

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

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

(a) PRESIDENT, VICE PRESIDENTS AND DEANS:

Alexander EdD	Sharon	Dean, Continuing Education and Summer Programs, University Dean of Extension and Continuing Education	85,439	85,939		1/1/2005 N	NT CU	0.59%
Bach PhD	Betsy	Interim Dean, Davidson Honors College, Professor, Communication Studies	90,000	90,500		1/1/2005 N	T CU	0.56%
Branch PhD	Teresa	Vice President for Student Affairs, University Vice President for Student Affairs	125,000	125,500		1/1/2005 N	NT .50 CU .50 A	0.40%
Brown PhD	Jerry	Dean, School of Journalism, Professor, School of Journalism	86,606	96,606		1/1/2005 R	T CU	11.55%
Brown PhD	Perry	Dean, College of Forestry and Conservation, Professor, College of Forestry and Conservation	118,038	118,538		1/1/2005 N	T CU	0.42%
Carlson MS	Claire	Associate Vice President of Research and Development	80,220	80,720		1/1/2005 N	NT CU	0.62%
D'Andraia PhD	Frank	Dean, Mansfield Library	90,054	90,554		1/1/2005 N	T CU	0.56%
Dennison PhD	George	President Professor, History	143,986	143,986			T CU	0.00%
Duringer MBA	Robert	Vice President of Administration and Finance	128,500	129,000		1/1/2005 N	NT CU	0.39%
Dwyer	Daniel	Vice President of Research and Development, Professor, Chemistry	135,000	135,500		1/1/2005 N	P CU	0.37%
Eck LLM	E. Edwin	Dean, School of Law, Professor, School of Law	131,356	131,856		1/1/2005 N	T CU	0.38%
Fetz PhD	Gerald	Dean, College of Arts and Sciences, Professor, Modern and Classical Languages and Literatures	122,500	123,000		1/1/2005 N	T CU	0.41%

Forbes PhD	David	Dean, School of Pharmacy and Allied Health Sciences	114,225	114,725		1/1/2005 N	T CU	0.44%
Ford PhD	Raymond	Associate Vice President of Information Technology, Professor, Computer Science	116,974	117,474		1/1/2005 N	T .90 CU .10 R	0.43%
Frazier BS	Robert	Executive Assistant to the President, University Executive Vice President	73,600	74,100		1/1/2005 N	NT .23 CU .77 D	0.68%
Gianchetta PhD	Larry	Dean, School of Business Administration, Professor, Marketing and Management	119,564	120,064		1/1/2005 N	T .95 CU .05 R	0.42%
Harrington JD	Michael	Associate Dean, School of Business Administration, Assistant Professor, Information Systems and Technology, School of Business Administration	80,000	80,500	5,000 BB/CU 14,106 act SR/CU	6/1/2004 1/1/2005 N	P CU AY	0.63%
Howell DA	Shirley	Dean, School of Fine Arts, Professor, Music	96,814	97,314		1/1/2005 N	T CU	0.52%
Keller BS, CPA	Rosemary	Associate Vice President of Administration and Finance	111,600	112,100		1/1/2005 N	NT CU	0.45%
Kia PhD	Mehrdad	Assistant Vice President of Research and Development, Director of International Programs, Professor, History	90,000	90,500		1/1/2005 N	T CU	0.56%
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	84,873	5,000 BB/CU	1/1/2005 N	T CU	0.59%
Muir PhD	Lois	Provost and Vice President of Academic Affairs, Professor, Psychology	133,600	134,100		1/1/2005 N	T CU	0.37%
Rowland PhD	Paul	Dean, School of Education, Professor, Curriculum and Instruction	105,000	105,500		1/1/2005 N	T CU	0.48%
Scott PhD	James	Associate Dean, College of Arts and Sciences, Professor, Modern and Classical Languages and Literatures	77,009	77,509		1/1/2005 N	T CU	0.65%
Snyder JD	Frederic	Associate Dean, School of Law, Director, Law Librarian, Professor, School of Law	99,155	99,655	8,750 BB/CU	1/1/2005 N	T CU	0.50%
Staub PhD	James	Associate Provost, Academic Affairs, Professor, Chemistry	105,000	105,500		1/1/2005 N	T CU	0.48%

Stocking MA	Lynn	Associate Dean, College of Technology, Instructor, Business Technology	64,615	65,115	750 act O/CU (Spv Stdnt Teachers)	1/28/2004 1/1/2005 N	T CU	0.77%
Strobel PhD	David	Dean, Graduate School	85,002	85,502		1/1/2005 N	T CU	0.59%
Uhlig EdD	Sharon	Associate Dean, School of Education, Professor, Health and Human Performance	60,383	60,883	5,000 BB/CU 13,418 act ST/CU	5/24/2004 1/1/2005 N	T CU	0.83%
Walker- Andrews PhD	Arlene	Associate Provost, Academic Affairs, Professor, Psychology	105,000	105,500		1/1/2005 N	T CU	0.48%
Williamson EdD	R. Paul	Dean, College of Technology, Educator, Level 4, College of Technology	92,850	93,350		1/1/2005 N	P CU	0.54%
(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Ardouny BA	Mary Ellen	Assistant to the President	50,000	50,500		1/1/2005 N	NT CU	1.00%
Aronofsky JD, PhD	David	Legal Counsel, President's Office	83,500	84,000	4,500 act ST/D 8,000 act AT/CU	6/28/2004 8/23/2004 1/1/2005 N	NT CU	0.60%
Bain PhD	Philip	Registrar	76,346	76,846		1/1/2005 N	NT CU	0.65%
Bell PhD	David	Director, Curry Health Center	112,200	112,700		1/1/2005 N	NT A	0.45%
Berkhouse PhD	Terry	Director, Center for Work-Based Learning	52,360	52,860		1/1/2005 N	NT CU	0.95%
Best BS	Nicole	Head Volleyball Coach, Intercollegiate Athletics	52,231	52,231			NT .90 CU .10 D	0.00%
Best MEd	David	Assistant Volleyball Coach, Intercollegiate Athletics	26,905	26,905			NT CU	0.00%
Borgmann BA	Nancy	Director, Equal Opportunity/ Affirmative Action	57,500	58,000		1/1/2005 N	NT CU	0.87%
Brunell BA	Ronald	Director, Residence Life	70,100	70,600		1/1/2005 N	NT A	0.71%
Burgmeier BA	Kathleen	Director, Internal Audit	57,500	58,000		1/1/2005 N	NT CU	0.87%

Burrington MBA	Kenneth	Associate Director of Information Technology, School of Business Administration	57,500	58,000		1/1/2005 N	NT CU	0.87%
Carlisle BA	Raymond	Director, Educational Opportunity Program	62,428	62,928		1/1/2005 N	NT R	0.80%
Carr BA	Luther	Restricted Duties Football Coach, Intercollegiate Athletics	27,500	28,500		9/1/2004 R	NT D	3.64%
Cate-Schweyen BA	Shannon	Assistant Women's Basketball Coach, Intercollegiate Athletics	36,317	36,317			NT CU	0.00%
Cheek	John	Assistant Track Coach, Intercollegiate Athletics	27,000	27,000			NT .30 CU	0.00%
Clark	Harry	Assistant Track Coach, Intercollegiate Athletics	24,000	24,000			NT .19 CU .81 D	0.00%
Clouse MBA	Shawn	Director of Information Technology, School of Business Administration, Assistant Professor, School of Business Administration (Adjunct)	82,160	82,660	4,106 act SR/CU	6/1/2004 1/1/2005 N	NT CU	0.61%
Coar BS	Mary	Assistant Director, Physical Therapy	37,240	37,740	500 act SR/CU	6/15/2004 1/1/2005 N	NT .85 D AY	1.34%
Cornwall BA	Jean	FR: Assistant Athletic Director, Compliance and Academic Services, Intercollegiate Athletics TO: Associate Athletic Director, Intercollegiate Athletics	68,374	58,811		9/1/2004 (Porter)	NT CU	-13.99%
Corti MS	Danny	Director, Environmental Health and Occupational Safety	64,894	65,394		1/1/2005 N	NT .88 CU .12 D	0.77%
Couture EdD	Charles	Dean of Students, Student Affairs	69,000	69,500		1/1/2005 N	NT CU	0.72%
Darcy MBA	James	Director, Business Services	75,600	76,100		1/1/2005 N	NT CU	0.66%
Daste BA	Dominic	Restricted Duties Football Coach, Intercollegiate Athletics	18,000	28,000		9/1/2004 R	NT D	55.56%
Dauenhauer PharmD	Danielle	Drug Information Specialist, Pharmacy Practice	58,344	58,844		1/1/2005 N	NT CU	0.86%
DeCou	Nancy	Director, Administrative Information Systems Support, Information Technology	66,201	66,701		1/1/2005 N	NT CU	0.76%

