrom	Derek	Geology (Visiting)								5/17/2003					
Instructors:															
Bolles	Sandra	School of Forestry (Adjunct)								5/17/2003					
Dominicak	Michael	Heavy Equipment Operations, Level I, College of Technology								5/30/2003					
Fielding	Rebecca	Communication Studies (Adjunct)								5/17/2003					
Fredrickson	Michael	Curriculum and Instruction (Adjunct)								5/17/2003					
Gillen	T. Daniel	Curriculum and Instruction (Adjunct)								5/17/2003					
Kalling	Steven	Curriculum and Instruction (Adjunct)								5/17/2003					
Kreisberg	Michael	Liberal Studies (Adjunct)								5/17/2003					
Logan	Susan	Curriculum and Instruction (Adjunct)								5/17/2003					
Lucht	Gary	Barber Styling, Level II, College of Technology								5/17/2003					
McLeod	John	Marketing and Management (Adjunct)								5/17/2003					

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Williams BS	Robert	School of Pharmacy and Allied Health Sciences (Adjunct)								5/17/2003					
(b) LEAVES OF ABSENCE:															
FACULTY															
Professors:															
Vanita PhD	Ruth	Liberal Studies								8/1/2003 through 7/31/2004					
(4) DEANS, ADMINISTRATORS AND CONTRACT PROFESSIONALS SALARIES:															
(a) PRESIDENT, VICE PRESIDENTS AND DEANS:															
Dennison PhD	George	President Professor, History		143,986		T	1.0 CU FY		143,986			T	1.0 CU FY		
Alexander EdD	Sharon	Dean, Continuing Education and Summer Programs, University Dean of Extension and Continuing Education		85,439		NT	1.0 CU FY		85,439			NT	1.0 CU FY		
Bach PhD	Betsy	Interim Dean, Davidson Honors College, Professor, Communication Studies		90,000		T	1.0 CU FY		90,000			T	1.0 CU FY		
Branch PhD	Teresa	Vice President for Student Affairs, University Vice President for Student Affairs		125,000		NT	.50 CU .50 A FY		125,000			NT	.50 CU .50 A FY		
Brown PhD	Jerry	Dean, School of Journalism, Professor, School of Journalism		86,606		T	1.0 CU FY		86,606			T	1.0 CU FY		
Brown PhD	Perry	Dean, School of Forestry, Professor, School of Forestry		118,038		T	1.0 CU FY		118,038			T	1.0 CU FY		
Carlson MS	Claire	Associate Vice President of Research and Development		80,220		NT	1.0 CU FY		80,220			NT	1.0 CU FY		

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Christian	Donald	Associate Dean, Division of Biological Sciences, Professor, Division of Biological Sciences		109,200		T	1.0 CU FY		109,200			T	1.0 CU FY		
D'Andraia	Frank	Dean, Mansfield Library		90,054		T	1.0 CU FY		90,054			T	1.0 CU FY		
Duringer	Robert	Vice President of Administration and Finance		128,500		NT	1.0 CU FY		128,500	9/1/2003	5,000 BB	NT	1.0 CU FY		O (Performance Bonus)
Dwyer	Daniel	Vice President of Research and Development, Professor, Chemistry							135,000			P	1.0 CU FY		
Eck	E. Edwin	Dean, School of Law, Professor, School of Law		131,356		T	1.0 CU FY		131,356			T	1.0 CU FY		
Fetz	Gerald	Interim Dean, College of Arts and Sciences, Professor, Foreign Languages and Literatures		120,000		T	1.0 CU FY		120,000			T	1.0 CU FY		
Forbes	David	Dean, School of Pharmacy and Allied Health Sciences		114,225		T	1.0 CU FY		114,225			T	1.0 CU FY		
Ford	Raymond	Associate Vice President of Information Technology, Professor, Computer Science		116,974		T	.90 CU .10 R FY		116,974			T	.90 CU .10 R FY		
Frazier	Robert	Executive Assistant to the President, University Executive Vice President		73,600		NT	.23 CU .77 D FY		73,600	9/1/2003	5,000 BB	NT	.23 CU .77 D FY		O (Performance Bonus)
Gianchetta	Larry	Dean, School of Business Administration, Professor, Marketing and Management		119,564		T	.95 CU .05 R FY		119,564			T	.95 CU .05 R FY		

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Harrington JD	Michael	Associate Dean, School of Business Administration, Assistant Professor, Information Systems and Technology, School of Business Administration							80,000		5,000 BB	P	1.0 CU		
Howell DA	Shirley	Dean, School of Fine Arts, Professor, Music		96,814		T	1.0 CU FY		96,814			T	1.0 CU FY		
Keller BS, CPA	Rosemary	Associate Vice President of Administration and Finance		111,600		NT	1.0 CU FY		111,600			NT	1.0 CU FY		
Kia PhD	Mehrdad	Assistant Vice President of Research and Development, Director of International Programs, Professor, History		90,000		T	1.0 CU FY		90,000			T	1.0 CU FY		
Morin MBA	Lori	Assistant Dean of Student Services, School of Pharmacy and Allied Health Sciences, Professor, School of Pharmacy and Allied Health Sciences		84,373	5,000 BB	T	1.0 CU FY		84,373	5,000 BB		T	1.0 CU FY		
Muir PhD	Lois	Provost and Vice President of Academic Affairs, Professor, Psychology		133,600		T	1.0 CU FY		133,600			T	1.0 CU FY		
Potts PhD	Donald	Associate Dean, School of Forestry, Professor, School of Forestry		66,143	5,350 BB	T	1.0 CU AY		66,143	5/19/2003	5,350 BB *12,938	T	1.0 CU *.33 CU *.29 D *.38 R AY		*SR

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Rowland PhD	Paul	Dean, School of Education, Professor, Curriculum and Instruction		105,000		P	1.0 CU FY		105,000			P	1.0 CU FY		
Scott PhD	James	Associate Dean, College of Arts and Sciences, Professor, Foreign Languages and Literatures		77,009		T	1.0 CU FY		77,009			T	1.0 CU FY		
Snyder JD	Frederic	Associate Dean, School of Law, Director, Law Librarian, Professor, School of Law		99,155		T	1.0 CU FY		99,155			T	1.0 CU FY		
Staub PhD	James	Associate Provost, Academic Affairs, Professor, Chemistry							105,000			P	1.0 CU FY		
Stocking MA	Lynn	Associate Dean, College of Technology, Instructor, Business Technology		64,615		T	1.0 CU FY		64,615			T	1.0 CU FY		
Strobel PhD	David	Dean, Graduate School		85,002		T	1.0 CU FY		85,002			T	1.0 CU FY		
Uhlig EdD	Sharon	Associate Dean, School of Education, Professor, Health and Human Performance		60,383	5,000 BB	T	1.0 CU AY		60,383	6/30/2003	5,000 BB *13,284	T	1.0 CU *CU AY		*O (Assoc. Dean)
Walker-Andrews PhD	Arlene	Associate Provost, Academic Affairs, Professor, Psychology							105,000			P	1.0 CU FY		
Williamson EdD	R. Paul	Dean, College of Technology, Educator, Level 4, College of Technology		92,850		P	1.0 CU FY		92,850			P	1.0 CU FY		

(b) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS:

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Burchfield PhD	James	Academic Administrator, School of Forestry, Associate Professor, School of Forestry (Research)		81,873		NT	1.0 R FY	Associate Dean, School of Forestry, Associate Director, Montana Forest and Conservation Experiment Station, Associate Professor, School of Forestry (Research)	85,000	7/1/2003		NT	.41 CU .28 D .31 R FY	3.82% P	
Byock MD	Ira	Director, National Program Office for End of Life Care, Practical Ethics Center, Professor, Philosophy (Research/Adjunct)		184,180		NT	.25 R FY		184,180			NT	.25 R FY		
Keegan MS	Charles	Associate Director of Forest Research, Professor, Marketing and Management (Research/Adjunct)		66,695 CU 95,126 R		NT	.50 CU .50 R FY		66,695 CU 95,126 R			NT	.50 CU .50 R FY		
Kemmis JD	Daniel	Director, O'Connor Center for the Rocky Mountain West, Professor, Environmental Studies (Adjunct)		90,230		NT	1.0 R FY		90,230			NT	1.0 R FY		
Kriley MBA	Mary Kay	Director of Freshman Interest Groups, Instructor, University College (Adjunct)		35,814		NT	.62 CU FY		35,814			NT	.62 CU FY		
Lussy BA	Linda	Assistant to the Dean, Director of Outreach/Fiscal Affairs, School of Fine Arts		42,000		NT	1.0 CU AY		42,000			NT	1.0 CU AY		
Mattina PhD	Nancy	Interim Director, Writing Center, Academic Affairs		50,000		NT	.80 CU FY		50,000			NT	.80 CU FY		

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McGovern PhD	Dean	Executive Director, Montana Campus Compact, Assistant Professor, Social Work (Adjunct)		44,700		NT	.20 CU .80 D FY		53,200	7/1/2003		NT	.20 CU .80 D FY	19.02%	R
Murphy MS	Dennis	Athletic Trainer, Intercollegiate Athletics, Assistant Professor, Health and Human Performance (Adjunct)		44,726		NT	1.0 CU FY		44,726			NT	1.0 CU FY		
Neu PhD	Clyde	Director, Off-Campus MBA Program, Professor, Marketing and Management		92,015		P	1.0 CU FY		92,015	8/27/2003	3,000 BB AY	P	1.0 CU FY		O (MBA Director Stipend)
Nunberg PhD	Jack	Director, Center of Excellence in Biotechnology, Professor, Division of Biological Sciences		94,417		T	1.0 D AY		94,417			T	1.0 D AY		
Polzin PhD	Paul	Director, Bureau of Business and Economic Research, Professor, Marketing and Management		90,496		T	1.0 CU FY		90,496			T	1.0 CU FY		
Seninger PhD	Stephen	Research Associate Director, Bureau of Business and Economic Research, Professor, Marketing and Management		76,351 CU 96,000 R		T	1.0 R FY		76,351 CU 96,000 R			T	1.0 R FY		

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Snyder PhD	Conrad	Interim Director, Mansfield Center, Assistant Vice President for Research for International Projects, Professor, Educational Leadership and Counseling		106,557		T	.20 D .80 R AY		106,557			T	.20 D .80 R AY		
Stanford PhD	Jack	Bierman Professor of Ecology, Director, Biological Station, Professor, Division of Biological Sciences (Research)		116,050 CU 158,824 R	23,646 BB	T	.50 CU .50 R FY		116,050 CU 158,824 R		23,646 BB	T	.50 CU .50 R FY		
Vernon EdD	Andrea	Director, Office of Civic Engagement, Assistant Professor, Educational Leadership and Counseling (Adjunct)		41,600		NT	1.0 CU FY		41,600			NT	1.0 CU FY		
Vogelsberg PhD	R. Timm	Executive Director, Rural Institute, Professor, Educational Leadership and Counseling (Adjunct)		103,046		NT	.30 D .70 R FY		103,046			NT	.30 D .70 R FY		
Weyhrich DVM	John	Director, Lab Animal Resources, Assistant Professor, Health Sciences (Adjunct)		81,120		NT	1.0 CU FY		81,120			NT	1.0 CU FY		
Weidner PhD	Terry	Director, Mansfield Center, Professor, History							106,557			P	1.0 R FY		
Williams BS	John (Pat)	Senior Fellow, O'Connor Center for the Rocky Mountain West		90,228		NT	1.0 CU FY		90,228			NT	1.0 CU FY		

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Ardouny BA	Mary Ellen	Assistant to the President		50,000		NT	1.0 CU FY		50,000			NT	1.0 CU FY		
Aronofsky JD, PhD	David	Legal Counsel, President's Office		83,500		NT	1.0 CU FY		83,500			NT	1.0 CU FY		
Bain PhD	Philip	Registrar		66,346		NT	1.0 CU FY		66,346			NT	1.0 CU FY		
Bandy ME	James	Assistant Athletic Director, Compliance, Intercollegiate Athletics		38,743		NT	1.0 CU FY		38,743			NT	1.0 CU FY		
Bell PhD	David	Director, Curry Health Center		112,200		NT	1.0 A FY		112,200			NT	1.0 A FY		
Berkhouse PhD	Terry	Director, Center for Work-Based Learning		52,360		NT	1.0 CU FY		52,360			NT	1.0 CU FY		
Best MEd	David	Assistant Volleyball Coach, Intercollegiate Athletics		26,905		NT	1.0 CU FY		26,905			NT	1.0 CU FY		
Best BS	Nicole	Head Volleyball Coach, Intercollegiate Athletics		52,231		NT	.90 CU .10 D FY		52,231			NT	.90 CU .10 D FY		
Borgmann BA	Nancy	Director, Equal Opportunity/Affirmative Action		57,500		NT	1.0 CU FY		57,500			NT	1.0 CU FY		
Broesder MS	Joseph	Assistant Director, Bandy Ranch, School of Forestry		35,493		NT	1.0 R FY		35,493			NT	1.0 R FY		
Brunell BA	Ronald	Director, Residence Life		70,100		NT	1.0 A FY		70,100			NT	1.0 A FY		
Burgmeier BA	Kathleen	Director, Internal Audit		57,500		NT	1.0 CU FY		57,500			NT	1.0 CU FY		
Burke ME	Dan	Senior Associate Director, Financial Aid Office		63,710		NT	1.0 CU FY		63,710			NT	1.0 CU FY		
Burrington MBA	Kenneth	Associate Director of Information Technology, School of Business Administration		57,500		NT	1.0 CU FY		57,500			NT	1.0 CU FY		
Burtis MA	Martha	Director of Web Development, Information Technology Office		50,000		NT	1.0 CU FY		53,000	9/1/2003		NT	1.0 CU FY	6.00% R	