Degnan BS	Lacey	Director of Athletic Performance, Intercollegiate Athletics	37,730	38,230		1/1/2005 N	NT CU	1.33%
Duce BA	Patricia	Assistant Women's Basketball Coach, Intercollegiate Athletics	30,544	30,544			NT .50 CU .50 D	0.00%
Fanslow JD	Heidi	Director, Admissions, School of Law	36,719	37,219		1/1/2005 N	NT CU	1.36%
Fisher BS	Jane	Director, Center at Salmon Lake	57,431	57,931		1/1/2005 N	NT A	0.87%
Fredenberg MPA	Judy	Executive Director for Federal Relations and Research	62,000	62,500		1/1/2005 N	NT CU	0.81%
Gannon BA	Robert	FR: Associate Director, Human Resource Services TO: Acting Director, Human Resource Services	53,000	65,000		7/19/2004 P	NT CU	22.64%
Glaes BA	Keith	Director, Campus Recreation	57,680	58,180		1/1/2005 N	NT A	0.87%
Goetz MS	Henry	Field Station Director, College of Forestry and Conservation	57,873	58,373		1/1/2005 N	NT .77 CU .23 A	0.86%
Greer BS	John	Network Systems Administrator, Mansfield Library	55,162	55,662		1/1/2005 N	NT CU	0.91%
Gregorak BA	Tyler	Assistant Football Coach, Intercollegiate Athletics	27,500	27,500			NT D	0.00%
Guffey BA	David	Assistant Athletic Director for Media Relations, Intercollegiate Athletics	47,565	48,065		1/1/2005 N	NT CU	1.05%
Hackney MS	Stephen	Equipment/Athletic Treatment Center Specialist, Intercollegiate Athletics	41,977	42,477		1/1/2005 N	NT CU	1.19%
Hammerschmidt BS	Jeffrey	Assistant Head Football Coach, Intercollegiate Athletics	51,000	51,000			NT .90 CU .10 D	0.00%
Hanson MS	Myron	Associate Executive Director, Enrollment Services	65,000	65,500		1/1/2005 N	NT CU	0.77%
Harris	Stanley	Director of Computing and Information Services, Network Services, Information Technology	63,036	63,536		1/1/2005 N	NT D	0.79%
Hauck MA	Robert	Head Football Coach, Intercollegiate Athletics	105,000	105,000			NT CU	0.00%
Hauck BA	Thomas	Assistant Football Coach, Defensive Line, Intercollegiate Athletics	15,000	15,000			NT D	0.00%

Henry MA	Stephen	Director, Information Technology	84,625	85,125		1/1/2005 N	NT CU	0.59%
Heuring MS	Michael	Director, Career Services	61,355	61,855		1/1/2005 N	NT CU	0.81%
Hoell MA	Suzanne (Melanie)	Director, University College	51,234	51,734		1/1/2005 N	NT CU	0.98%
Hoffland MBA	Sheila	Director of Compliance, Budget and Special Programs, Office of Research and Development	42,000	42,500		1/1/2005 N	NT D	1.19%
Holbrook	Judith	Director, Telecommunications Information Technology	66,201	66,701		1/1/2005 N	NT D	0.76%
Holt MPA	Candy	FR: Associate Director of Administrative, Fiscal and Personnel Services, Mansfield Library TO: Director, University Center	65,231	65,231		8/23/2004 (Zarr)	NT A	0.00%
Hunt MS	Justin	Assistant Athletic Trainer, Intercollegiate Athletics	25,000	25,500		1/1/2005 N	NT D	2.00%
Huse MS	Bradley T.	Assistant Men's Basketball Coach	45,000	45,000			NT CU	0.00%
Irish BS	Adrian	Web Services Manager, Information Technology Office	52,500	53,000		1/1/2005 N	NT CU	0.95%
Jesse MS	Hugh	Director, Facilities Services	80,805	81,305		1/1/2005 N	NT CU	0.62%
Johnston BA	William	Director, Alumni Association, Executive Assistant for State Legislative Affairs	72,500	73,000	10,000 BB/CU	1/1/2005 N	NT CU	0.69%
Judge MS	Karla	Assistant Athletic Trainer, Intercollegiate Athletics	25,000	25,500		1/1/2005 N	NT .90 CU .10 D	2.00%
Kempfert BA	Albert	Assistant to the Athletic Director, Intercollegiate Athletics	59,840	60,340		1/1/2005 N	NT D	0.84%
Koehn MA	Eftychia	Director, Foreign Student and Scholar Services	48,680	49,180		1/1/2005 N	NT CU	1.03%
Kowalski BS	Ron	Assistant Football Coach, Intercollegiate Athletics	15,000	15,000			NT D	0.00%
Krebsbach BA	Kevin	Associate Director, Facilities Services	63,051	63,551		1/1/2005 N	NT CU	0.79%
Krystkowiak BS	Larry	Head Men's Basketball Coach	95,000	95,000			NT CU	0.00%
LoParco BS	Mark	Director, Dining Services, Director, UM Food Service Consortium	70,000	70,500		1/1/2005 N	NT A	0.71%

Maes BA	Charles	Associate Athletic Director for Internal Operations, Intercollegiate Athletics	49,248	58,811		10/1/2004 P/E	NT CU	19.42%
Mahlum BS	Brenda	Director, Physical Training Clinic	49,623	50,123		1/1/2005 N	NT .50 D	1.01%
Marcus BA	William	Director, Broadcast Media Center	70,900	71,400		1/1/2005 N	NT CU	0.71%
Marks BA	James	Director, Disability Services for Students	51,500	52,000		1/1/2005 N	NT CU	0.97%
Maus BS	Francis	Forest Manager, College of Forestry and Conservation	44,402	44,902		1/1/2005 N	NT .83 A .17 CU	1.13%
McCormick	John	Assistant Director, Business Services	57,200	57,700		1/1/2005 N	NT CU	0.87%
Miller MA	Michael	Director of Information Technology, College of Arts and Sciences	46,800	47,300		1/1/2005 N	NT CU	1.07%
Morrison MA	Mary	Deaf/Hearing Specialist, Disability Services for Students	39,583	40,083		1/1/2005 N	NT CU	1.26%
Mulkey AIA	Alan	Field Project Manager, Facilities Services	49,403	49,903		1/1/2005 N	NT D	1.01%
Munzenrider BA	Rita	Director, University Relations	62,500	63,000		1/1/2005 N	NT .92 CU .08 D	0.80%
Muse BS	Mary	Executive Director, Adams Center	70,000	70,500		1/1/2005 N	NT A	0.71%
Muse MBA	A. William	Executive Director, Office of Planning, Budgeting and Analysis	80,763	90,763		1/1/2005 R/E	NT CU	12.38%
Neudeck BS	Honore	Pharmacy Manager, Curry Health Center	70,720	71,220		1/1/2005 N	NT A	0.71%
Newton BS	Bryan	Director, Grizzly Athletic Association, Intercollegiate Athletics	48,500	49,000		1/1/2005 N	NT R	1.03%
Nord BS	Kris	Head Men's and Women's Tennis Coach, Intercollegiate Athletics	42,653	42,653			NT CU	0.00%
Pace BA	Gordon	Director of Applications and Media Development, Information Technology Office	53,000	53,500		1/1/2005 N	NT CU	0.94%
Paulson BA	Kraig	FR: Assistant Football Coach, Special Teams, Linebacks, Intercollegiate Athletics TO: Assistand Head Coach, Special Teams, Linbacks, Defensive Ends, Intercollegiate Athletics	43,000	45,000		9/1/2004 P	NT .90 CU .10 D	4.65%