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Last	First														
Carlisle BA	Raymond	Director, Educational Opportunity Program		62,428		NT	1.0 R FY		62,428			NT	1.0 R FY		
Carr BA	Luther	Restricted Duties Football Coach, Intercollegiate Athletics		27,500		NT	1.0 D FY		27,500			NT	1.0 D FY		
Cate-Schweyen BA	Shannon	Assistant Women's Basketball Coach, Intercollegiate Athletics		36,317		NT	1.0 CU FY		36,317			NT	1.0 CU FY		
Clark	Harry	Assistant Track Coach, Intercollegiate Athletics		24,000		NT	.19 CU .81 D FY		24,000			NT	.19 CU .81 D FY		
Clouse MBA	Shawn	Director of Information Technology, School of Business Administration, Assistant Professor, School of Business Administration (Adjunct)		82,160		NT	1.0 CU FY		82,160			NT	1.0 CU FY		
Coar BS	Mary	Assistant Director, Physical Therapy		37,240		NT	.85 D AY		37,240			NT	.85 D AY		
Corti MS	Danny	Director, Environmental Health and Occupational Safety		64,894		NT	.88 CU .12 D FY		64,894			NT	.88 CU .12 D FY		
Couture EdD	Charles	Dean of Students, Student Affairs		69,000		NT	1.0 CU FY		69,000			NT	1.0 CU FY		
Crego	Kathy	Director, Human Resource Services		70,504		NT	1.0 CU FY		70,504			NT	1.0 CU FY		
Daste BA	Dominic	Restricted Duties Football Coach, Intercollegiate Athletics		18,000		NT	1.0 D FY		18,000			NT	1.0 D FY		
Dauenhauer PharmD	Danielle	Drug Information Specialist, Pharmacy Practice		58,344		NT	1.0 CU FY		58,344			NT	1.0 CU FY		
Darcy MBA	James	Director, Business Services		75,600		NT	1.0 CU FY		75,600			NT	1.0 CU FY		

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Last	First														
DeCou	Nancy	Director, Administrative Information Systems Support, Information Technology		63,201		NT	1.0 CU FY		63,201			NT	1.0 CU FY		
Degnan BS	Lacey	Director of Athletic Performance, Intercollegiate Athletics		37,730		NT	1.0 CU FY		37,730			NT	1.0 CU FY		
Duce BA	Patricia	Assistant Women's Basketball Coach, Intercollegiate Athletics		30,544		NT	.50 CU .50 D FY		30,544			NT	.50 CU .50 D FY		
Duerksen MSW	Elizabeth	Head Women's Soccer Coach, Intercollegiate Athletics		49,060		NT	.90 CU .10 D FY		49,060			NT	.90 CU .10 D FY		
Earhart PhD	David	Director of Programs, Montana Museum of Art and Culture		46,800		NT	.75 CU FY		46,800			NT	.75 CU FY		
Fanslow JD	Heidi	Director, Admissions, School of Law		36,719		NT	1.0 CU FY		36,719			NT	1.0 CU FY		
Fisher BS	Jane	Director, Center at Salmon Lake		57,431		NT	1.0 A FY		57,431			NT	1.0 A FY		
Fredenberg MPA	Judy	Executive Assistant to the Vice President of Research and Development		46,068		NT	1.0 CU FY		46,068			NT	1.0 CU FY		
Gannon BA	Robert	Associate Director, Human Resource Services		53,000		NT	1.0 CU FY		53,000			NT	1.0 CU FY		
Glaes BA	Keith	Director, Campus Recreation		57,680		NT	1.0 A FY		57,680			NT	1.0 A FY		
Goetz MS	Henry	Field Station Director, School of Forestry		57,873		NT	.77 CU .23 A FY		57,873			NT	.77 CU .23 A FY		
Greer BS	John	Network Systems Administrator, Mansfield Library		55,162		NT	1.0 CU FY		55,162			NT	1.0 CU FY		
Gregorak BA	Tyler	Assistant Football Coach, Intercollegiate Athletics		27,500		NT	1.0 D FY		27,500			NT	1.0 D FY		

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Last	First														
Guffey BA	David	Assistant Athletic Director for Media Relations, Intercollegiate Athletics		47,565		NT	1.0 CU FY		47,565			NT	1.0 CU FY		
Hackney MS	Stephen	Equipment/Athletic Treatment Center Specialist, Intercollegiate Athletics		41,977		NT	1.0 CU FY		41,977			NT	1.0 CU FY		
Hammerschmidt BS	Jeffrey	Assistant Head Football Coach, Intercollegiate Athletics		51,000		NT	.90 CU .10 D FY		51,000			NT	.90 CU .10 D FY		
Hanford BS	Brian	Assistant Tennis Coach, Intercollegiate Athletics		24,079		NT	.92 D FY		24,079			NT	.92 D FY		
Hanson MS	Myron	Associate Executive Director, Enrollment Services		65,000		NT	1.0 CU FY		65,000			NT	1.0 CU FY		
Harris	Stanley	Director of Computing and Information Services, Network Services, Information Technology		63,036		NT	1.0 D FY		63,036			NT	1.0 D FY		
Hauck MA	Robert	Head Football Coach, Intercollegiate Athletics		105,000		NT	1.0 CU FY		105,000			NT	1.0 CU FY		
Hauck BA	Thomas	Assistant Football Coach, Defensive Line, Intercollegiate Athletics		15,000		NT	1.0 D FY		15,000			NT	1.0 D FY		
Henry MA	Stephen	Director, Information Technology		84,625		NT	1.0 CU FY		84,625			NT	1.0 CU FY		
Heuring MS	Michael	Director, Career Services		61,355		NT	1.0 CU FY		61,355			NT	1.0 CU FY		
Hoell MA	Suzanne (Melanie)	Director, University College		51,234		NT	1.0 CU FY		51,234			NT	1.0 CU FY		
Hogan BA	Wayne	Director, Intercollegiate Athletics		106,000		NT	1.0 CU FY		106,000			NT	1.0 CU FY		

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Last	First														
Holbrook	Judith	Director, Telecommunications Information Technology		63,201		NT	1.0 D FY		63,201			NT	1.0 D FY		
Holt MPA	Candy	Associate Director of Administrative, Fiscal and Personnel Services, Mansfield Library		52,000		NT	1.0 CU FY		52,000			NT	1.0 CU FY		
Hunt MS	Justin	Assistant Athletic Trainer, Intercollegiate Athletics							25,000			NT	1.0 D FY		
Ingram BA	Daniel	Assistant Director, Grizzly Athletic Association, Intercollegiate Athletics		29,057		NT	1.0 R FY		29,057			NT	1.0 R FY		
Irish BS	Adrian	Web Services Manager, Information Technology Office							52,500			NT	1.0 CU FY		
Jesse MS	Hugh	Director, Facilities Services		80,805		NT	1.0 CU FY		80,805			NT	1.0 CU FY		
Johnston BA	William	Director, Alumni Association, Executive Assistant for State Legislative Affairs		72,500	10,000 BB	NT	1.0 CU FY		72,500		10,000 BB	NT	1.0 CU FY		
Judge MS	Karla	Assistant Athletic Trainer, Intercollegiate Athletics							25,000			NT	.90 CU .10 D FY		
Kempfert BA	Albert	Assistant to the Athletic Director, Intercollegiate Athletics		59,840		NT	1.0 D FY		59,840			NT	1.0 D FY		
Kennedy BA	Joseph (Pat)	Head Men's Basketball Coach, Intercollegiate Athletics		95,000		NT	.90 CU .10 D FY		95,000			NT	.90 CU .10 D FY		
Koehn MA	Eftychia	Director, Foreign Student and Scholar Services		48,680		NT	1.0 CU FY		48,680			NT	1.0 CU FY		

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Last	First														
Kowalski BS	Ron	Assistant Football Coach, Intercollegiate Athletics		15,000		NT	1.0 D FY		15,000			NT	1.0 D FY		
Krebsbach BA	Kevin	Associate Director, Facilities Services		63,051		NT	1.0 CU FY		63,051			NT	1.0 CU FY		
LoParco BS	Mark	Director, Dining Services, Director, UM Food Service Consortium		70,000		NT	1.0 A FY		70,000			NT	1.0 A FY		
Maes BA	Charles	Associate Athletic Director for Internal Operations, Intercollegiate Athletics		49,248		NT	1.0 CU FY		49,248			NT	1.0 CU FY		
Mahlum BS	Brenda	Director, Physical Training Clinic		49,623		NT	.50 D FY		49,623			NT	.50 D FY		
Marcus BA	William	Director, Broadcast Media Center		70,900		NT	1.0 CU FY		70,900			NT	1.0 CU FY		
Marks BA	James	Director, Disability Services for Students		51,500		NT	1.0 CU FY		51,500			NT	1.0 CU FY		
Marso BS	Brian	Assistant Men's Basketball Coach, Intercollegiate Athletics							32,000			NT	1.0 D FY		
Matule Dmin	Frank	Executive Director, Enrollment Services		78,250		NT	1.0 CU FY		78,250			NT	1.0 CU FY		
Matule BA	Susan	Director, Printing and Graphic Services		55,700		NT	1.0 A FY		55,700			NT	1.0 A FY		
Maus BS	Francis	Forest Manager, School of Forestry		44,402		NT	.83 A .17 CU FY		44,402			NT	.83 A .17 CU FY		
McConnell MS	Rodney	Assistant Men's Basketball Coach, Intercollegiate Athletics		21,000		NT	1.0 D FY		21,000			NT	1.0 D FY		
McCormick	John	Assistant Director, Business Services		57,200		NT	1.0 CU FY		57,200			NT	1.0 CU FY		
Miller MA	Michael	Director of Information Technology, College of Arts and Sciences		46,800		NT	1.0 CU FY		46,800			NT	1.0 CU FY		

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Last	First														
Morrison MA	Mary	Deaf/Hearing Specialist, Disability Services for Students		39,583		NT	1.0 CU FY		39,583			NT	1.0 CU FY		
Mulkey AIA	Alan	Field Project Manager, Facilities Services		49,403	1,425 BB	NT	1.0 D FY		49,403		1,425 BB	NT	1.0 D FY		
Munzenrider BA	Rita	Director, University Relations		62,500		NT	.92 CU .08 D FY		62,500			NT	.92 CU .08 D FY		
Muse MBA	A. William	Executive Director, Office of Planning, Budgeting and Analysis		80,763		NT	1.0 CU FY		80,763			NT	1.0 CU FY		
Muse BS	Mary	Executive Director, Adams Center		70,000		NT	1.0 A FY		70,000			NT	1.0 A FY		
Myers BS	Kimberly	Outreach Director, Physical Therapy		48,880		NT	.75 D FY		48,880			NT	.75 D FY		
Neudeck BS	Honore	Pharmacy Manager, Curry Health Center		70,720		NT	1.0 A FY		70,720			NT	1.0 A FY		
Newton BS	Bryan	Director, Grizzly Athletic Association, Intercollegiate Athletics		48,500		NT	1.0 R FY		48,500			NT	1.0 R FY		
Nord BS	Kris	Head Men's and Women's Tennis Coach, Intercollegiate Athletics		42,653		NT	1.0 CU FY		42,653			NT	1.0 CU FY		
Pace BA	Gordon	Director of Applications and Media Development, Information Technology Office		50,000		NT	1.0 CU FY		53,000	9/1/2003		NT	1.0 CU FY	6.00% R	
Paulson BA	Kraig	Assistant Football Coach, Special Teams, Linebacks, Intercollegiate Athletics		43,000		NT	.90 CU .10 D FY		43,000			NT	.90 CU .10 D FY		
Pengelly BA	Vicki	Director, Information Technology Client Services		63,201		NT	1.0 CU FY		63,201			NT	1.0 CU FY		

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Last	First														
Phenicie MA	Robert	Assistant Football Coach, Offensive Coordinator, Intercollegiate Athletics		51,000		NT	.90 CU .10 D FY		51,000			NT	.90 CU .10 D FY		
Phillips BS, CPA	Terri	Associate Director for Payroll, Human Resource Services		54,600		NT	1.0 CU FY		54,600			NT	1.0 CU FY		
Pierce	Janice	Assistant Director of Business Affairs and Box Office, Adams Center		43,000	3,000 BB	NT	1.0 A FY		43,000		3,000 BB	NT	1.0 A FY		
Poore JD	Shelley	Director of External Affairs, School of Law		80,324		NT	.50 CU .25 R FY		80,324			NT	.50 CU .25 R FY		
Porter MA	Marie	Associate Athletic Director, Intercollegiate Athletics		68,374		NT	1.0 CU FY		68,374			NT	1.0 CU FY		
Raunig PhD	Thomas	Head Track and Field Coach, Intercollegiate Athletics		43,941		NT	1.0 CU FY		43,941			NT	1.0 CU FY		
Rocheleau BA	Annette	Assistant Women's Basketball Coach, Assistant Golf Coach, Intercollegiate Athletics		42,881		NT	.84 CU .16 D FY		42,881			NT	.84 CU .16 D FY		
Rudbach PhD	Jon	Assistant Vice President of Research and Development		83,554		NT	.50 D .50 R FY		83,554			NT	.50 D .50 R FY		
Schalk BA	Peggy	Associate Director for Fiscal Operations, Facilities Services		59,488		NT	1.0 CU FY		59,488			NT	1.0 CU FY		
Schramm BS	David	Assistant Football Coach, Intercollegiate Athletics		43,000		NT	1.0 D FY		43,000			NT	1.0 D FY		
Schwartz MPA	Julie	Associate Director, Alumni Association		40,900		NT	1.0 CU FY		40,900			NT	1.0 CU FY		
Schweyen BA	Brian	Assistant Track Coach, Intercollegiate Athletics		33,000		NT	1.0 CU FY		33,000			NT	1.0 CU FY		