Phenicie MA	Robert	Assistant Football Coach, Offensive Coordinator, Intercollegiate Athletics	51,000	51,000			NT .90 CU .10 D	0.00%
Phillips BS, CPA	Terri	Associate Director for Payroll, Human Resource Services	54,600	61,000		8/1/2004 R	NT CU	11.72%
Pierce	Janice	Assistant Director of Business Affairs and Box Office, Adams Center	43,000	43,500		1/1/2005 N	NT A	1.16%
Poore JD	Shelley	Director of External Affairs, School of Law	80,324	80,824		1/1/2005 N	NT .50 CU .25 R	0.62%
Raunig PhD	Thomas	Head Track and Field Coach, Intercollegiate Athletics	43,941	43,941			NT CU	0.00%
Read MS	Donald	Director, Intercollegiate Athletics	109,000	109,000			NT CU	0.00%
Rocheleau BA	Annette	Assistant Women's Basketball Coach, Assistant Golf Coach, Intercollegiate Athletics	42,881	42,881			NT .84 CU .16 D	0.00%
Rudbach PhD	Jon	Assistant Vice President of Research and Development	83,554	84,054		1/1/2005 N	NT .50 D .50 R	0.60%
Schalk BA	Peggy	Associate Director for Fiscal Operations, Facilities Services	59,488	59,988		1/1/2005 N	NT CU	0.84%
Schramm BS	David	Assistant Football Coach, Intercollegiate Athletics	43,000	45,000		9/1/2004 R	NT D	4.65%
Schwartz MPA	Julie	Associate Director, Alumni Association	40,900	41,400		1/1/2005 N	NT CU	1.22%
Schweyen BA	Brian	Assistant Track Coach, Intercollegiate Athletics	33,000	33,000			NT CU	0.00%
Sedgwick	Neil	Head Women's Soccer Coach, Intercollegiate Athletics	50,000	50,000			NT .90 CU .10 D	0.00%
Selvig BS	Robin	Head Women's Basketball Coach, Intercollegiate Athletics	95,000	95,000			NT .94 CU .06 D	0.00%
Shimer RN	Laela	Assistant Director, Curry Health Center	62,000	62,500		1/1/2005 N	NT A	0.81%
Stannard MBA	Jon	Director, Upward Bound	60,693	61,193		1/1/2005 N	NT R	0.82%
Steele BA	Joanne	Head Women's Golf Coach, Intercollegiate Athletics	33,153	33,153			NT .90 D	0.00%

Swanson PhD	Larry	Associate Director, O'Connor Center for the Rocky Mountain West	84,912	85,412		1/1/2005 N	NT CU	0.59%
Thorne BS	Charles	Assistant to the Vice President for Student Affairs	55,750	62,750		1/1/2005 R/E	NT A	12.56%
Tinkle	Wayne	Assistant Men's Basketball Coach, Intercollegiate Athletics	40,000	45,000		7/1/2004 R	NT FR: .19 CU .81 D TO: 1.0 CU	12.50%
Travis BS	Thomas	Director, Computing and Networking Services, Information Technology	68,557	69,057		1/1/2005 N	NT CU	0.73%
Verlanic BS	J. Kevin	Business Manager, Campus Recreation	41,000	41,500		1/1/2005 N	NT A	1.22%
Wachtel MA	Robert	Director, Presentation Technology Services	53,014	53,514		1/1/2005 N	NT CU	0.94%
Wallwork MBA	Susan Selig	FR: Senior Research and Assessment Officer, Office of Planning, Budgeting and Analysis TO: Manager of Institutional Research and Assessment	44,502	50,002		10/1/2005 P	NT CU	12.36%
Weida MS	John	Associate Certified Athletic Trainer, intercollegiate Athletics	33,681	34,181		1/1/2005 N	NT .15 CU .85 D	1.48%
Weis	David	Bandy Ranch Manager, College of Forestry and Conservation	35,000	35,500		1/1/2005 N	NT R	1.43%
Well-Off-Man PhD	Manuela	Curator, Montana Museum of Art and Culture	35,360	35,860		8/1/2004 CF 1/1/2005 N	NT FR: .50 CU TO: .75 CU	1.41%
Welt PhD	Kenneth	Associate Director, Curry Health Center	61,800	62,300		1/1/2005 N	NT A	0.81%
Weston BS	Allison	Assistant Volleyball Coach, Intercollegiate Athletics	20,696	20,696			NT D	0.00%
White	Janet	Assistant Director of Operations, Adams Center	35,000	35,500		1/1/2005 N	NT A	1.43%
Willcox	Sandra	Director of Workforce Development, Continuing Education	55,165	55,665		1/1/2005 N	NT .40 CU .60 D	0.91%
Willett BA	Kenneth	Director, Office of Public Safety	54,768	55,268		1/1/2005 M/E	NT .50 A .50 CU	0.91%

Wingard BS	C. Edward	Fiscal Officer, Intercollegiate Athletics	52,000	52,500		1/1/2005 N	NT CU	0.96%
Young MA	Jill	Associate Director for Faculty/Staff Wellness, Curry Health Center	44,990	45,490	3,500 AD/D	7/1/2004 SA 1/1/2005 N	NT D	1.11%
Zachariasen- Scheirer	Karla	Assistant to the Provost, Academic Affairs	45,000	45,500		1/1/2005 N	NT CU	1.11%
(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Burchfield PhD	James	Associate Dean, School of Forestry, Associate Director, Montana Forest and Conservation Experiment Station, Associate Professor, College of Forestry and Conservation (Research)	85,000	85,500		1/1/2005 N	NT .42 CU .28 D .30 R	0.59%
Byock MD	Ira	Director, National Program Office for End of Life Care, Practical Ethics Center, Professor, Philosophy (Research/Adjunct)	184,180	184,680		1/1/2005 N	NT .25 R	0.27%
Greene PhD	Frederick	FR: Professor, Division of Biological Sciences TO: Acting Associate Dean, Division of Biological Sciences, Professor, Division of Biological Sciences	109,200	75,000	538 act SR/R	5/19/2004 (Christian) 7/1/2004 P	T CU	-31.32%
			51,104	51,604		2/1/2005 N		
Hanson PhD	Mark	Interim Director, Practical Ethics Center, Assistant Professor (Adjunct)	62,400	62,900		1/1/2005 N	NT .85 CU .15 R	0.80%
Keegan MS	Charles	Associate Director of Forest Research, Professor, Marketing and Management (Research/Adjunct)	66,695	67,195		7/1/2004 CF 1/1/2005 N	NT FR: .50 CU TO: .25 CU	0.75%
			95,126	95,626			FR: .50 R TO: .75 R	0.53%
Kemmis JD	Daniel	Director, O'Connor Center for the Rocky Mountain West, Professor, Environmental Studies (Adjunct)	90,230	90,730		1/1/2005 N	NT R	0.55%
Kriley MBA	Mary Kay	Director of Freshman Interest Groups, Instructor, University College (Adjunct)	35,814	36,314		1/1/2005 N	NT .62 CU	1.40%
Lussy BA	Linda	Assistant to the Dean, Director of Outreach/Fiscal Affairs, School of Fine Arts	42,000	42,500		1/1/2005 N	NT CU AY	1.19%