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Last	First														
Seccomb MS	Robert	Computer Systems Manager, Division of Biological Sciences		50,000		NT	1.0 R FY		50,000			NT	1.0 R FY		
Selvig BS	Robin	Head Women's Basketball Coach, Intercollegiate Athletics		95,000		NT	.94 CU .06 D FY		95,000			NT	.94 CU .06 D FY		
Shimer RN	Laela	Assistant Director, Curry Health Center		62,000		NT	1.0 A FY		62,000			NT	1.0 A FY		
Snyder PhD	Erik	Assistant Soccer Coach, Intercollegiate Athletics		25,937		NT	.82 CU .18 D FY		25,937			NT	.82 CU .18 D FY		
Stannard MBA	Jon	Director, Upward Bound		60,693		NT	1.0 R FY		60,693			NT	1.0 R FY		
Steele BA	Joanne	Head Women's Golf Coach, Intercollegiate Athletics		33,153		NT	.90 D FY		33,153			NT	.90 D FY		
Swanson PhD	Larry	Associate Director, O'Connor Center for the Rocky Mountain West		84,912		NT	1.0 CU FY		84,912			NT	1.0 CU FY		
Thorne BS	Charles	Assistant to the Vice President for Student Affairs		55,750		NT	1.0 A FY		55,750			NT	1.0 A FY		
Tinkle	Wayne	Assistant Men's Basketball Coach, Intercollegiate Athletics		38,000		NT	.19 CU .81 D FY		38,000			NT	.19 CU .81 D FY		
Travis BS	Thomas	Director, Computing and Networking Services, Information Technology		68,557		NT	1.0 CU FY		68,557			NT	1.0 CU FY		
Verlanic BS	J. Kevin	Business Manager, Campus Recreation		41,000		NT	1.0 A FY		41,000			NT	1.0 A FY		
Von Appen MS	Fred	Assistant Football Coach, Offensive Line, Intercollegiate Athletics		35,000		NT	1.0 CU FY		35,000			NT	1.0 CU FY		
Wachtel MA	Robert	Director, Presentation Technology Services		53,014		NT	1.0 CU FY		53,014			NT	1.0 CU FY		

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Last	First														
Wallwork MBA	Susan Selig	Senior Research and Assessment Officer, Office of Planning, Budgeting and Analysis		44,502		NT	1.0 CU FY		44,502			NT	1.0 CU FY		
Weida MS	John	Assistant Athletic Trainer, Intercollegiate Athletics		29,681		NT	.15 CU .85 D FY		29,681			NT	.15 CU .85 D FY		
Well-Off-Man PhD	Manuela	Curator, Montana Museum of Art and Culture		35,360		NT	.50 CU FY		35,360			NT	.50 CU FY		
Welt PhD	Kenneth	Associate Director, Curry Health Center		61,800		NT	1.0 A FY		61,800			NT	1.0 A FY		
Weston BS	Allison	Assistant Volleyball Coach, Intercollegiate Athletics		20,696		NT	1.0 D FY		20,696			NT	1.0 D FY		
White	Janet	Assistant Director of Operations, Adams Center							35,000			NT	1.0 A FY		
Willcox	Sandra	Director of Workforce Development, Continuing Education		55,165		NT	.40 CU .60 D FY		55,165			NT	.40 CU .60 D FY		
Willett BA	Kenneth	Director, Office of Public Safety		54,768		NT	.50 A .50 CU FY		54,768			NT	.50 A .50 CU FY		
Young MA	Jill	Associate Director for Faculty/Staff Wellness, Curry Health Center		44,990		NT	1.0 D FY		44,990			NT	1.0 D FY		
Zachariasen-Scheirer	Karla	Assistant to the Provost, Academic Affairs							45,000			NT	1.0 CU FY		
Zarr MA	Joel	Director, University Center		65,231		NT	1.0 A FY		65,231			NT	1.0 A FY		
(5) 2003-2004 SCHOOL OF LAW FACULTY ROSTER:															
Professors:															
Burke JD	Bari			97,432		T	1.0 CU		97,432			T	1.0 CU		
Burke LLM	J. Martin			113,472		T	1.0 CU		113,472			T	1.0 CU		

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Last	First														
Wells JD	Frances	Computer Services, Reference Librarian (Adjunct)		54,828		NT	1.0 CU FY		54,828			NT	1.0 CU FY		
Lecturers:															
King-Ries JD	Andrew			67,000		NT	1.0 CU		67,000			NT	1.0 CU		
FOR INFORMATIONAL PURPOSES ONLY 2003-2004 FACULTY ROSTER:(Faculty salaries, rank and tenure reflect 2002-03 status with approved applicable market adjustment increases, merit, promotion, inversions, and tenure changes in accordance with the University Faculty Association Collective Bargaining Agreement. Academic year appointments unless otherwise specified. All increases are calculated at 0% unless otherwise stated.)															
Professors:															
Acker PhD	Robert	Foreign Languages and Literatures		57,735		T	1.0 CU		59,735	11/1/2003		T	1.0 CU	3.46% M	
Adeleke PhD	Tunde	Director, African American Studies, History		84,104		T	1.0 CU		84,104			T	1.0 CU		
Allendorf PhD	Fred	Division of Biological Sciences		82,739		T	1.0 CU		84,739	11/1/2003 7/21/2003	*6,859	T	1.0 CU *D	2.42% M *ST	
Anderson PhD	J. Christopher	Foreign Languages and Literatures		53,705		T	1.0 CU		53,705			T	1.0 CU		
Andreason PhD	Aaron	Marketing and Management		68,498		T	1.0 CU		68,498			T	1.0 CU		
Ashmore EdD	Rhea	Director, Reading and Study Skills Center, Chair, Curriculum and Instruction (Research)		60,391 CU 112,838 R	3,477 DC	T	.90 CU .10 R	Director, Reading and Study Skills Center, Curriculum and Instruction (Research)	62,391 CU 114,838 R	8/27/2003 11/1/2003		T	.90 CU .10 R	3.05% M	
Ausland PhD	Hayden	Foreign Languages and Literatures		56,405		T	1.0 CU		56,405			T	1.0 CU		
Bachmann MS	Marlene	Director, Field Services, Curriculum and Instruction		64,595	3,000 BB	T	1.0 CU FY (11)		64,595		3,000 BB	T	1.0 CU FY (11)		
Balch PhD	Robert	Sociology		61,913		T	1.0 CU		61,913			T	1.0 CU		
Barrett PhD	Richard	Economics		69,417		T	1.0 CU		69,417			T	1.0 CU		
Barrett MA	Sharon	School of Journalism		58,745		T	1.0 CU		60,745	11/1/2003		T	1.0 CU	3.40% M	
Bedunah PhD	Donald	School of Forestry		55,419		T	.22 CU .78 R		55,419			T	.22 CU .78 R		
Beed EdD	Douglas	Director, EOS Education Project, Curriculum and Instruction (Research)		92,700		NT	1.0 R		92,700			NT	1.0 R		

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Last	First														
Beed DBA, CPA	Teresa	Director of Graduate Business Programs, Accounting and Finance		87,008	2,000 BB	T	1.0 CU		87,008		2,000 BB	T	1.0 CU		
Belsky PhD	Jill	School of Forestry		63,631		T	1.0 CU		63,631	8/25/2003	*400	T	1.0 CU *R		*SR
Beltramo PhD	Anthony	Foreign Languages and Literatures		60,880		T	1.0 CU		60,880			T	1.0 CU		
Bigley PhD	Bruce	Chair, English		72,770	3,477 DC	T	1.0 CU FY	English	59,648	8/4/2003		T	1.0 CU		
Billstein EdD	Richard	Mathematical Sciences (Research)		88,610 CU 117,240 R		T	1.0 R		88,610 CU 117,240 R			T	1.0 R		
Bolton PhD	Randy	Co-Chair, Drama/Dance		59,792	1,554 CC	T	1.0 CU		59,792		1,554 CC	T	1.0 CU		
Borgmann PhD	Albert	Philosophy (Regents' Professor)		96,704		T	1.0 CU		96,704			T	1.0 CU		
Boyd MFA	Lance	Director, Jazz Studies, Music		61,188		T	1.0 CU		61,188	6/22/2003	*800	T	1.0 CU *D		*O (Band Camp)
Bridges PhD	Richard	Pharmaceutical Sciences		79,801 CU 96,705 R		T	.65 CU .35 R		79,801 CU 96,705 R			T	.50 CU .50 R		
Bromenshenk PhD	Jerry	Division of Biological Sciences (Research)		84,730		NT	1.0 R		84,730	5/19/2003	*15,163	NT	1.0 R *R		*SR
Brown JD, CPA	Michael	Accounting and Finance		84,672		T	1.0 CU		84,672			T	1.0 CU		
Bruya MFA	Marilyn	Art		58,028		T	1.0 CU		58,028			T	1.0 CU		
Burke PhD	Edwin	School of Forestry		54,939		T	1.0 CU		54,939			T	1.0 CU		
Burns EdD	Clarence	Health and Human Performance		57,561		T	1.0 CU		57,561			T	1.0 CU		
Campbell PhD	Gregory	Chair, Anthropology		56,696	2,667 DC	T	1.0 CU		56,696	5/27/2003	*12,599	T	1.0 CU *CU		*ST
Campbell MA	Mary Ellen	Marketing and Management		89,940		T	1.0 CU		89,940			T	1.0 CU		
Chin PhD	Beverly	English		67,965		T	1.0 CU		69,965	11/1/2003		T	1.0 CU	2.94% M	
Clow PhD	Richmond	Native American Studies		60,047		T	1.0 CU		60,047			T	1.0 CU		
Cochran PharmD	Gayle	Pharmacy Practice		80,588		T	.80 CU .20 R FY		80,588			T	.80 CU .20 R FY		
Cook DA	Thomas	Music		67,812		T	1.0 CU		67,812			T	1.0 CU		

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Last	First														
Curry PhD	Lewis	Health and Human Performance		56,004		T	1.0 CU		56,004			T	1.0 CU		
Dailey PhD	Richard	Marketing and Management		86,509		T	1.0 CU			7/1/2003	*3,392		*CU		*SR
Dalenberg PhD	Douglas	Economics		63,470		T	.75 CU		63,470	7/1/2003	*1,500	T	1.0 CU		*SR
DeLuca PhD	Thomas	Associate Professor, School of Forestry		55,862		T	1.0 CU	School of Forestry		8/27/2003 11/1/2003		T	1.0 CU	8.95% P	
Dial PhD	Kenneth	Division of Biological Sciences		63,764		T	1.0 CU		63,764			T	1.0 CU		
Dietrich PhD	Paul	Chair, Liberal Studies		60,533	2,667 DC	T	1.0 CU		60,533	5/27/2003	2,667 DC *1,500	T	1.0 CU		*ST
Docktor PharmD	William	Pharmacy Practice		78,199		T	1.0 CU FY		78,199			T	1.0 CU FY		
Douglas PhD	John	Anthropology		58,970		T	1.0 CU		58,970			T	1.0 CU		
Doyle PhD	Daniel	Chair, Sociology		58,988	3,108 DC	T	1.0 CU		60,988	11/1/2003	3,108 DC	T	1.0 CU	3.39% M	
Drake PhD	Richard	History		76,613		T	1.0 CU		76,613			T	1.0 CU		
Elliott EdD	Deni	Director of Ethics, Philosophy (Research)		73,085 CU 90,000 R		T	.89 CU .11 R		73,085 CU 90,000 R			T	.84 CU .16 R		
England BA	Esther	Music		61,297		T	1.0 CU		61,297			T	1.0 CU		
Evans PhD	Gerald	Marketing and Management		89,777		T	1.0 CU		89,777			T	1.0 CU		
Evans EdD	Roberta	Educational Leadership and Counseling		87,540		T	1.0 CU		87,540			T	1.0 CU		
Eyer PhD	Charles	Pharmaceutical Sciences		84,524		T	1.0 CU FY		84,524			T	1.0 CU FY		
Fandozzi PhD	Phillip	Liberal Studies		59,093		T	1.0 CU		59,093			T	1.0 CU		
Farr PhD	William	Associate Director, O'Connor Center for the Rocky Mountain West, History		94,935		T	.77 CU .23 R FY		94,935			T	.77 CU .23 R FY		
Field PhD	Richard	Chemistry		87,508		T	1.0 CU		87,508			T	1.0 CU		
Fleming PhD	Maureen	Marketing and Management		92,473		T	1.0 CU		92,473			T	1.0 CU		
Flores PhD	Dan	History		79,619		T	1.0 CU		79,619			T	1.0 CU		
Foor PhD	Thomas	Anthropology		54,498		T	1.0 CU		54,498	8/4/2003	*2,150	T	1.0 CU		*SR

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Last	First														
Foresman	Kerry	Division of Biological Sciences, Zoology		55,175		T	1.0 CU		55,175	6/1/2003	*6,098	T	1.0 CU *R		*SR
Frey	Linda	History		91,015		T	1.0 CU		91,015			T	1.0 CU		
Fritz	Harry	Chair, History		78,190	3,108 DC	T	1.0 CU		80,190	11/1/2003	3,108 DC	T	1.0 CU	2.56% M	
Furniss	Jerry	Marketing and Management		78,940		T	1.0 CU		78,940	7/1/2003	*2,250	T	1.0 CU *.75 CU *.25 D		*ST
Gajdosik	Richard	Physical Therapy		80,784		T	1.0 CU		80,784			T	1.0 CU		
Gannon	James	Division of Biological Sciences		62,198		T	1.0 CU		62,198	5/19/2003	*6,547	T	1.0 CU *R		*SR
Garthwait	Cynthia	Chair, Social Work		55,938	3,108 DC	T	1.0 CU		55,938		3,108 DC	T	1.0 CU		
Gideon	Rudy	Mathematical Sciences		68,605		T	1.0 CU		68,605			T	1.0 CU		
Gillison	Linda	Chair, Foreign Languages and Literatures		53,590	3,477 DC	T	1.0 CU		53,590		3,477 DC	T	1.0 CU		
Glass	Fern	Music		53,596		T	1.0 CU		53,596			T	1.0 CU		
Granath	Willard	Microbiology, Division of Biological Sciences		58,260		T	.50 CU .50 R		58,260			T	.50 CU .50 R		
Greene	Jeffrey	Political Science		55,198		T	1.0 CU		55,198			T	1.0 CU		
Grieves	Forest	Political Science		68,913		T	1.0 CU		70,913	11/1/2003		T	1.0 CU	2.90% M	
Gritzner	Jeffrey	Chair, Geography		57,899	2,667 DC	T	1.0 CU		57,899		2,667 DC	T	1.0 CU		
Grund	Vernon	Assistant to the Vice President of Research and Development for Health Sciences, Chair, Pharmaceutical Sciences		101,668	3,477 DC 6,500 BB	T	1.0 CU FY		103,668	11/1/2003	3,477 DC 6,500 BB	T	1.0 CU FY	1.97% M	
Haber	Paul	Political Science		55,198		T	1.0 CU		55,198			T	1.0 CU		
Haddad	Nabil	Chair, Psychology		83,722	3,477 DC	T	1.0 CU FY		83,722		3,477 DC	T	1.0 CU FY		
Hauer	F. Richard	Flathead Lake Biological Station (Research)		86,886 CU 115,287 R	17,570 BB	NT	.73 CU .27 R FY		86,886 CU 115,287 R		17,570 BB	NT	.73 CU .27 R FY		

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Last	First														
Hausmann	Robert	Linguistics		69,326 CU 95,079 R		T	1.0 CU		69,326 CU 95,079 R	5/26/2003	*20,000	T	1.0 CU *D		*SR
Hayes	Louis	Political Science		72,148		T	1.0 CU		72,148			T	1.0 CU		
Hesla	Steven	Music		56,323		T	1.0 CU		56,323	6/16/2003	*300	T	1.0 CU *D		*O (Piano Camp)
Hirstein	James	Chair, Mathematical Sciences		72,409 CU 102,781 R	3,477 DC	T	1.0 CU FY		72,409 CU 102,781 R		3,477 DC	T	1.0 CU FY		
Holben	William	Division of Biological Sciences		57,947 CU 93,508 R		T	.90 CU .10 R		57,947 CU 93,508 R	5/19/2003	*21,654	T	.90 CU .10 R *R		*SR
Holian	Andrij	Director, Center for Environmental Health Sciences, Toxicology, Pharmaceutical Sciences (Research)		112,032	5,000 BB	T	1.0 R		112,032		5,000 BB	T	1.0 R		
Huff	Thomas	Philosophy/School of Law		66,648		T	.89 CU		66,648			T	.89 CU		
Hutto	Richard	Division of Biological Sciences		60,702		T	1.0 CU		62,702	11/1/2003		T	1.0 CU	3.29% M	
Hyndman	Donald	Geology		88,250		T	1.0 CU		88,250			T	1.0 CU		
Jacobs	James	Chair, Physics and Astronomy		57,474	2,667 DC	T	1.0 CU		57,474		2,667 DC	T	1.0 CU		
James	David	Art		52,022		T	1.0 CU		52,022			T	1.0 CU		
Jeffrey	Balfour	Psychology		53,540		T	1.0 CU		53,540			T	1.0 CU		
Jenne	Stanley	Chair, Accounting and Finance		82,888	3,108 DC	T	1.0 CU		82,888	5/27/2003	*16,869	T	1.0 CU		*ST
Jenni	Catherine	Educational Leadership and Counseling		59,919	1,000 BB	T	1.0 CU		59,919		1,000 BB	T	1.0 CU		
Johnson	Gregory	Associate Professor, Drama/Dance		46,847		T	1.0 CU	Drama/Dance	51,847	8/27/2003 11/1/2003 5/19/2003	*3,100	T	1.0 CU *D	10.67% P	*SR
Judd	Ralph	Division of Biological Sciences		69,417		T	1.0 CU		69,417	7/1/2003	*4,000	T	1.0 CU *R		*SR
Justman	Stewart	English		71,380		T	1.0 CU	Liberal Studies	71,380	7/1/2003 8/1/2003	*3,757	T	1.0 CU *CU		*SR
Kabir	Shariff	Chemistry (Research/Visiting)							35,000			NT	1.0 R FY		
Kalachev	Leonid	Mathematical Sciences		61,178		T	.75 CU		61,178			T	1.0 CU		

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Last	First														
Kiely PhD	Donald	Director, Shafizadeh Center, Chemistry		90,120		T	1.0 CU		92,120	11/1/2003		T	1.0 CU	2.22% M	
Kilgore PhD	Delbert	Division of Biological Sciences		61,802		T	1.0 CU		61,802			T	1.0 CU		
Knowles BA	William	Chair, Radio-TV		54,350	2,667 DC	T	1.0 CU	Radio-TV	54,350	8/27/2003		T	1.0 CU		
Koehn PhD	Peter	Political Science		67,959		T	1.0 CU		67,959			T	1.0 CU		
Koester PhD	Lynne Sanford	Psychology		79,357		T	1.0 CU		79,357			T	1.0 CU		
Kriley PhD	James	Drama/Dance		76,722		T	1.0 CU		76,722			T	1.0 CU		
Kukuk PhD	Penolope	Division of Biological Sciences (Research)		54,234		T	.17 CU .08 D .25 R		54,234	5/30/2003	*12,800	T	.17 CU .08 D .25 R *R		*SR
LaBonty PhD	Janice	Communication Studies		59,611		T	1.0 CU		59,611			T	1.0 CU		
Lauren PhD	Paul	History (Regents' Professor)		107,668		T	1.0 CU		109,668	11/1/2003		T	1.0 CU	1.86% M	
Leonard PhD	Charles	Physical Therapy		74,830		T	1.0 CU		74,830			T	1.0 CU		
Lo MFA	Elizabeth	Art		64,542		T	1.0 CU		64,542			T	1.0 CU		
Lockridge PhD	Kenneth	History		89,192		T	.50 CU		89,192			T	1.0 CU		
Lopach PhD	James	Political Science, Faculty Athletics Representative		74,675	2,150 BB	T	1.0 CU		74,675		2,150 BB	T	1.0 CU		
Lott EdD	Carolyn	Curriculum and Instruction		55,953		T	1.0 CU	Chair, Curriculum and Instruction	55,953	8/27/2003	3,477 DC	T	1.0 CU		
Lott PhD	Johnny	Mathematical Sciences (Research)		74,043 CU 98,306 R		T	1.0 R		74,043 CU 98,306 R	5/19/2003	*37,253	T	1.0 R *R		*SR
Luckowski EdD	Jean	Curriculum and Instruction		57,827		T	1.0 CU		57,827			T	1.0 CU		
Lundt EdD	John	Educational Leadership and Counseling		59,830 CU 103,776 R		T	1.0 CU		59,830 CU 103,776 R			T	1.0 CU		
Manuel PhD	Timothy	Accounting and Finance		86,655		T	1.0 CU		86,655			T	1.0 CU		
Marcum PhD	Carroll	School of Forestry		55,611		T	1.0 CU		55,611			T	1.0 CU		
Mattina PhD	Anthony	Chair, Linguistics		67,424	2,667 DC	T	1.0 CU	Anthropology	67,424	8/27/2003		T	1.0 CU		
Mayer PhD	Michael	History		51,038		T	1.0 CU		53,038	11/1/2003		T	1.0 CU	3.92% M	

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Last	First														
McBroom	William	Sociology		74,901		T	1.0 CU		74,901			T	1.0 CU		
McClintock	Michael	English		55,985		T	1.0 CU		55,985			T	1.0 CU		
McCool	Stephen	Interim Associate Director, Montana Forest and Conservation Experiment Station, Acting Associate Dean, School of Forestry		75,202		T	1.0 CU		75,202	5/19/2003	*27,310	T	1.0 CU		*SR
McCormick	Dennis	Foreign Languages and Literatures		63,029		T	1.0 CU		63,029			T	1.0 CU		
McDonald	Roger	Music		55,324		T	1.0 CU		55,324	6/22/2003	*500	T	1.0 CU		*O (Band Camp)
McGregor	Gail	Program Developer, Rural Institute/Curriculum & Instruction (Research)		71,622		NT	.10 D .90 R		71,622	5/19/2003	*27,141	NT	.10 D .90 R *.10 D *.90 R		*SR
McKenna	Marian	Curriculum and Instruction		58,078		T	1.0 CU		58,078			T	1.0 CU		
McQuillan	Alan	School of Forestry		57,959		T	.36 CU .64 R		57,959			T	.36 CU .64 R		
McRae	D. George	Mathematical Sciences		65,825		T	1.0 CU		65,825			T	1.0 CU		
Miller	Arthur	Chair, Health and Human Performance		51,828	3,108 DC	T	1.0 CU		51,828		3,108 DC	T	1.0 CU		
Miller	Paul	Sociology		71,177		T	1.0 CU		71,177			T	1.0 CU		
Miller	Sarah	Pharmacy Practice		80,566		T	1.0 CU FY		82,566	11/1/2003		T	1.0 CU FY	2.48% M	
Milner	Kelsey	School of Forestry		57,721		T	.70 CU .30 R		59,721	11/1/2003 7/1/2003	*6,987	T	.70 CU .30 R *R	3.46% M	*SR
Milodragovich	Christine	Co-Chair, Drama/Dance		65,829	1,554 CC	T	1.0 CU		65,829		1,554 CC	T	1.0 CU		
Minier	Sigyn	Foreign Languages & Literatures		61,071		T	1.0 CU		61,071			T	1.0 CU		
Minnick	Michael	Division of Biological Sciences		60,609		T	1.0 CU		62,609	11/1/2003		T	1.0 CU	3.30% M	
Mohr	J. Jacqueline	Marketing and Management		89,843		T	1.0 CU		91,843	11/1/2003 7/1/2003	*6,000	T	1.0 CU *R	2.23% M	*SR
Moore	Johnnie	Geology		74,919		T	1.0 CU		74,919	5/19/2003	*8,280	T	1.0 CU *R		*SR

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Last	First														
Morton JD	Jack	Marketing and Management		76,963		T	1.0 CU		76,963			T	1.0 CU		
O'Donnell PhD	Dennis	Economics		61,562		T	1.0 CU		61,562			T	1.0 CU		
Oelz MS	Erling	Director, Public Services, Library Sciences		66,428		T	1.0 CU FY		66,428			T	1.0 CU FY		
Pack MA	Robert	English (Adjunct)		50,000		NT	1.0 CU		50,000			NT	1.0 CU		
Pape MFA	Gregory	English		57,881		T	1.0 CU		57,881			T	1.0 CU		
Patterson PhD	David	Mathematical Sciences		59,729		T	1.0 CU		59,729	7/7/2003	*4,715	T	1.0 CU *R		*SR
Peterson MS	Audrey	Curriculum and Instruction		63,656		T	1.0 CU		63,656			T	1.0 CU		
Photiades PhD	John	Economics		67,108		T	1.0 CU		67,108			T	1.0 CU		
Pletscher PhD	Daniel	School of Forestry		80,729		T	1.0 CU		82,729	11/1/2003		T	1.0 CU	2.48% M	
Power PhD	Thomas	Chair, Economics		76,144	3,108 DC	T	1.0 CU		78,144	11/1/2003	3,108 DC	T	1.0 CU	2.63% M	
Prednewa PhD	Ludmilla	Associate Professor, Foreign Languages and Literatures		51,355		T	1.0 CU	Foreign Languages and Literatures	56,355	8/27/2003 11/1/2003		T	1.0 CU	9.74% P	
Proctor MFA	Joseph Moore	Drama/Dance		50,396		T	1.0 CU		50,396			T	1.0 CU		
Queen PhD	Lloyd	School of Forestry		66,943		T	.61 CU .39 R		68,943	11/1/2003		T	.61 CU .39 R	2.99% M	
Rabinovitch PhD	Judith	Foreign Languages and Literatures		77,088		T	1.0 R		79,088	11/1/2003		T	1.0 R	2.59% M	
Ragsdale MA	Amy Wilmott	Drama/Dance		52,886		T	1.0 CU		52,886	5/19/2003	*800	T	1.0 CU *R		*SR
Regel PhD, CPA	Roy	Accounting and Finance		84,656		T	1.0 CU		86,656	11/1/2003		T	1.0 CU	2.36% M	
Richards MA	Dennis	Library Sciences		66,255		T	1.0 CU FY		66,255			T	1.0 CU FY		
Rippon MFA	Thomas	Art		61,967		T	1.0 CU		63,967	11/1/2003		T	1.0 CU	3.23% M	
Rivey MS	Michael	Pharmacy Practice		73,567		T	1.0 CU FY		73,567			T	1.0 CU FY		
Robson PhD	Donald	Interim Associate Provost, Professor, Educational Leadership and Counseling		98,000		T	1.0 CU FY	Educational Leadership and Counseling	80,328	8/27/2003		T	1.0 CU		
Rose PhD	Stanley	Foreign Languages and Literatures		54,324		T	1.0 CU		54,324			T	1.0 CU		