Mattina PhD	Nancy	FR: Interim Director, Writing Center, Academic Affairs TO: Director, Writing Center, Academic Affairs	50,000	55,000		7/1/2004 P	NT .82 CU	10.00%
McGovern PhD	Dean	Executive Director, Montana Campus Compact, Assistant Professor, Social Work (Adjunct)	53,200	53,700		1/1/2005 N	NT .20 CU .80 D	0.94%
Murphy MS	Dennis	Athletic Trainer, Intercollegiate Athletics, Assistant Professor, Health and Human Performance (Adjunct)	44,726	45,226		1/1/2005 N	NT CU	1.12%
Neu PhD	Clyde	Director, Off-Campus MBA Program, Professor, Marketing and Management	92,015	92,515	880 act SR/CU 3,000 act O/CU (MBA Prog Dir)	6/20/2004 6/1/2004 1/1/2005 N	P CU	0.54%
Nunberg PhD	Jack	Director, Center of Excellence in Biotechnology, Professor, Division of Biological Sciences	94,417	94,917		1/1/2005 N	T D AY	0.53%
Polzin PhD	Paul	Director, Bureau of Business and Economic Research, Professor, Marketing and Management	90,496	90,996		1/1/2005 N	T CU	0.55%
Seninger PhD	Stephen	Research Associate Director, Bureau of Business and Economic Research, Professor, Marketing and Management	76,351	76,851		7/1/2004 CF 1/1/2005 N	T FR: 0.0 CU TO: .50 CU	0.65%
			96,000	96,500			FR: 1.0 R TO: .50 R	0.52%
Snyder PhD	Conrad	Assistant Vice President for Research for International Projects, Professor, Educational Leadership and Counseling	106,557	107,057		1/1/2005 N	T R AY	0.47%
Stanford PhD	Jack	Bierman Professor of Ecology, Director, Biological Station, Professor, Division of Biological Sciences (Research)	116,050	116,550	23,646 BB/R	1/1/2005 N	T .50 CU	0.43%
			158,824	159,324			.50 R	0.31%
Vernon EdD	Andrea	Director, Office of Civic Engagement, Assistant Professor, Educational Leadership and Counseling (Adjunct)	41,600	42,100		1/1/2005 N	NT CU	1.20%
Vogelsberg PhD	R. Timm	Executive Director, Rural Institute, Professor, Educational Leadership and Counseling (Adjunct)	103,046	103,546		1/1/2005 N	NT .20 D .80 R	0.49%

Weidner PhD	Terry	Director, Mansfield Center, Professor, History	106,557	107,057		1/1/2005 N	P R	0.47%
Williams BS	John (Pat)	Senior Fellow, O'Connor Center for the Rocky Mountain West	90,228	90,728		1/1/2005 N	NT CU	0.55%
(C4) FACULTY; Instructors								
Corr Med	Cathleen	Applied Arts and Sciences, Level III, College of Technology	43,594	43,594	1,500 act ST/D	5/24/2004	P CU	
Crepeau MS	Josef	Applied Arts and Sciences, Level III, College of Technology	41,354	41,354	487 ACT ST/D	6/1/2004	T CU	
Elam BA	Jacqueline	Business Technology, Level I, College of Technology	32,158	32,158	5,474 act SR/CU	5/17/2004	NT CU	
Gleason MS	William	Welding, Level II, College of Technology	40,954	40,954	125 act O/D (Welding Cert)	5/14/2004	P CU	
Headlee MA	James	Industrial Technology, Level IV, College of Technology	48,772	48,772	664 act O/D (Crs for MT Dept of Trans)	4/1/2004	T CU	
Henderson PhD	Colin	Applied Arts and Sciences, Level II, College of Technology	38,000	38,000	26,526 act SR/R	5/17/2004	P 1.0 CU	
				70,000				
Hill BS	Karen	Chair, Applied Arts and Sciences, Level IV, College of Technology	48,060	48,060	3,500 DC/CU 2,500 act ST/CU	6/16/2004	T CU	
Jakes MA	Penny	Business Technology, Level IV, College of Technology	49,211	49,211	1,266 act O/D (Cisco Support & Training)	5/1/2004	T CU	
Lizotte MA	James	Chair, Industrial Technology, Level IV, College of Technology	54,721	54,721	2,500 DC 1,600 BB 3,180 act ST/D	6/1/2004	T CU	
Lodahl BA	Ross	Culinary Arts, Level II, College of Technology	38,325	38,325	10,821 act ST/CU	5/24/2004	T CU	

Medvetz MFA	Mark	FR: English (Adjunct) TO: Applied Art and Sciences, Level II, College of Technology	40,000	42,000		8/25/2004 P	P CU	5.00%
Michelletto MA	Vicki	Chair, Business Technology, Level IV, College of Technology	48,567	48,567	3,500 DC 2,500 act ST/CU	5/24/2004	T CU	
Reiser BA	Kimberly	Applied Arts and Sciences, Level II, College of Technology	32,723	32,723	112 act ST/CU	6/18/2004	NT .60 CU	
Rice MA	Steven	Chair, Electronics Techology, Level IV, College of Technology	49,164	49,164	1,600 DC/CU 9,681 act SR/R	6/1/2004	T CU	
Robinson BA	Niki	Business Technology, Level III, College of Technology	42,535	42,535	1,500 act ST/D 375 act O/CU (Spv Stdn Teachers)	5/24/2004 1/28/2004	T CU	
Sare-Conn BS	Michele	Practical Nursing, Level I, College of Technology	32,083	32,083	5,474 act SR/CU	5/17/2004	P CU	
Shook MA	Robert	Industrial Technology, Level IV, College of Technology	51,600	51,600	490 act ST/D	6/1/2004	T CU	
Stiff BS	Steven	Electronics Technology, Level II, College of Technology	38,000	38,000	2,240 act ST/D	6/1/2004	P CU	
Swallow MA	Lisa	Business Technology, Level IV, College of Technology	46,712	46,712	900 act SR/CU 1,000 act ST/CU	5/24/2004	T CU	
Wafstet MA	Robert	Health Professions, Level IV, College of Technology	51,433	51,433	14,825 act ST/CU	5/24/2004	T CU	
Wrobel PhD	Lisa	Applied Arts and Sciences, Level II, College of Technology	42,000	42,000	2,619 act ST/CU 5,474 act SR/R	5/24/2004	P CU	
TOTALS AND AVERAGE INCREASE			9,128,745	9,281,945				1.68%
(2) NEW POSITIONS AND REPLACEMENTS								
(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Anderson BS	Jennifer	Assistant Tennis Coach, Intercollegiate Athletics	24,079	20,000		8/15/2004 (Hanford)	NT 1.0 D AY	-16.94%

Hauck BA	Timothy	Assistant Football Coach, Intercollegiate Athletics	35,000	20,000		8/1/2004 (Von Appen)	NT CU FY	-42.86%
Hill BA	Andy	Assistant Men's Basketball Coach, Intercollegiate Athletics	22,000	20,000		7/1/2004 (McConnell)	NT 1.0 CU FY	-9.09%
Liston BA	Jed	Assistant Vice President for Enrollment	78,250	90,000		8/9/2004 (Matule)	NT CU FY	15.02%
Morrison MS	Angela	Assistant Soccer Coach, Intercollegiate Athletics	25,937	25,937		7/1/2004 (Gibson-Snyder)	NT .82 CU .18 D FY	0.00%
			25,937	29,000		8/9/2004 P		11.81%
Morse BS	Tina	Assistant Soccer Coach, Intercollegiate Athletics	18,000	15,000		8/9/2004 (Hiller)	NT D FY	-16.67%
Sundberg MBA	Greg	Assistant Director, Grizzly Athletic Association, Intercollegiate Athletics	29,057	35,000		9/1/2004 (Ingram)	NT CU FY	20.45%
Thormahlen PharmD	Genine	Drug Information Specialist, Pharmacy Practice	58,344	60,320		7/1/2004 (Dauenhauer)	NT CU FY	3.39%
Weasel Head	Patrick	Director, American Indian Student		60,000		8/9/2004 New	NT CU FY	

(C2) FACULTY: Professors

Udall MFA	Brady	English (Visiting)		60,000		8/25/2004 New	NT 1.0 CU	
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(C2) FACULTY: Associate Professors

Jackson PhD	Darrell	Pharmaceutical Sciences	51,500	60,000	19,263 act SR/R	8/25/2004 (Kuhn)	P 1.0 CU	16.50%
Stone PhD	Emily	Mathematical Sciences	85,004	58,000		8/25/2004 (Derrick)	P .79 CU .21 R	-31.77%
Uhlenbruck PhD	Nikolaus	Marketing and Management	68,000	86,000	8,600 act SR/CU	8/25/2004 (Douglas)	P 1.0 CU	26.47%

(C3) FACULTY: Assistant Professors

Adams PhD	Karen	Political Science	70,913	46,000	3,500 act SR/D	8/2/2004 8/25/2004 (Grieves)	P CU	-35.13%
Aitel PhD	Fazia	Modern and Classical Languages and Literatures	66,868	44,000		8/25/2004 (Curnow)	P CU	-34.20%
Baldwin PhD	Julia	Geology	88,250	46,000		8/25/2004 (Hyndman)	P CU	-47.88%
Bendick PhD	Rebecca	Geology	77,780	47,000		8/25/2004 (Lange)	P CU	-39.57%
Brown PharmD	Sherrill	Pharmacy Practice	69,965	72,500		7/1/2004 (Bartels) FY	P CU	3.62%
Calderon- Garciduenas PhD	Lilian	Pharmaceutical Sciences		70,000		8/25/2004 New	P CU	
Conway PhD	Lucian	Psychology	42,436	48,000		8/25/2004 (Grayson)	P CU	13.11%
Cummings PhD	Kelli	Psychology		47,000		8/25/2004 New	P CU	
Denis PhD	Daniel	Psychology	54,786	45,000		8/25/2004 (Caruso)	P CU	-17.86%
				54,000		New	R	
Economides PhD	Louise	English	59,648	43,000		8/25/2004 (Bigley)	P CU	-27.91%
Griffing JD	Elizabeth	School of Law (Visiting)	52,820	50,000	8,000 act SR/CU	6/1/2004 8/25/2004 (Santana)	NT CU	-5.34%
Hahn MM	Christopher	Music	42,572	42,000		8/25/2004 (Graves)	P CU	-1.34%
Hand PhD	Carol	Social Work		47,000		8/25/2004 New	P CU	
Harper PhD	Joel	Geology	71,560	48,000		8/25/2004 (Alt)	P CU	-32.92%
Hay PhD	Jesse	Division of Biological Sciences		51,000		8/25/2004 New	P .50 CU .50 R	
Herbold	Joshua	Accounting and Finance (Visiting)		74,000		8/25/2004 New	P CU	

Kuipers PhD	Kathy	Sociology	74,901	44,000	4,000 act SR/D	7/30/2004 8/25/2004 (McBroom)	P CU	-41.26%
Labin JD	Tracy	School of Law (Visiting)		52,000		8/16/2004 New	NT CU	
Li PhD	Sheng	Physical Therapy		60,000		8/25/2004 New	P CU	
Lowe PhD	Winsor	Division of Biological Sciences	61,097	45,000		8/25/2004 (Sheldon)	P CU	-26.35%
McKeown PhD	Ashley	Anthropology		45,000		8/25/2004 New	P CU	
Murray PhD	Kevin	Division of Biological Sciences (Adjunct)		34,545		8/25/2004 New	NT CU	
Pavilack PhD	Joann	History	43,053	43,000		8/25/2004 (Voekel)	P CU	-0.12%
Reisenfeld PhD	Daniel	Physics and Astronomy	43,053	47,000		8/25/2004 (Hayden)	P CU	9.17%
Sejpal PhD	Mihir	Physics and Astronomy (Adjunct)		33,000		8/25/2004 New	NT CU	
Semanoff PhD	Matthew	Modern and Classical Languages and Literatures		44,000		8/25/2004 New	P CU	
Shively PhD	David	Geolgraphy		45,000		8/25/2004 New	P CU	
Smith PhD	Ronn	Marketing and Management		79,000	6,250 act SR/CU	8/25/2004 New	P CU	
Volkman MA	Karen	English		48,000		8/25/2004 New	P CU	
Williams PhD	Megan	Liberal Studies		46,000		8/25/2004 New	P CU	
(C4) FACULTY: Instructors								
DeArment MBA	Heidi	Marketing and Management (Adjunct)		32,000		8/25/2004 New	NT .50 CU	
Itagaki MA	Lynn	English		42,000	3,500 act SR/D	8/2/2004 8/25/2004 New	P CU	
Johnson MS	Deborah	Mathematical Sciences (Research)		45,000		8/25/2004 New	NT R	
Lawson ABD	Angelica	Native American Studies		43,000	1,500 act SR/D	8/16/2004 8/25/2004 New	P CU	

Romero MS	Sergio	Sociology		37,000		8/25/2004 New	P CU	
Slotnick	Joshua	Environmental Studies (Adjunct)		31,948		7/1/2004 New	NT .28 CU .64 R FY	
Van Driest MBA	Robert	Marketing and Management (Adjunct)		32,000		8/25/2004 New	NT CU	
Warden AAS	Donald	Respiratory Care Director, Level I, College of Technology	30,912	30,000		8/25/2004 (Vehslage)	P CU	-2.95%

(3) END OF EMPLOYMENT**(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS & DEATHS****ACADEMIC AND NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS**

Burke ME	Daniel	Senior Associate Director, Financial Aid Office				6/30/2004	NT	
Burtis MA	Martha	Director of Web Development, Information Technology Office				7/2/2004	NT	
Christian PhD	Donald	Associate Dean, Division of Biological Sciences, Professor, Division of Biological Sciences				7/20/2004	T	
Crego	Kathy	Director, Human Resources Services				7/16/2004	NT	
Earhart PhD	David	Director of Programs, Montana Museum of Art and Culture				4/30/2004	NT	
Hanford BS	Brian	Assistant Tennis Coach, Intercollegiate Athletics				6/30/2004	NT	
Ingram BA	Daniel	Assistant Director, Grizzly Athletic Association, Intercollegiate Athletics				8/10/2004	NT	
Myers BS	Kimberly	Outreach Director, Physical Therapy				8/24/2004	NT	
Norris BA	Robert	Assistant Men's Basketball Coach, Intercollegiate Athletics				5/31/2004	NT	
Pengelly BA	Vicki	Director, Information Technology Client Services				8/4/2004	NT	
Porter MA	Marie	Associate Athletic Director, Intercollegiate Athletics				8/15/2004	NT	
Von Appen MS	Fred	Assistant Football Coach, Offensive Line, Intercollegiate Athletics				8/9/2004	NT	

(A1) FACULTY; Professors

Bigley PhD	Bruce	English				6/24/2004	T	
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Kende JD	Mark	School of Law	8/20/2004	T
Minier PhD	Sigyn	Modern and Classical Languages and Literatures	6/25/2004	T
(A2) FACULTY; Associate Professors				
Batchelder PhD	Ann	Curriculum and Instruction (Adjunct)	7/23/2004	NT
Kuhn PhD	Thomas	Pharmaceutical Sciences	1/5/2004	P
Trost PhD	Melanie	Communication Studies	5/15/2004	P
(A3) FACULTY; Assistant Professors				
Island MA	Heidi	Psychology (Visiting)	5/15/2004	NT
Hung PhD	Eric Hing-Tao	Music	5/15/2004	P
Quartarone PhD	Lorina	Modern and Classical Languages and Literatures (Adjunct)	7/31/2004	NT
(A4) FACULTY; Instructor				
Wishcamper MBA	Richard	Marketing and Management (Adjunct)	6/26/2004	NT
(B) PAID LEAVES OF ABSENCE				
(B1) SABBATICALS:				
Bailey MFA	James	Professor, Drama/Dance	8/25/04 - 5/14/05	T .75 FTE
Broberg PhD	Leonard	Associate Professor, Environmental Studies	Spring 2005	T 1.0 FTE
Brown PhD	Fletcher	Associate Professor, Curriculum and Instruction	8/25/04 - 5/14/05	T .75 FTE
Canty MFA	Kevin	Associate Professor, English	8/25/04 - 5/14/05	T .75 FTE
Charles PhD	Christophe r	Associate Professor, English	8/25/04 - 5/14/05	T .75 FTE
Finn PhD	Janet	Associate Professor, Social Work	Spring 2005	T 1.0 FTE
Gajdosik MS	Carrie	Associate Professor, Physical Therapy	Fall 2004	T 1.0 FTE