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Last	First														
Rosenberg PhD	Edward	Chair, Chemistry		91,353	3,477 DC	T	1.0 CU		91,353		3,477 DC	T	1.0 CU		
										5/19/2003	*9,942		*R		*SR
Ross PhD	J.B. Alexander	Chemistry		72,100 CU		T	1.0 CU		72,100 CU			T	1.0 CU		
				120,000 R					120,000 R	8/12/2003	*400		*R		*SR
Roy MA	Thomas	Chair, Environmental Studies		68,720	3,108 DC	T	1.0 CU		68,720			T	1.0 CU		
Running PhD	Steven	School of Forestry		86,629		T	1.0 CU		86,629			T	1.0 CU		
Schulberg PhD	David	Psychology		61,512 CU		T	.75 CU		61,512 CU			T	.89 CU		
				110,400 R			.25 R		110,400 R				.11 R		
Schuster MA	Bonnie	Monographic/Serials Acquisitions Librarian, Library Sciences		63,724	1,075 BB	T	1.0 CU FY		65,724	11/1/2003	1,075 BB	T	1.0 CU FY	3.14% M	
Sears PhD	James	Geology		63,230		T	1.0 CU		65,230	11/1/2003		T	1.0 CU	3.16% M	
										5/19/2003	*14,972		*R		*SR
										5/27/2003	*7,807		*CU		*ST
Sheriff PhD	Steven	Chair, Geology		68,733	3,108 DC	T	1.0 CU		68,733		3,108 DC	T	1.0 CU		
										5/21/2003	*4,898		*R		*SR
Shooshtari PhD	Nader	Chair, Marketing and Management		92,474	3,108 DC	T	1.0 CU		92,474		3,108 DC	T	1.0 CU		
										7/1/2003	*6,000		*R		*SR
										7/1/2003	*2,500		*R		*O (Fellowship Award)
Siebert PhD	Steven	School of Forestry		57,515 CU		T	.67 CU		57,515 CU			T	.67 CU		
				63,017 R					63,017 R	8/25/2003	*400		*R		*SR
Siler MFA	Jocelyn	English		60,074		T	1.0 CU		60,074			T	1.0 CU		
Sillars PhD	Alan	Chair, Communication Studies		63,166	2,667 DC	T	1.0 CU		65,166	11/1/2003	2,667 DC	T	1.0 CU	3.17% M	
Silverman PhD	Paul	Psychology		57,124		T	1.0 CU		57,124			T	1.0 CU		
Skelton PhD	Randall	Anthropology		55,487		T	1.0 CU		55,487			T	1.0 CU		
Smith PhD	Garon	Chemistry		60,916		T	1.0 CU		60,916			T	1.0 CU		
Sommers-Flanagan PhD	Rita	Educational Leadership and Counseling		65,631		T	1.0 CU		67,631	11/1/2003		T	1.0 CU	3.05% M	
										5/19/2003	*4,000		*.75 CU		*PM
													*.25 D		
Sondag PhD	K. Ann	Health and Human Performance		61,621		T	1.0 CU		61,621			T	1.0 CU		
										8/27/2003	*1,890		*R		*AR
Sorenson PhD	Larry (Dean)	Chair, Educational Leadership and Counseling		59,465	2,667 DC	T	1.0 CU		59,465		2,667 DC	T	1.0 CU		

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Last	First														
Sponberg PhD	Alan	Liberal Studies		60,861		T	1.0 CU		62,861	11/1/2003		T	1.0 CU	3.29% M	
Spores PhD	John	Social Work		66,478		T	1.0 CU		66,478			T	1.0 CU		
Stanley PhD	George	Geology		67,024		T	1.0 CU		69,024	11/1/2003		T	1.0 CU	2.98% M	
Stroethoff PhD	Karel	Mathematical Sciences		61,728		T	1.0 CU		63,728	11/1/2003		T	1.0 CU	3.24% M	
Tangedahl DBA	Lee	Marketing and Management		86,061		T	1.0 CU		86,061			T	1.0 CU		
Thomas PhD	Jack Ward	Boone and Crockett, School of Forestry (Adjunct)		140,672		NT	1.0 R FY		140,672			NT	1.0 R FY		
Thompson PhD	Charles	Medical Chemistry and Toxicology, School of Pharmacy and Allied Health Sciences		74,922 CU 103,204 R		T	.55 CU .45 R		74,922 CU 103,204 R			T	.33 CU .67 R		
Thompson PhD	Graham	Geology		71,572		T	1.0 CU		71,572			T	1.0 CU		
Tilton MEd	Barbara	Art		53,856		T	1.0 CU		53,856			T	1.0 CU		
Tompkins PhD	Jonathan	Chair, Political Science		57,956	3,108 DC	T	1.0 CU		57,956	9/1/2003	3,108 DC *3,750	T	1.0 CU *CU		*PM
Tonev PhD	Toma	Mathematical Sciences		58,837		T	1.0 CU		60,837	11/1/2003		T	1.0 CU	3.40% M	
Townsend PhD	Burke	Chair, Philosophy		60,335	3,108 DC	T	1.0 CU		60,335		3,108 DC	T	1.0 CU		
Uchimoto PhD	Eijiro	Physics and Astronomy		59,222		T	1.0 CU		59,222			T	1.0 CU		
Unger PhD	Kay Carol	Economics		64,924		T	.75 CU		64,924			T	1.0 CU		
van den Pol PhD	Richard	Director, Co-Teach, Educational Research and Services, Curriculum and Instruction		55,572 CU 110,377 R		T	.01CU .99 R		55,572 CU 110,377 R			T	1.0 R		
Vanita PhD	Ruth	Liberal Studies		53,590		T	1.0 CU		53,590			T	LWOP		
VanValkenburg PhD	Carol	Chair, School of Journalism		57,206	3,108 DC	T	1.0 CU		57,206		3,108 DC	T	1.0 CU		
Waali PhD	Edward	Chemistry		79,107		T	1.0 CU		79,107	6/1/2003	*12,699	T	1.0 CU *D		*SR
Wakimoto PhD	Ronald	School of Forestry		62,861		T	1.0 CU		62,861	5/19/2003	*13,565	T	1.0 CU *R		*SR

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Last	First														
Walton	Richard	Philosophy		56,379		T	1.0 CU		56,379			T	1.0 CU		
Watson	Vicki	Environmental Studies		61,277		T	1.0 CU		61,277	7/8/2003	*2,694	T	1.0 CU		*SR
Weber	Joseph	Accounting and Finance		87,210		T	1.0 CU		87,210			T	1.0 CU		
West	Philip	Mansfield Professor of Modern Asian Affairs, History		79,680		T	1.0 CU		79,680	6/1/2003	*5,000	T	1.0 CU		*SR
Whiddon	Thomas	Health and Human Performance		54,944		T	1.0 CU		54,944			T	1.0 CU		
Willard	E. Earl	School of Forestry		56,337		T	1.0 CU		56,337			T	1.0 CU		
Williams	Patrick	Music		59,164		T	1.0 CU		59,164			T	1.0 CU		
Wilson	Paul	Geography		59,857		T	1.0 CU		59,857			T	1.0 CU		
Winston	Donald	Geology		68,149		T	.50 CU		68,149			T	.50 CU		
Woessner	William	Geology		75,261		T	1.0 CU		75,261	5/19/2003	*9,506	T	1.0 CU		*SR
Work	Clemens	Graduate Director, School of Journalism		52,743	1,500 BB	T	1.0 CU		52,743		1,500 BB	T	1.0 CU		
Wright	Alden	Chair, Computer Science		82,990	2,667 DC	T	1.0 CU		82,990		2,667 DC	T	1.0 CU		
Zuuring	Hans	School of Forestry		87,629		T	.70 CU .30 D FY		87,629			T	.70 CU .30 D FY		
Associate Professors:															
Adams	Earle	Chemistry (Research)		41,200		NT	.15 D .85 R FY		41,200			NT	.15 D .85 R FY		
Alaback	Paul	School of Forestry		51,166		T	1.0 CU		51,166			T	1.0 CU		
Allington	Douglas	Pharmacy Practice		68,271		NT	1.0 CU FY		68,271			NT	1.0 CU FY		
Ametsbichler	Elizabeth	Foreign Languages and Literatures		53,713		T	1.0 CU		53,713			T	1.0 CU		
Antonioli	Michele	Drama/Dance		41,128		P	1.0 CU		41,128			P	1.0 CU		
Appelbaum	Irene	Philosophy		46,201		P	1.0 CU		46,201			P	1.0 CU		

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Last	First														
Arens PhD	Hiltrudis	Assistant Professor, Foreign Languages and Literatures		42,436		P	1.0 CU	Foreign Languages and Literatures	44,936	8/27/2003 11/1/2003		P	1.0 CU	5.89% P	
Arnold MA	Nancy	Sociology/Rural Institute (Research)		57,680		NT	1.0 R FY		57,680			NT	1.0 R FY		
Bailey MFA	James	Art		43,914		T	1.0 CU		45,914	11/1/2003		T	1.0 CU	4.55% M	
Baldrige MM	Margaret	Music		45,486		T	1.0 CU		45,486			T	1.0 CU		
Bartels PharmD	Cathy	Pharmacy Practice		67,965		T	.80 CU .20 R FY		69,965	11/1/2003		T	.80 CU .20 R FY	2.94% M	
Basinski MM	Anne	Music		41,516		T	1.0 CU		43,516	11/1/2003		T	1.0 CU	4.82% M	
Beall PharmD	Donna	School of Pharmacy and Allied Health Sciences (Adjunct)		70,400		NT	.50 A .50 CU FY	School of Pharmacy and Allied Health Sciences	72,653	7/1/2003		P	.50 A .50 CU FY	3.20% P	
Beall PhD	Howard	School of Pharmacy and Allied Health Sciences (Research)		64,692		T	1.0 CU FY		53,026 CU 80,000 R	7/1/2003		T	1.0 CU		
Beck PhD	David	Native American Studies		44,558		P	1.0 CU		46,558	11/1/2003		P	1.0 CU	4.49% M	
Black PhD	Stephen	Molecular Pharmacology, School of Pharmacy and Allied Health Sciences (Research)		70,000 CU 100,000 R		P	.50 CU .50 R		70,000 CU 100,000 R			P	1.0 R		
Blank PhD	Lisa	Director of Graduate Program, UM-Western, Curriculum and Instruction		43,475		T	1.0 CU		43,475			T	1.0 CU		
Bolstad MM	Stephen	Music		42,962		T	1.0 CU		44,962	11/1/2003 6/22/2003	*1,620	T	1.0 CU *D	4.66% M *O (Band Camp)	
Bonjorni MFA	Mary Ann	Art		46,915		T	1.0 CU		46,915			T	1.0 CU		
Borrie PhD	William	School of Forestry		49,378		P	1.0 CU		49,378	8/27/2003 7/1/2003	*2,339	T	1.0 CU *R	*SR	
Bradstock PhD	Timothy	Foreign Languages and Literatures		48,654		T	1.0 CU		48,654			T	1.0 CU		

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Last	First														
Brewer PhD	Carol	Division of Biological Sciences		60,447		T	.50 CU .50 R		60,447	6/1/2003	*19,731	T	.50 CU .50 R *R		*SR
Brewer PhD	Sarah (Sally)	Curriculum and Instruction		46,912 CU 79,568 R		T	1.0 CU		46,912 CU 79,568 R			T	1.0 CU		
Broberg PhD	Leonard	Environmental Studies		61,788		T	.81CU .19 R		61,788	6/19/2003	*9,014	T	.81CU .19 R *R		*SR
Brown MA	Barry	Librarian, Library Sciences		53,248		T	1.0 CU FY		53,248			T	1.0 CU FY		
Brown PhD	Fletcher	Curriculum and Instruction/ Environmental Studies		44,626		T	1.0 CU		44,626			T	1.0 CU		
Bruce PhD	Heather	English		47,058		P	1.0 CU		49,058	11/1/2003 6/1/2003	*10,650	P	1.0 CU *R	4.25% M *PM	
Bruneau PhD	Carol	Marketing and Management		70,008		P	1.0 CU		70,008			P	1.0 CU		
Burfeind PhD	James	Sociology		55,049		T	1.0 CU		55,049			T	1.0 CU		
Bustos- Fernandez PhD	Maria	Foreign Languages and Literatures		52,290		T	1.0 CU		52,290			T	1.0 CU		
Callaway PhD	Ragan	Division of Biological Sciences		63,127		T	1.0 CU		65,127	11/1/2003 5/19/2003	*4,793 *5,549	T	1.0 CU *D *R	3.17% M *ST *SR	
Canty MFA	Kevin	English		60,864		T	1.0 CU		60,864			T	1.0 CU		
Carter PhD	Jean	Assistant Professor, School of Pharmacy and Allied Health Sciences		64,423		P	1.0 CU FY	School of Pharmacy and Allied Health Sciences	66,923	7/1/2003 11/1/2003		P	1.0 CU FY	3.88% P	
Chacon PhD	Hipolito	Art		46,880		T	1.0 CU		46,880			T	1.0 CU		
Chaney PhD	Barbara							Accounting and Finance	80,000			P	1.0 CU		
Charles PhD	Christopher	English		51,678		T	1.0 CU		51,678			T	1.0 CU		
Cobbs PhD	Georgia	Curriculum and Instruction		48,410 CU 102,128 R		T	1.0 CU		48,410 CU 102,128 R			T	1.0 CU		
Cochran PhD	Todd	Pharmaceutical Sciences		69,072		T	1.0 CU FY		69,072			T	1.0 CU FY		
Coffin PhD	Douglas	Pharmaceutical Sciences (Research)		59,779 CU 82,000 R		T	.80 CU .20 R		61,779 CU 84,000 R	11/1/2003		T	.80 CU .20 R	3.11% M	
Connell MA	Stephen	Art		51,007		T	1.0 CU		51,007			T	1.0 CU		