Garthwait MSW	Cindy	Professor, Social Work	Fall 2004	T 1.0 FTE
Grund PhD	Vernon	Professor, Pharmaceutical Sciences	Fall 2004 Partial Spring 2005	T 1.0 FTE
Hinman PhD	Nancy	Associate Professor, Geology	8/25/04 - 5/14/05	T .75 FTE
Krussel PhD	Carolyn	Associate Professor, Mathematical Sciences	8/25/04 - 5/14/05	T .75 FTE
Loisel PhD	Clary	Associate Professor, Modern and Classical Languages and Literatures	8/25/04 - 5/14/05	T .75 FTE
Mohr PhD	Jacqueline	Professor, Marketing and Management	Spring 2005	T 1.0 FTE
Morton PhD	Donald	Associate Professor, Computer Science	Fall 2004	T 1.0 FTE
Parker PhD	Keith	Associate Professor, Pharmaceutical Sciences	Spring 2005	T 1.0 FTE
Patterson PhD	Michael	Associate Professor, College of Forestry and Conservation	8/25/04 - 5/14/05	T .75 FTE
Ragsdale MA	Amy	Professor, Drama/Dance	8/25/04 - 5/14/05	T .75 FTE
Rosenberg PhD	Edward	Professor, Chemistry	8/25/04 - 5/14/05	T .75 FTE
Siler MFA	Jocelyn	Professor, English	8/25/04 - 5/14/05	T .75 FTE
Six PhD	Diana	Associate Professor, College of Forestry and Conservation	8/25/04 - 5/14/05	T .75 FTE
Stanley PhD	George	Professor, Geology	Spring 2005	T 1.0 FTE
Thompson PhD	Graham	Professor, Geology	Fall 2004	T 1.0 FTE
Vanita PhD	Ruth	Professor, Liberal Studies	8/25/04 - 5/14/05	T .75 FTE
Watson PhD	Vicki	Professor, Environmental Studies	8/25/04 - 5/14/05	T .75 FTE

(C) POST RETIREMENT CONTRACTS

Bigley PhD	Bruce	English		59,648		8/25/2004	NT .33 FTE CU	
Hollmann PhD	Robert	Marketing and Management		104,703		8/25/2004	NT .33 FTE CU	

(4) CORRECTIONS								
(4A) FACULTY: Professors								
Cracolice PhD	Mark	Chemistry	62,000	62,000	FR: 10,411 act ST/CU TO: 1,800 act ST/CU	5/24/2004	T CU	
Evans EdD	Roberta	Educational Leadership and Counseling	87,540	87,540	FR: 21,885 act ST/CU TO: 14,590 act ST/CU	5/24/2004	T CU	
Gritzner PhD	Jeffrey	Geography	57,899	57,899	FR: 11,150 act ST/CU TO: 5,575 act ST/CU	6/28/2004	T CU	
Jenni PhD	Catherine	Educational Leadership and Counseling	59,919	59,919	1,000 BB/CU FR: 3,329 act ST/CU TO: 1,664 act ST/CU	5/24/2004	T CU	
Shooshtari PhD	Nader	Chair, Marketing and Management	92,474	92,474	3,108 DC FR: 17,981 act ST/CU TO: 17,337 act ST/CU	5/24/2004	T CU	
Silverman PhD	Paul	Psychology	57,124	57,124	FR: 9,521 act ST/CU TO: 4,760 act ST/CU	6/28/2004	T CU	
Tangedahl DBA	Lee	Marketing and Management	86,061	86,061	FR: 9,562 act ST/CU TO: 2,150 act ST/CU	5/24/2004	T CU	
Tonev PhD	Thomas	Mathematical Sciences	60,837	60,837	FR: 6,760 act ST/CU TO: 3,380 act ST/CU	6/28/2004	T CU	

Wakimoto PhD	Ronald	College of Forestry and Conservation	62,861	62,861	FR: 8,445 act ST/CU TO: 993 act ST/CU	6/28/2004	T CU	
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(4B) FACULTY: Associate Professors

Cobbs PhD	Georgia	Curriculum and Instruction	48,410	48,410	FR: 1,345 act ST/CU TO: 0 act ST/CU	5/24/2004	T CU	
			102,128	102,128				
Garfinkle PhD	Ann	Curriculum and Instruction	46,000	46,000	FR: 3,833 act ST/CU TO: 0 act ST/CU	6/28/2004	P CU	

(4C) FACULTY: Assistant Professors

Bardsley PhD	Johnathan	Mathematical Sciences	45,000	45,000	FR: 3,750 act ST/CU TO: 0 act ST/CU	5/24/2004	P CU	
Campana MA	Jillian	Drama/Dance	40,170	40,170	FR: 2,232 act ST/CU TO: 1,339 act ST/CU	5/24/2004	P CU	
Goodburn PhD	John	College of Forestry and Conservation	42,233	42,233	FR: 2,667 act ST/CU TO: 1,333 act ST/CU	6/28/2004	P CU	
Hollist PhD	Dusten	Sociology	42,000	42,000	FR: 7,750 act ST/CU TO: 7,000 act ST/CU	6/28/2004	P CU	
Yoo PhD	Changwon	Center for Environmental Health Sciences, Pharmaceutical Sciences/Computer Science	77,250	77,750	FR: 29,274 act SR/R TO: 22,362 act SR/R	5/17/2004	P R	0.65%

(4D) FACULTY: Instructors

Corr Med	Cathleen	Applied Arts and Sciences, Level III, College of Technology	41,594	41,594	FR: 6,606 act ST/CU TO: 4,404 act ST/CU	6/28/2004	P CU	
Elam BA	Jacqueline	Business Technology, Level I, College of Technology	32,158	32,158	FR: 2,837 act ST/CU TO: 1,135 act ST/CU	5/24/2004	NT CU	
Galipeau MS	Cheryl	Business Technology, Level III, College of Technology	39,410	39,410	FR: 2,154 act ST/CU TO: 0 act ST/CU	5/24/2004	P CU	
Harper-Whalen ME	Susan	Co-Project Director, Rural Institute/ Curriculum and Instruction (Research)	51,500	51,500	FR: 3,518 act ST/CU TO: 0 act ST/CU	6/28/2004	NT R FY	
Moore MA	Eddie	Applied Arts and Sciences, Level IV, College of Technology	49,169	49,169	FR: 4,338 act ST/CU TO: 2,603 act ST/CU	5/24/2004	T CU	
Olson MBA	Timothy	Business Technology, Level III, College of Technology	40,954	40,954	FR: 3,614 act ST/CU TO: 2,168 act ST/CU	5/24/2004	P CU	
Tabish BA	Rhonda	Business Technology, Level II, College of Technology	39,119	39,119	FR: 3,452 act ST/CU TO: 1,381 act ST/CU	5/24/2004	T CU	
Yoshimura MA	Christina	Communication Studies (Adjunct)	28,000	28,000	FR: 4,667 act ST/CU TO: 1,167 act ST/CU	5/24/2004	NT CU	
(4E) FACULTY: Lecturers								
O'Conner MS	Michael	Computer Science (Adjunct)	36,050	36,050	FR: 6,008 act ST/CU TO: 3,004 act ST/CU	5/24/2004	NT CU	

Ulsafer PhD	Carol	Mathematical Sciences (Adjunct)	33,500	33,500	FR: 3,722 act ST/CU TO: 1,861 act ST/CU	5/24/2004	NT CU	
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(6) 2004-2005 SCHOOL OF LAW FACULTY:**Professors:**

Burke JD	Bari		97,432	97,932		2/1/2005 N	T CU	0.51%
Burke LLM	J. Martin	Regents' Professor	123,472	123,972		2/1/2005 N	T CU	0.40%
Burnham LLM	Scott		103,820	104,820		11/1/2004 M 2/1/2005 N	T CU	0.96%
			104,820	105,320				0.48%
Corbett LLM	William		106,269	106,769		2/1/2005 N	T CU	0.47%
Cross JD, MPA	Raymond		90,167	90,667		2/1/2005 N	T CU	0.55%
Ford JD	Cynthia		89,477	89,977		2/1/2005 N	T CU	0.56%
Horwich JD	John		96,430	97,430		11/1/2004 M 2/1/2005 N	T CU	1.04%
			97,430	97,930				0.51%
McNeal JD	Mary Helen	Clinical Director	91,395	91,895		2/1/2005 N	T CU	0.55%
Munro JD	Gregory		92,889	93,389		2/1/2005 N	T CU	0.54%
Natelson JD	Robert		93,338	93,838		2/1/2005 N	T CU	0.54%
Patterson LLM	David		113,875	114,375		2/1/2005 N	T CU	0.44%

Associate Professors:

Gagliardi LLM	Elaine		73,820	74,320	4,000 BB/R	8/25/2004 SA 2/1/2005 N	P CU	0.68%
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Assistant Professors:								
Cousineau MLS	Philip	Cataloging/Technical Services Librarian (Adjunct)	38,820	39,320		2/1/2005 N	NT CU FY	1.29%
Gordon JD	Stacey	Interim Director, Law Library, Reference/ Acquisitions Librarian (Adjunct)	40,820	41,320	4,000 act SR/CU	6/1/2004 2/1/2005 N	NT CU FY	1.22%
Howell JD	David		60,900	61,900		11/1/2004 M 2/1/2005 N	NT CU	1.64%
			61,900	62,400				0.81%
Renz JD	Jeffrey	Director, Montana Defender Project (Adjunct)	65,186	65,686		2/1/2005 N	NT .50 CU .50 R FY	0.77%
Smith JD	Maylinn	Director, Indian Law Clinic (Adjunct)	58,587	59,087		2/1/2005 N	NT LWOP	0.85%
Tonon JD	Margaret	Director, Student Affairs	78,818	79,318		2/1/2005 N	NT CU	0.63%
Wells JD	Frances	Computer Services, Reference Librarian (Adjunct)	54,828	55,328		2/1/2005 N	NT CU FY	0.91%

Lecturers:								
King-Ries JD	Andrew		67,000	67,500	7,998 act ST/CU 6,002 act SR/CU	5/24/2004 2/1/2005 N	NT CU	0.75%

FOR INFORMATIONAL PURPOSES ONLY 2004-2005 FACULTY ROSTER: (Faculty salaries, rank and tenure reflect 2003-2004 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 increase are calculated at 0% unless otherwise stated)

Professors:								
Acker PhD	Robert	Modern and Classical Languages and Literatures	59,735	60,235		2/1/2005 N	T CU	0.84%
Adeleke PhD	Tunde	Director, African American Studies, History	86,104	86,604		2/1/2005 N	T CU	0.58%

Allendorf PhD	Fred	Division of Biological Sciences (Regents' Professor)	94,739	95,239	6,895 act ST/D	7/19/2004 2/1/2005 N	T CU	0.53%
Ametsbichler PhD	Elizabeth	Modern and Classical Languages and Literatures	58,713	59,213		2/1/2005 N	T CU	0.85%
Anderson PhD	J. Christopher	Modern and Classical Languages and Literatures	53,705	54,205		2/1/2005 N	T CU	0.93%
Andreason PhD	Aaron	Marketing and Management	68,498	68,998	4,106 act SR/CU	6/1/2004 2/1/2005 N	T CU	0.73%
Ashmore EdD	Rhea	Director, Reading and Study Skills Center, Chair, Curriculum and Instruction (Research)	62,391	62,891		2/1/2005 N	T .90 CU	0.80%
			114,838	115,338			.10 R	0.44%
Ausland PhD	Hayden	Modern and Classical Languages and Literatures	58,405	58,905		2/1/2005 N	T CU	0.86%
Bachmann MS	Marlene	Director, Field Services, Curriculum and Instruction	64,595	65,095	3,000 BB/CU	2/1/2005 N	T CU FY (11)	0.77%
Bailey MFA	James	Drama/Dance	50,914	51,414		2/1/2005 N	T CU	0.98%
Balch PhD	Robert	Sociology	61,913	62,413		2/1/2005 N	T CU	0.81%
Barrett PhD	Richard	Economics	69,417	69,917		2/1/2005 N	T CU	0.72%
Barrett MA	Sharon	School of Journalism	60,745	61,245		2/1/2005 N	T CU	0.82%
Bedunah PhD	Donald	College of Forestry and Conservation	55,419	55,919		2/1/2005 N	T .22 CU .78 R	0.90%
Beed EdD	Douglas	Director, EOS Education Project, Curriculum and Instruction (Research)	92,700	93,200		2/1/2005 N	NT R	0.54%
Beed DBA, CPA	Teresa	Director of Graduate Business Programs, Accounting and Finance	89,008	89,508	2,000 BB/CU 864 act ST/R	5/16/2004 2/1/2005 N	T CU	0.56%
Belsky PhD	Jill	College of Forestry and Conservation	63,631	64,131		2/1/2005 N	T CU	0.79%
Beltramo PhD	Anthony	Modern and Classical Languages and Literatures	60,880	61,380		2/1/2005 N	T CU	0.82%

Billstein EdD	Richard	Mathematical Sciences (Research)	90,610	91,110		2/1/2005 N	T	0.55%
			119,240	119,740			1.0 R	0.42%
Bolton PhD	Randy	FR: Co-Chair, Drama/Dance TO: Drama/Dance	59,792	60,292	500 act SR/D	8/1/2004 2/1/2005 N	T CU	0.84%
Borgmann PhD	Albert	Philosophy (Regents' Professor)	108,704	109,204		2/1/2005 N	T CU	0.46%
Boyd MFA	Lance	Director, Jazz Studies, Music	63,188	63,688	800 act SR/D	6/20/2004 2/1/2005 N	T CU	0.79%
Bradstock PhD	Timothy	Modern and Classical Languages and Literatures	53,654	54,154		2/1/2005 N	T CU	0.93%
Bridges PhD	Richard	Pharmaceutical Sciences	81,801	82,301	7,874 act SR/R	7/1/2004 2/1/2005 N	T .50 CU	0.61%
			98,705	99,205			.50 R	0.51%
Bromenshenk PhD	Jerry	Division of Biological Sciences (Research)	84,730	85,230	32,108 act SR/R	6/1/2004 2/1/2005 N	NT R	0.59%
Bruya MFA	Marilyn	Art	58,028	58,528		2/1/2005 N	T CU	0.86%
Burfeind PhD	James	Sociology	60,049	60,549	2,279 act ST/CU	5/24/2004 2/1/2005 N	T CU	0.83%
Burke PhD	Edwin	College of Forestry and Conservation	54,939	55,439	4,625 act ST/CU 7,953 act SR/D	5/24/2004 7/19/2004 2/1/2005 N	T CU	0.91%
Burns EdD	Clarence	Health and Human Performance	57,561	58,061		2/1/2005 N	T CU	0.87%
Bustos-Fernandez PhD	Maria	Modern and Classical Languages and Literatures	57,290	57,790		2/1/2005 N	T CU	0.87%
Callaway PhD	Ragan	Division of Biological Sciences	70,127	70,627	4,793 act ST/D 11,654 act SR/R	6/1/2004 2/1/2005 N	T CU	0.71%

Campbell PhD	Gregory	Chair, Anthropology	56,696	57,196	2,667 DC/CU 20,442 act ST/CU 3,648 act SR/R	5/24/2004 8/2/2004 2/1/2005 N	T CU	0.88%
Campbell MA	Mary Ellen	Marketing and Management	89,940	90,440	4,106 act SR/CU	2/1/2005 N	T CU	0.56%
Chin PhD	Beverly	English	69,965	70,465		2/1/2005 N	T CU	0.71%
Clow PhD	Richmond	Native American Studies	62,047	62,547	1,000 act SR/R	6/1/2004 2/1/2005 N	T CU	0.81%
Cochran PharmD	Gayle	Pharmacy Practice	82,588	83,088	13,108 act O/CU (Coord Clrkship Prog) 950 act PM/R	7/1/2004 5/1/2004 2/1/2005 N	T .80 CU .20 R FY	0.61%
Cracolice PhD	Mark	Chemistry	67,000	67,500	12,490 act SR/R	6/1/2004 2/1/2005 N	T CU	0.75%
Curry PhD	Lewis	Health and Human Performance	56,004	56,504		2/1/2005 N	T CU	0.89%
Dalenberg PhD	Douglas	Economics	63,470	63,970		2/1/2005 N	T CU	0.79%
Dean MFA	Mark	FR: Co-Chair, Drama/Dance TO: Chair, Drama/Dance	47,688	48,188	3,108 DC/CU 3,557 act ST/CU	8/25/2004 SA 5/24/2004 2/1/2005 N	T CU	1.05%
DeLuca PhD	Thomas	College of Forestry and Conservation	68,862	69,362	641 act ST/CU 16,309 act SR/R	5/24/2004 6/1/2004 2/1/2005 N	T CU	0.73%
Dial PhD	Kenneth	Division of Biological Sciences	63,764	64,264		2/1/2005 N	T CU	0.78%
Dietrich PhD	Paul	Chair, Liberal Studies	60,533	61,033	2,667 DC/CU	2/1/2005 N	T CU	0.83%