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Last	First														
Cook	Ann	Psychology (Research/Adjunct)		80,000		NT	1.0 R FY		80,000			NT	1.0 R FY		
Cooley	Belva	Chair, Information Systems and Technology, School of Business Administration		80,291	2,667 DC	P	1.0 CU		80,291	7/1/2003	2,667 DC *5,000	P	1.0 CU *R		*O (Fellowship Award)
Cracolice	Mark	Chemistry		60,000		T	1.0 CU		62,000	11/1/2003		T	1.0 CU *R	3.33% M	
Crawford	Anthony	Accounting and Finance		72,352		P	1.0 CU		72,352			P	1.0 CU		
Crummy	M. Ione	Foreign Languages and Literatures		50,617		T	1.0 CU		50,617			T	1.0 CU		
Dean	Mark	Drama/Dance		42,688		T	1.0 CU	Co-Chair, Drama/Dance	42,688	8/27/2003	1,554 CC *1,000	T	1.0 CU *CU		*ST
DeGrandpre	Michael	Chemistry		58,422		T	1.0 CU		60,422	11/1/2003		T	1.0 CU	3.42% M	
Dybdal	Laura	Health and Human Performance		42,265		P	1.0 CU		47,265	11/1/2002		P	1.0 CU	11.83% R	
Earling	Debra	English/Native American Studies		47,265		P	1.0 CU		49,265	11/1/2003		P	1.0 CU	4.23% M	
Eglin	John	History		48,169		P	1.0 CU		50,169	11/1/2003		P	1.0 CU *R	4.15% M	*PM
Eglin	John	History		43,158		P	1.0 CU		43,158	8/27/2003		T	1.0 CU		
Emlen	Douglas	Division of Biological Sciences		58,120		T	1.0 CU		58,120			T	1.0 CU *R		*SR
Erickson	David	Curriculum and Instruction		49,389 CU		T	1.0 R		49,389 CU			T	1.0 R		
Fiedler	Carl	School of Forestry		81,888 R		NT	1.0 CU		81,888 R			NT	1.0 CU		
Finn	Janet	Social Work		48,641		NT	1.0 CU		48,641			NT	1.0 CU		
Finn	Janet	Social Work		51,500		P	1.0 CU		53,500	11/1/2003		P	1.0 CU	3.88% M	
Fiore	Christine	Director, Clinical Training, Psychology		74,131		T	1.0 CU FY		60,763	7/1/2003		T	1.0 CU		
Freimund	Wayne	Director, Wilderness Institute, School of Forestry		59,451		T	.08 CU .92 R		61,451	11/1/2003		T	.08 CU .92 R	3.36% M	
Friend	David	Physics and Astronomy		50,338		T	1.0 CU		50,338			T	1.0 CU		
Fromm	Martin	Art		39,787		T	1.0 CU		39,787			T	1.0 CU		
Funk	Gary	Director, Choral Activities, Music		42,066		T	1.0 CU		42,066			T	1.0 CU		
Gadbow	Kathleen	Writing Lab Director, English (Adjunct)		44,665		NT	1.0 CU		44,665			NT	1.0 CU		

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Last	First														
Gajdosik MS	Carrie	Physical Therapy		64,729		T	1.0 CU		64,729			T	1.0 CU		
Gaskill PhD	Steven	Assistant Professor, Health and Human Performance		40,155 45,155		P	1.0 CU	Health and Human Performance	45,155 47,655	11/1/2002 11/1/2003 5/19/2003	*10,750	P	1.0 CU	12.45% R 5.54% P	*SR
Gerdas PhD	John	Chemistry		56,650		P	.03 CU .97 R		56,650			P	.03 CU .97 R		
Glendening PhD	John	English		44,939		T	1.0 CU		44,939			T	1.0 CU		
Graham PhD	Jonathan	Mathematical Sciences		53,690		T	1.0 CU		55,690	11/1/2003		T	.75 CU	3.73% M	
Granath MLS	Kimberly Miller	Electronic Resources Librarian, Library Sciences		40,535		P	1.0 CU FY		42,535	11/1/2003		P	1.0 CU FY	4.93% M	
Greene PhD	Frederick	Division of Biological Sciences		51,104		T	1.0 CU		51,104			T	1.0 CU		
Grey PhD	Ramona	Co-Director, Women's Studies Program, Political Science		46,289		P	1.0 CU		46,289			P	1.0 CU		
Greymorning PhD	Stephen	Native American Studies/ Anthropology		48,129		T	1.0 CU		48,129			T	1.0 CU		
Grimes PhD	Mark	Division of Biological Sciences		56,650		P	.50 CU .50 R		56,650			P	.50 CU .50 R		
Hall PhD	Robert Stuart	Psychology		58,801		T	1.0 CU		58,801			T	1.0 CU		
Harrison PhD	Brady	English		44,672		P	1.0 CU		44,672	8/27/2003		T	1.0 CU		
Hayden PhD	Sara	Communication Studies		48,660		T	1.0 CU		48,660			T	1.0 CU		
Hendrix PhD	Marc	Geology		51,274		T	1.0 CU		53,274	11/1/2003 6/18/2003	*13,501	T	1.0 CU	3.90% M	*SR
Henry PhD	Joel	Computer Science		70,679		P	1.0 CU		72,679	11/1/2003 5/19/2003	*26,783	P	1.0 CU	2.83% M	*SR
Herron ABD	Terri	Accounting and Finance		75,277		P	1.0 CU		77,277	11/1/2003		P	1.0 CU	2.66% M	
Hesseln PhD	Hayley	School of Forestry		48,017		P	1.0 CU		48,017	5/18/2003	*18,196	P	1.0 CU		*SR
Higgins MSL.S	Kathryn Elaine	Assistant Catalog Librarian, Library Sciences		49,534		T	1.0 CU FY		49,534			T	1.0 CU FY		
Hinman PhD	Nancy	Geology		48,587		T	1.0 CU		48,587	5/19/2003	*9,762	T	1.0 CU		*SR

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Last	First														
Hoas PhD	Helena	Psychology (Research/Adjunct)		80,000		NT	1.0 R FY		80,000			NT	1.0 R FY		
Hughes MN	Richard	Assistant Professor, Drama/Dance		42,224		P	1.0 CU	Drama/Dance	44,724	8/27/2003 11/1/2003		P	1.0 CU	5.92% P	
Hunt PhD	John	English		49,461		T	1.0 CU		49,461			T	1.0 CU		
Ikeda MS, PT	Elizabeth	Physical Therapy		63,551		T	1.0 CU		63,551			T	1.0 CU		
Jabour PhD	Anya	History		48,066		T	1.0 CU		48,066			T	1.0 CU		
Jacobson PhD	Maxine	Assistant Professor, Social Work		46,653		P	1.0 CU	Social Work	49,153	8/27/2003 11/1/2003		P	1.0 CU	5.36% P	
Johnson MAL.S	Coburn	Assistant Cataloger, Library Sciences		48,803		T	1.0 CU FY		48,803			T	1.0 CU FY		
Johnston PhD	Craig	Pharmaceutical Sciences		89,995		T	1.0 CU FY		89,995			T	1.0 CU FY		
Kalm MA	Stephen	Chair, Music		58,003	3,477 DC	T	1.0 CU FY		58,003	5/27/2003 6/16/2003	3,477 DC *2,000 *400	T	1.0 CU *CU *D FY		*ST *O (Band Camp)
Kaufmann MA	Karen	Drama/Dance		41,128		P	1.0 CU		41,128			P	1.0 CU		
Kavanaugh PhD	Michael	Neurophysiology, Pharmaceutical Sciences (Research)		63,000 CU 85,500 R		P	.50 CU .50 R		63,000 CU 85,500 R			P	.50 CU .50 R		
Kayll PhD	Peter	Mathematical Sciences		53,986		T	1.0 CU		55,986	11/1/2003		T	1.0 CU	3.70% M	
Klocek PhD	John	Psychology		48,576		P	1.0 CU		48,576			P	1.0 CU		
Knight PhD	Christopher	English		43,727		P	1.0 CU	Chair, English	53,347	8/4/2003	3,477 DC	P	1.0 CU FY		
Krussel PhD	Carolyn	Mathematical Sciences		53,864 CU 72,293 R		T	.89 CU .11 R		53,864 CU 72,293 R	5/19/2003	*18,264	T	.89 CU .11 R *R		*SR
Kupilik PhD	Michael	Economics		48,781		T	1.0 CU		48,781			T	1.0 CU		
Laws PhD	William	Chemistry (Research)		61,800		T	1.0 R FY		61,800			T	1.0 R FY		
Ledbetter DMA	Robert	Music		48,023		T	1.0 CU FY (11)		48,023			T	1.0 CU FY (11)		

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Last	First														
Lodmell PhD	John	Assistant Professor, Division of Biological Sciences		45,499 CU 62,724 R		P	.90 CU .10 R	Division of Biological Sciences	47,999 CU 65,224 R	8/27/2003 11/1/2003		P	.90 CU .10 R	5.29% P	
Loisel PhD	Clary	Foreign Languages and Literatures		48,464		T	1.0 CU		48,464			T	1.0 CU		
Lurie PhD	Diana	School of Pharmacy and Allied Health Sciences		57,139		T	1.0 CU		59,139 CU 84,400 R	11/1/2003		T	.90 CU .10 R	3.50% M	
Mallory MFA	Cathryn	Co-Chair, Art		41,273	1,554 CC	P	1.0 CU		41,273	5/27/2003 7/1/2003	1,554 CC *1,000 *3,476	P	1.0 CU *CU *CU		*ST *SR
McAuliffe BA	Dennis	School of Journalism		60,372		P	1.0 CU		60,372			P	1.0 CU		
McGregor EdD	Gail	Program Developer, Rural Institute/ Curriculum and Instruction		71,622		NT	.10 D .90 R		71,622			NT	.10 D .90 R		
McNamer MFA	Deirdre	English		57,570		T	LWOP		57,570	1/23/2003		T	1.0 CU		
McNulty PhD	Jennifer	Mathematical Sciences		53,845		T	1.0 CU		55,845	11/1/2003		T	1.0 CU	3.71% M	
Mills PhD	L. Scott	School of Forestry/ Division of Biological Sciences		64,903		T	.64 CU .36 R		66,903	11/1/2003 6/1/2003	*6,149	T	.64 CU .36 R *R	3.08% M	*SR
Moisey PhD	Richard	Assistant Professor, School of Forestry		48,801		P	1.0 CU	School of Forestry	51,301	11/1/2003 5/19/2003	*7,962	P	1.0 CU *R	5.12% P	*SR
Moore PhD	David	English		50,148		P	1.0 CU		50,148			P	1.0 CU		
Morton PhD	Donald	Computer Science		53,245		T	.78 CU .22 R		53,245			T	1.0 CU		
Mueller MLS	Susan	Director of Technical Services, Library Science		51,771		T	1.0 CU FY		51,771			T	1.0 CU FY		
Mullin MA	Christopher	Associate Catalog Librarian, Library Sciences		52,611		T	1.0 CU FY		52,611			T	1.0 CU FY		
Murphy MFA	Michael	Media Arts Director, Fine Arts		51,452		P	1.0 CU		51,452			P	1.0 CU		
Nemani PhD	Ramakrishna	School of Forestry (Research)		62,954		NT	1.0 R		62,954			NT	1.0 R		
Nickerson PhD	Norma	School of Forestry (Adjunct)		63,831		NT	1.0 CU FY		63,831			NT	1.0 CU FY		

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Last	First														
Opitz	David	Computer Science		74,140		T	.78 CU .002 D .218 R		74,140	5/19/2003		T	.75 CU *.43 D *.57 R		*SR
Palmer	Christopher	Chemistry (Research)		59,225 CU 75,000 R		P	.90 CU .10 R		59,225 CU 75,000 R			P	.90 CU .10 R		
Parker	Keith	Pharmaceutical Sciences		67,199		T	.75 CU .25 R FY		55,081 CU 85,000 R	7/1/2003 7/1/2003	*18,341	T	1.0 CU *R		*SR
Patterson	Michael	School of Forestry		50,843		T	1.0 CU		50,843			T	1.0 CU		
Poss	Mary	Division of Biological Sciences		48,927 CU 60,532 R		P	1.0 CU		48,927 CU 60,532 R	6/2/2003	*4,200	P	1.0 CU *R		*SR
Priestley	Nigel	Chemistry		59,648		P	1.0 CU		59,648	5/19/2003	*6,906	P	1.0 CU *R		*SR
Ramey	Maxine	Music		47,258		T	1.0 CU		47,258	6/22/2003	*1,650	T	1.0 CU *D		*O (Band Camp)
Ravesloot	Craig	Co-Director, Rural Institute/Psychology (Research)		63,735		NT	1.0 R FY		63,735			NT	1.0 R FY		
Redmond	Roland	School of Forestry (Research/Adjunct)		70,195		NT	1.0 R FY		70,195			NT	1.0 R FY		
Reider	Barbara	Accounting and Finance		77,250		P	1.0 CU		77,250			P	1.0 CU		
Richards	Rebecca	Sociology		51,324		T	.86 CU		51,324			T	1.0 CU		
Richter	Scott	Director, Athletic Training, Health and Human Performance		48,280		T	1.0 CU		48,280			T	1.0 CU		
Roberts	Kevan	Immunology, School of Pharmacy and Allied Health Sciences		52,500		P	1.0 R		52,500			P	1.0 R		
Rosenzweig	Raphael	Division of Biological Sciences		63,860 CU 79,310 R		P	.90 CU .10 R		63,860 CU 79,310 R	6/1/2003	*16,062	P	.90 CU .10 R *R		*SR
Ruby	Brent	Health and Human Performance		47,355 50,355		T	1.0 CU		50,355 52,355	11/1/2002 11/1/2003 7/1/2003	*10,140	T	1.0 CU *R	3.97% R M	*SR
Sala	Anna	Division of Biological Sciences		51,984		T	1.0 CU		51,984	5/19/2003	*14,774	T	1.0 CU *R		*SR
Samson	Sue	Library Science		46,326		T	1.0 CU FY		46,326			T	1.0 CU FY		
Samuels	D. Scott	Division of Biological Sciences		52,556		T	1.0 CU		54,556	11/1/2003 6/1/2003	*6,009	T	1.0 CU *R	3.81% M	*SR

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Last	First														
Schantz	David	Social Work		47,058		P	1.0 CU		47,058			P	1.0 CU		
Schuberg	Margaret	Music		40,612		P	1.0 CU		40,612	6/22/2003	*500	P	1.0 CU		*O (Band Camp)
Seekins	Tom	Associate Director, Rural Institute/ Psychology (Research)		80,514		NT	.10 D .90 R FY		80,514			NT	.10 D .90 R FY		
Shanley	Kathryn	Chair, Native American Studies		79,053	2,667 DC	T	1.0 CU FY		79,053		2,667 DC	T	1.0 CU FY		
Six	Diana	School of Forestry		47,351		P	1.0 CU		49,351	11/1/2003		P	1.0 CU		4.22% M
Skinner	Frederick	History		48,879		T	1.0 CU		48,879			T	1.0 CU		
Slicer	Deborah	Philosophy		49,297		T	1.0 CU		49,297	7/1/2003	*4,108	T	1.0 CU		*CU *ST
Smith	Jerry	Pharmaceutical Sciences		63,092		T	1.0 CU FY		63,092			T	1.0 CU FY		
St. George	Gregory	Mathematical Sciences		51,545		T	1.0 CU		51,545			T	1.0 CU		
Steele	Brian	Assistant Professor, Mathematical Sciences		43,317		P	1.0 CU	Mathematical Sciences	45,817	8/27/2003 11/1/2003 6/16/2003	*5,016	P	1.0 CU		5.77% P *SR
Stolle	Darrell	Curriculum and Instruction		47,000		P	1.0 CU		47,000	5/27/2003 7/1/2003	*19,950 *6,479	P	1.0 CU		*CU *R *ST *SR
Stratton	Timothy	Chair, Pharmacy Practice		73,519	3,108 DC	T	1.0 CU FY		73,519		3,108 DC	T	1.0 CU FY		
Sugden	Kent	Assistant Professor, Chemistry		46,565 CU 67,682 R		P	.90 CU .10 R	Chemistry	49,065 CU 70,182 R	8/27/2003 11/1/2003		P	.90 CU .10 R		5.14% P
Swibold	Dennis	School of Journalism		45,216		T	1.0 CU		45,216			T	1.0 CU		
Szalda-Petree	Allen	Psychology		59,486		T	1.0 CU		59,486	6/15/2003	*6,245	T	1.0 CU		*.48 CU *.52 R *SR
Tachibana	Yuka	Assistant Professor, Foreign Languages and Literatures		44,558		P	1.0 CU	Foreign Languages and Literatures	47,058	8/27/2003 11/1/2003		P	1.0 CU		5.61% P
Tolleson-Knee	Ryan	Assistant Professor, Social Work		43,405 CU 54,233 R		P	.67 CU .33 R	Social Work	45,905 CU 56,733 R	8/27/2003 11/1/2003		P	.67 CU .33 R		5.32% P
Trost	Melanie	Communication Studies		60,000		P	.50 CU		60,000			P	.50 CU		

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Last	First														
Valencich PhD	Trina	Chemistry (Adjunct)		40,024		NT	.50 CU .50 D		40,024			NT	.50 CU .50 D		
Valentin PhD	Michel	Foreign Languages and Literatures		52,845		T	1.0 CU		52,845			T	1.0 CU		
Vonessen PhD	Nikolaus	Mathematical Sciences		51,862		T	.75 CU		51,862			T	1.0 CU		
von Reichert PhD	Christiane	Geography		48,094		T	1.0 CU		48,094			T	1.0 CU		
Waltz PhD	Jennifer	Psychology		54,881 66,955		T	1.0 CU		66,955	7/1/2003 11/1/2003 6/1/2003	*6,037	T	.82 CU *R FY	2.99% M *SR	
Ware PhD	Andrew	Physics and Astronomy		54,648		T	.46 CU .54 R		56,648	11/1/2003 5/19/2003	*14,094	T	.75 CU *R	3.66% M *SR	
Wasta PhD	Stephanie	Curriculum and Instruction		44,594		T	1.0 CU		44,594			T	1.0 CU		
Watson MFA	William	Drama/Dance		41,138		P	1.0 CU		41,138	8/27/2003		T	1.0 CU		
Weix PhD	Gretchen Garnett	Co-Director, Women's Studies Program, Anthropology		50,629		T	1.0 CU		52,629	11/1/2003		T	1.0 CU	3.95% M	
Winkler ABD	Celia	Sociology		46,834		P	1.0 CU		46,834	8/27/2003		T	1.0 CU		
Yokelson PhD	Robert James	Chemistry (Research)		57,793		NT	1.0 R FY		57,793			NT	1.0 R FY		
Assistant Professors:															
Baied PhD	Carlos	Geography (Adjunct)		35,000		NT	1.0 CU		35,000			NT	1.0 CU		
Baker PhD	Robert	English		39,391		P	1.0 CU		39,391			P	1.0 CU		
Bardsley PhD	Johnathan							Mathematical Sciences	45,000			P	1.0 CU		
Barnes MBA	Lisa	Pharmacy Practice (Adjunct)		60,796		NT	1.0 CU FY		60,796			NT	1.0 CU FY		
Baumgartner MSW	Tondy	Social Work (Adjunct)		32,780		NT	1.0 CU		32,780			NT	1.0 CU		
Beebe-Frankenberger PhD	Margaret							Psychology	45,000	8/27/2003 6/2/2003	5,000 BB	P	1.0 CU *CU	*SR	
Belz PhD	John	Physics and Astronomy		43,500		P	1.0 CU		43,500			P	1.0 CU		
Belz DMA	Mary Jane	Music		40,314		P	1.0 CU		40,314			P	1.0 CU		
Bergman PhD	Jill	English		41,152		P	1.0 CU		43,152	11/1/2003		P	1.0 CU	4.86% M	
Blunt MFA	Judy	English (Adjunct)		34,378		NT	1.0 CU	English	45,000	8/27/2003 6/18/2003	*200	P	1.0 CU *R	30.90% P *PM	

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Last	First														
Bookwalter	Jeffrey	Economics (Adjunct)		45,000		NT	1.0 CU		45,000			NT	1.0 CU		
Brown	Blakely	Health and Human Performance		42,000		P	1.0 CU		42,000	8/12/2003	*400	P	1.0 CU	*R	*SR
Browning	Nicole							Drama/Dance	39,000			P	1.0 CU		
Cabell	Charles	Foreign Languages and Literatures		44,558		P	1.0 CU		44,558			P	1.0 CU		
Campana	Jillian	Drama/Dance		40,170		P	1.0 CU		40,170			P	1.0 CU		
Cardozo-Pelaez	Fernando	Pharmaceutical Sciences		47,380		P	.50 CU .50 R FY		47,380			P	.50 CU .50 R FY		
Carpoca	Alessia							Drama/Dance	40,000			P	1.0 CU		
Caruso	John	Psychology		54,786		P	1.0 CU		54,786			P	1.0 CU		
Chirinos	Eduardo	Foreign Languages and Literatures		42,745		P	1.0 CU		42,745			P	1.0 CU		
Chung	Woodam	School of Forestry		45,000		P	1.0 CU		45,000	5/19/2003	*12,790	P	1.0 CU *.57 D *.43 R		*SR
Cody	David	Music (Adjunct)		30,054		NT	1.0 CU		30,054	6/16/2003	*750	NT	1.0 CU *D		*O (Music Camp)
Colucci	Vincent	Pharmacy Practice (Adjunct)		65,328		NT	1.0 CU FY		65,328			NT	.50 CU .50 R FY		
Condon	Phil	Environmental Studies		42,000		P	1.0 CU		42,000			P	1.0 CU		
Conley	Timothy							Social Work	44,500			P	1.0 CU		
Cooper	Nancy	Music (Adjunct)		37,088	1,600 BB	NT	.55 CU		37,088		1,600 BB	NT	.55 CU		
Costa	Bruce	Accounting and Finance		74,263		P	1.0 CU		74,263			P	1.0 CU		
Covarrubias	Patricia	Communication Studies		43,000		P	1.0 CU		43,000			P	1.0 CU		
Cripe	Gregory	Mathematical Sciences (Adjunct)		30,054		NT	1.0 CU		30,054			NT	1.0 CU		
Crone	Elizabeth	School of Forestry		47,895		P	1.0 CU		47,895	6/5/2003	*6,098	P	1.0 CU *.33 D *.67 R		*SR
Davies	Wade	Native American Studies		42,500		P	1.0 CU		42,500			P	1.0 CU		

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Last	First														
Dent PharmD	Larry	School of Pharmacy and Allied Health Sciences (Adjunct)		65,328		NT	1.0 CU FY		65,328			NT	1.0 CU FY		
Derry MLS	Sebastian	Fine Arts Librarian, Mansfield Library		36,800		P	1.0 CU FY		36,800			P	1.0 CU FY		
Dixon PhD	Kelly							Anthropology	43,000	8/4/2003	*1,500	P	1.0 CU *D		*SR
Douma ABD	Bambi							Marketing and Management	74,000			P	1.0 CU		
Dove-Kinderwater MFA	Elizabeth	Art		42,138		P	1.0 CU		44,138	11/1/2003		P	1.0 CU	4.75% M	
Dowling BA	Denise	Radio/TV (Adjunct)		44,908		NT	1.0 CU		44,908			NT	1.0 CU		
Eby PhD	Lisa	School of Forestry		45,000		P	1.0 CU		45,000	7/30/2003	*4,737	P	1.0 CU *CU		*SR
Edlund PhD	Erick	Geography		40,251		P	1.0 CU		40,251			P	1.0 CU		
Eggleston MLS	Holly	Reference Librarian, Library Sciences							36,800			P	1.0 CU FY		
Ekness MA	Raymond	School of Journalism		44,689		P	1.0 CU	Chair, Radio/TV	44,689	8/27/2003	2,667 DC	P	1.0 CU		
Esslinger PhD	C. Sean	Pharmaceutical Sciences (Adjunct)		50,061		NT	.90 R		50,061			NT	.90 R		
Farrier EdD	Merle	Educational Leadership and Counseling (Adjunct)		48,731		NT	1.0 CU		48,731	5/27/2003	*23,183	NT	1.0 CU *CU		*ST
Fehrer PhD	Steve	Physical Therapy		61,285		P	1.0 CU		61,285	7/1/2003	*3,279	P	1.0 CU *CU		*SR
Firth ABD	David							Information Systems and Technology, School of Business Administration	84,000			P	1.0 CU		
Fishman PhD	Lila	Division of Biological Sciences		42,000 (LWOP)		P	1.0 CU		42,000			P	1.0 CU		
Gabet PhD	Emmanuel	Geology		45,000		P	1.0 CU		45,000			P	1.0 CU		
Ganesh PhD	Shiv	Communication Studies		44,436		P	1.0 CU		46,436	11/1/2003		P	1.0 CU	4.50% M	
Gant MFA	Shaun							English (Adjunct)	30,054			NT	1.0 CU		
Garfinkle PhD	Ann							Curriculum and Instruction	46,000			P	1.0 CU		
Ghenie MSW	Kerrie	Social Work (Adjunct)		32,780		NT	1.0 R		32,780			NT	1.0 R		

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Last	First														
Laskin MS	James	Physical Therapy		59,716		P	1.0 CU		61,716	11/1/2003		P	1.0 CU	3.35% M	
Larson PhD	Gregory							Communication Studies	45,000			P	1.0 CU		
Lawrence MBA	Cameron	Marketing and Management (Visiting)		80,000		NT	.50 CU		80,000			NT	.50 CU		
Levison BS	David	Physical Therapy		50,964		NT	1.0 CU		50,964	7/1/2003	*8,000	NT	1.0 CU *CU		*PM
Li PhD	Fengru Ford	Marketing and Management		70,000		P	1.0 CU		70,000			P	1.0 CU		
Magidin PhD	Arturo	Mathematical Sciences (Visiting)		35,000		NT	1.0 CU		35,000			NT	1.0 CU		
Major MLS	Colleen	Reference Librarian, Ethnic Studies/Multicultural Coordinator, Library Sciences							36,800			P	1.0 CU FY		
Maloney MA	Theodore	Rural Institute/Curriculum and Instruction (Research)		67,635		NT	.55 CU		67,635			NT	.55 CU		
March PhD	Robert							Psychology	46,000			P	1.0 CU		
Marks PhD	Jeffrey	Montana Cooperative Wildlife Research Unit (Research/Adjunct)		56,178		NT	.80 R FY		56,178			NT	.80 R FY		
Maron PhD	John	Division of Biological Sciences		51,500		P	1.0 CU		51,500	7/1/2003	*6,234	P	1.0 CU *R		*SR
Martin PhD	Brooke	Chemistry (Research/Adjunct)		63,415		NT	1.0 R FY		63,415			NT	1.0 R FY		
McCaw EdD	William	Educational Leadership and Counseling (Research)		50,984		P	1.0 CU		50,984	5/27/2003	*12,218	P	1.0 CU *.73 CU *.27 D		*ST
McCrea MA	Donna	University Archivist, Mansfield Library		36,800		P	1.0 CU FY		36,800			P	1.0 CU FY		
McGuirl PhD	Michele	Division of Biological Sciences		41,200 CU 49,000 R		P	1.0 CU		41,200 CU 49,000 R	5/19/2003	*10,973	P	1.0 CU *R		*SR
McLure MLS	Merinda	Reference Librarian, Library Sciences							36,800			P	1.0 CU FY		

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Last	First														
Medvetz MFA	Mark	English (Adjunct)		40,000		NT	1.0 CU		40,000			NT	1.0 CU		
Millan DMA	Luis							Director of University Orchestras, Music	43,000			P	1.0 CU		
Miller PhD	Scott	Division of Biological Sciences		42,000 (LWOP)		P	1.0 CU		42,000			P	1.0 CU		
Millet MLS	Michelle	Outreach Librarian, Mansfield Library		37,801		P	1.0 CU FY		37,801			P	1.0 CU FY		
Monso MFA	Michael	Drama/Dance		41,200		P	1.0 CU		41,200	7/1/2003	*2,500	P	1.0 CU *D		*PM
Montauban PhD	Jannine	Foreign Languages and Literatures		42,436		P	1.0 CU		42,436			P	1.0 CU		
Morrison EdD	Susan	Psychology (Research/Adjunct)		45,000		NT	.22 D .78 R FY		45,000			NT	.22 D .78 R FY		
Mulligan MEd	Sarah	Curriculum and Instruction (Research)		53,045 CU 80,000 R		NT	1.0 R FY		53,045 CU 80,000 R			NT	1.0 R FY		
Naugle PhD	David	School of Forestry		48,410		P	1.0 CU		48,410	5/19/2003	*18,345	P	1.0 CU *R		*SR
Nichols ABD	Charles	Music		39,000		P	1.0 CU		39,000			P	1.0 CU		
Nie PhD	Martin	School of Forestry		48,000		P	1.0 CU		48,000			P	1.0 CU		
Nyman PhD	Adam	Mathematical Sciences		45,000		P	1.0 CU		45,000	7/1/2003	*4,310	P	1.0 CU *D		*SR
O'Brien PhD	Sean	Davidson Honors College/Philosophy (Adjunct)		32,072		NT	1.0 CU		32,072			NT	1.0 CU		
O'Reilly EdD	Frances	Educational Leadership and Counseling (Adjunct)		31,466		NT	1.0 CU		31,466	5/26/2003 5/27/2003	*1,490 *10,807	NT	1.0 CU *CU *CU		*SR *ST
Pershouse PhD	Mark	Molecular Genetics and Toxicology, Pharmaceutical Sciences (Research)		47,741		P	1.0 CU		47,741			P	1.0 CU		
Pfau PhD	Jean	Pharmaceutical Sciences (Research)		45,000		NT	1.0 R		45,000			NT	1.0 R		
Poulsen PhD	David	Pharmaceutical Sciences (Adjunct/Research)		46,350		NT	1.0 R		46,350 CU 67,000 R	1/1/2003		NT	1.0 R		
Prentiss PhD	William	Anthropology		44,689		P	1.0 CU		44,689	6/2/2003	*1,655	P	1.0 CU *R		*SR

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Last	First														
Putnam	Elizabeth	Molecular Genetics and Toxicology, Pharmaceutical Sciences (Research)		47,741		P	.50 CU .50 R		47,741			P	.50 CU .50 R		
Quartarone	Lorina	Foreign Languages and Literatures (Visiting)		36,819		NT	1.0 CU		36,819			NT	1.0 CU		
Reimer	Yolanda	Computer Science		70,000		P	1.0 CU		70,000			P	1.0 CU		
Renner-Fahey	Ona							Foreign Languages and Literatures	41,000			P	1.0 CU		
Rillig	Matthias	Division of Biological Sciences		51,699		P	1.0 CU		51,699			P	1.0 CU		
Saha	Robin							Environmental Studies	42,000			P	1.0 CU		
Sattler	Richard	Native American Studies (Adjunct)		35,372		NT	.88 CU		35,372			NT	.88 CU		
Schwarze	Steve	Communication Studies (Adjunct)		43,500		P	1.0 CU		43,500			P	1.0 CU		
Seguchi	Noriko	Anthropology		42,000		P	1.0 CU		42,000			P	1.0 CU		
Shay	Jeff	Marketing and Management		74,462		P	1.0 CU		76,462	11/1/2003 5/27/2003	*2,025	P	1.0 CU *.53 CU *.47 D	2.69% M *ST	
Shepherd	David	Pharmaceutical Sciences		45,000		P	.50 CU .50 R		45,000			P	.50 CU .50 R		
Sherman	David	Philosophy		42,436		P	1.0 CU		44,436	11/1/2003		P	1.0 CU	4.71% M	
Shields	Wendy	Psychology		42,005		P	1.0 CU		42,005	6/1/2003	*9,211	P	1.0 CU *R	*SR	
Sobieszczyk	Teresa	Sociology		43,000		P	1.0 CU		43,000	6/2/2003	*1,500	P	1.0 CU *CU	*SR	
Sommers-Flanagan	John							Educational Leadership and Counseling	45,000			P	1.0 CU		
Sriraman	Bharath	Mathematical Sciences		46,000		P	1.0 CU		46,000			P	1.0 CU		
Swaney	Gyda	Psychology		47,741		P	.70 CU .30 R		47,741	5/19/2003	*19,232	P	.70 CU .30 R *R	*SR	
Tamura	Teresa	School of Journalism		40,000		P	1.0 CU		40,000			P	1.0 CU		
Thibeau	Tully	Linguistics		42,436		P	1.0 CU	Anthropology	42,436	8/27/2003		P	1.0 CU		
Thompson	Holly	Chemistry (Adjunct)		35,010		NT	1.0 CU		35,010			NT	1.0 CU		

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Last	First														
Thuesen PharmD	Amanda	Pharmacy Practice		65,000		P	1.0 CU		65,000			P	1.0 CU		
Tom PhD	Matthew	Mathematical Sciences (Visiting)							35,000			NT	1.0 CU		
Venema MA	Sharon	School of Journalism		45,320		P	1.0 CU		45,320			P	1.0 CU		
Wallace PhD	Kimberly	Psychology		45,903		P	1.0 CU		47,903	11/1/2003 7/1/2003	*3,000	P	1.0 CU *CU	4.36% M *SR	
Wellman PharmD	Melinda	NACDE Fellow, School of Pharmacy and Allied Health Sciences (Adjunct)		65,000		NT	1.0 R		65,000			NT	1.0 R		
Williams EdD	Sandra	Curriculum and Instruction		42,436		P	1.0 CU		42,436			P	1.0 CU		
Williamson MA	James	Mathematical Sciences (Visiting)		50,950		NT	1.0 R		50,950			NT	1.0 R		
Wiltse ABD	Jeffrey	History		42,000		P	1.0 CU		42,000			P	1.0 CU		
Woods PhD	Scott	School of Forestry		41,715		P	1.0 CU		41,715	5/19/2003	*8,124	P	1.0 CU *R	*SR	
Yoshimura PhD	Stephen	Communication Studies		43,000		P	1.0 CU		43,000			P	1.0 CU		
Instructors:															
Anderson MBA	Susan	Marketing and Management (Adjunct)		27,857		NT	.50 CU		27,857			NT	.50 CU		
Bitar BS	Samir	Foreign Languages and Literatures (Adjunct)		27,046		NT	.23 CU .30 R		27,046			NT	.23 CU .30 R		
Brown PhD	Lynda	Marketing and Management (Adjunct)		36,000		NT	.50 CU		36,000			NT	.50 CU		
Cahalan MS	Daniel	Coordinator Ad Team, Marketing and Management (Visiting)		46,002		NT	1.0 CU		46,002			NT	1.0 CU		
Downs MFA	Michael	School of Journalism (Adjunct)		42,436		NT	1.0 CU		42,436			NT	1.0 CU		
Ellestad MA	June	Sociology (Adjunct)		41,000		NT	.50 CU		41,000	6/30/2003	*3,417	NT	.50 CU *CU	*ST	
Harper-Whalen ME	Susan	Co-Project Director, Rural Institute/ Curriculum and Instruction (Research)		51,500		NT	1.0 R FY		51,500			NT	1.0 R FY		

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Hass MA	Marcia	Foreign Languages and Literatures (Adjunct)		30,778		NT	1.0 CU		30,778			NT	1.0 CU		
Howard MEd	Jean	Mathematical Sciences (Research/Visiting)		50,000		NT	1.0 R FY		50,000			NT	1.0 R FY		
Island MA	Heide	Psychology (Adjunct)		26,187		NT	1.0 CU		26,187			NT	1.0 CU		
Jepson BA	Stacia	Curriculum and Instruction/Co-Teach (Adjunct)		51,397		NT	.05 D .95 R FY		51,397			NT	.05 D .95 R FY		
Kerr MA	David	Anthropology (Adjunct)		27,933		NT	.87 CU		27,933			NT	.87 CU		
Klene MA	Anna	Geography (Visiting)							33,500			NT	1.0 CU		
Lutz MATM	Louis	Mathematical Sciences (Adjunct)		28,000		NT	1.0 CU		28,000			NT	1.0 CU		
Peters MS	Greg	Division of Biological Sciences (Visiting)							36,000			NT	1.0 CU		
Phear MS	Nicolette	School of Forestry (Adjunct)		26,667		NT	.75 R		32,000	7/1/2003 6/1/2003	*2,667	NT	.75 R *R FY		*SR
Price MA	George	Native American Studies/African American Studies (Visiting)		27,933		NT	.53 CU		27,933			NT	.53 CU		
Reece MBA	John	Marketing and Management (Adjunct)		27,857		NT	1.0 CU		27,857			NT	1.0 CU		
Reimer MA	Eric	Assistant Director of Composition, English (Adjunct)		40,000		NT	1.0 CU		40,000			NT	1.0 CU		
Sohlberg MAacct	Kristen	Accounting and Finance (Adjunct)		26,187		NT	1.0 CU		26,187			NT	1.0 CU		
Spence	Bonnie	Mathematical Sciences (Research/Visiting)							50,000			NT	1.0 R FY		
Stevens MA	Debra	Curriculum and Instruction/Rural Institute (Research/Adjunct)		35,000		NT	1.0 R		35,000			NT	.20 D .80 R		
Vinso PhD	Joseph	Accounting and Finance (Adjunct)							55,555			NT	1.0 CU		
Wellenstein MSW	Charles	Social Work (Adjunct)		36,523		NT	1.0 R		36,523			NT	1.0 R		

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Wiering	Kenneth	Foreign Languages and Literatures (Adjunct)		26,187		NT	1.0 CU		26,187			NT	1.0 CU		
Wishcamper	Richard	Marketing and Management (Adjunct)		27,782		NT	.50 CU		40,000	8/27/2003		NT	1.0 CU	43.98% R	
Wittekiend	Phillip	Curriculum and Instruction (Adjunct)		33,949		NT	1.0 CU		42,500	8/27/2003		NT	1.0 CU	25.19% P	
Wright	Ryan	Management and Marketing (Adjunct)		38,312		NT	1.0 CU FY		38,312			NT	1.0 CU FY		
Yung	Laurie	School of Forestry (Adjunct)		46,875		NT	.75 R FY		46,875			NT	.75 R FY		
Lecturers:															
Cochran	Bryan	Psychology							40,000	6/2/2003	*2,000	P	1.0 CU *CU		*SR
Fern	Lauren	Mathematical Sciences (Adjunct)							32,000			NT	1.0 CU		
Freeman	David	Pharmaceutical Sciences (Adjunct)		57,183		NT	1.0 CU		57,183			NT	1.0 CU		
O'Conner	Michael	Computer Science (Adjunct)		36,050		NT	1.0 CU		36,050			NT	1.0 CU		
Roscoe	Matt	Mathematical Sciences (Adjunct)							31,000			NT	1.0 CU		
Souza	Regina	Mathematical Sciences (Adjunct)		33,500 (LWOP)		NT	1.0 CU		33,500			NT	1.0 CU		
Teutli	Brisa	Foreign Languages and Literatures (Adjunct)		32,000		NT	1.0 CU		32,000			NT	1.0 CU		
Toth	Susan	Curriculum & Instruction/Rural Institute (Visiting)		39,512		NT	.95 R		39,512			NT	.95 R		
Ulsafer	Carol	Mathematical Sciences (Adjunct)		33,500		NT	1.0 CU		33,500			NT	1.0 CU		
Westphal	Kathleen	Division of Biological Sciences (Adjunct)							40,500			NT	1.0 CU		

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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
 = Actual
 summer teaching
 summer research
 Additional AY teaching
 Additional AY research
 Speaking
 Project management/writing AY
 Other (must specify)

HIGHER REPLACEMENT \$

act LEGEND:
 *ST = MC = Market considerations
 *SR = IR = Increased responsibilities
 *AR =
 *SP =
 *PM =
 *O =

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