Docktor PharmD	William	Pharmacy Practice	78,199	78,699	350 est PM/R	1/1/2004 2/1/2005 N	T CU FY	0.64%
Douglas PhD	John	Anthropology	58,970	59,470		2/1/2005 N	T CU	0.85%
Doyle PhD	Daniel	Chair, Sociology	60,988	61,488	3,108 DC/CU	2/1/2005 N	T CU	0.82%
Drake PhD	Richard	History	78,613	79,113	4,000 act SR/R	6/1/2004 2/1/2005 N	T CU	0.64%
England BA	Esther	Music	61,297	61,797		2/1/2005 N	T CU	0.82%
Evans PhD	Gerald	Marketing and Management	91,777	92,277	2,494 act ST/CU 5,000 act SR/R	6/28/2004 7/1/2004 2/1/2005 N	T CU	0.54%
Evans EdD	Roberta	Educational Leadership and Counseling	87,540	88,040	1,000 act SR/D	6/1/2004 2/1/2005 N	T CU	0.57%
Eyer PhD	Charles	Pharmaceutical Sciences	84,524	85,024		2/1/2005 N	T CU FY	0.59%
Fandozzi PhD	Phillip	FR: Liberal Studies TO: English	59,093	59,593		8/25/2004 2/1/2005 N	T CU	0.85%
Farr PhD	William	Associate Director, O'Connor Center for the Rocky Mountain West, History	94,935	95,435		2/1/2005 N	T .77 CU .23 R FY	0.53%
Field PhD	Richard	Chemistry	87,508	88,008		2/1/2005 N	T CU	0.57%
Fleming PhD	Maureen	Marketing and Management	94,473	94,973		2/1/2005 N	T CU	0.53%
Flores PhD	Dan	History	79,619	80,119		2/1/2005 N	T CU	0.63%
Foor PhD	Thomas	Anthropology	54,498	54,998	7,232 act SR/R	5/17/2004 2/1/2005 N	T CU	0.92%

Foresman PhD	Kerry	Division of Biological Sciences, Zoology	55,175	55,675	11,908 act SR/R	6/1/2004 2/1/2005 N	T CU	0.91%
Freimund PhD	Wayne	Director, Wilderness Institute, Chair, College of Forestry and Conservation	66,451	66,951	3,108 DC/CU 19,729 act SR/R	6/1/2004 2/1/2005 N	T .08 CU .92 R	0.75%
Frey PhD	Linda	Hlstory	96,015	96,515		2/1/2005 N	T CU	0.52%
Fritz PhD	Harry	Chair, History	80,190	80,690	3,108 DC/CU	2/1/2005 N	T CU	0.62%
Fromm MFA	Martin	Art	47,175	47,675	1,000 act O/R (Mentor McNair Sch)	4/2/2004 2/1/2005 N	T CU	1.06%
Furniss JD	Jerry	Marketing and Management	78,940	79,440		2/1/2005 N	T CU	0.63%
Gajdosik PhD	Richard	Physical Therapy	80,784	81,284		2/1/2005 N	T CU	0.62%
Gannon PhD	James	Division of Biological Sciences	62,198	62,698	14,375 act SR/R	5/17/2004 2/1/2005 N	T CU	0.80%
Garthwait MSW	Cynthia	Chair, Social Work	57,938	58,438	FR: 3,108 DC TO: 1,554 DC 7,959 act SR/R	8/25/2005 5/17/2004 2/1/2005 N	T CU	0.86%
Gideon PhD	Rudy	Mathematical Sciences	68,605	69,105		2/1/2005 N	T CU	0.73%
Gillison PhD	Linda	Chair, Modern and Classical Languages and Literatures	53,590	54,090	3,477 DC/CU	2/1/2005 N	T CU	0.93%
Glass MM	Fern	Music	53,596	54,096		2/1/2005 N	T CU	0.93%
Granath PhD	Willard	Microbiology, Division of Biological Sciences	60,260	60,760		2/1/2005 N	T .50 CU .50 R	0.83%
Greene PhD	Jeffrey	Political Science	57,198	57,698		2/1/2005 N	T CU	0.87%

Gritzner PhD	Jeffrey	Geography	59,899	60,399		2/1/2005 N	T CU	0.83%
Grund PhD	Vernon	FR: Assistant to the Vice President of Research and Development for Health Sciences, Chair, Professor, Pharmaceutical Sciences, Research Professor, Pharmaceutical Sciences TO: Assistant to the Vice President of Research and Development for Health Sciences, Professor, Pharmaceutical Sciences, Research Professor, Pharmaceutical Sciences	103,668	104,168	6,500 BB/D	9/1/2004 2/1/2005 N	T .90 CU FY	0.48%
			133,000	133,500			.10 R	0.38%
Haber PhD	Paul	Political Science	55,198	55,698		2/1/2005 N	T CU	0.91%
Haddad PhD	Nabil	Chair, Psychology	83,722	84,222	3,477 DC/CU	2/1/2005 N	T CU FY	0.60%
Hauer PhD	F. Richard	Flathead Lake Biological Station (Research)	86,886	87,386	17,570 BB/R	2/1/2005 N	NT .73 CU FY	0.58%
			115,287	115,787			.27 R	0.43%
Hausmann PhD	Robert	English/International Programs	69,326	69,826	3,200 act PM/R 20,000 act SR/R	1/12/2004 5/17/2004 2/1/2005 N	T CU	0.72%
			95,079	95,579				0.53%
Hayden PhD	Sara	Communication Studies	53,660	54,160		2/1/2005 N	T CU	0.93%
Hayes PhD	Louis	Political Science	72,148	72,648		2/1/2005 N	T CU	0.69%
Hendrix PhD	Marc	Geology	58,274	58,774	13,466 act SR/R	6/18/2004 2/1/2005 N	T CU	0.86%
Hesla MM	Steven	Music	56,323	56,823	700 act SR/D	6/13/2004 2/1/2005 N	T CU	0.89%
Hirstein EdD	James	Chair, Mathematical Sciences	72,409	72,909	3,477 DC/CU	2/1/2005 N	T CU FY	0.69%
			102,781	103,281				0.49%

Holben PhD	William	Division of Biological Sciences	57,947	58,447	12,988 act PM/R	6/18/2004 2/1/2005 N	T .90 CU	0.86%
			93,508	94,008			.10 R	0.53%
Holian PhD	Andrij	Director, Center for Environmental Health Sciences, Toxicology, Pharmaceutical Sciences (Research)	112,032	112,532	5,000 BB/CU	2/1/2005 N	T R	0.45%
Huff PhD	Thomas	Philosophy/School of Law	66,648	67,148		2/1/2005 N	T .89 CU	0.75%
Hutto PhD	Richard	Division of Biological Sciences	62,702	63,202	20,131 act SR/R	5/17/2004 2/1/2005 N	T CU	0.80%
Jacobs PhD	James	Chair, Physics and Astronomy	57,474	57,974	3,108 DC/CU	2/1/2005 N	T CU	0.87%
James MFA	David	Art	52,022	52,522		2/1/2005 N	T CU	0.96%
Jeffrey PhD	Balfour	Psychology	53,540	54,040		2/1/2005 N	T CU	0.93%
Jenne PhD	Stanley	Chair, Accounting and Finance	82,888	83,388	3,108 DC/CU 864 act ST/D	5/16/2004 2/1/2005 N	T CU	0.60%
Jenni PhD	Catherine	Educational Leadership and Counseling	59,919	60,419	FR: 1,000 BB TO: 3,108 DC/CU	8/25/2004 SA 2/1/2005 N	T CU	0.83%
Johnson MFA	Gregory	Associate Professor, Drama/Dance	51,847	52,347	2,500 act SR/D	5/24/2004 2/1/2005 N	T CU	0.96%
Judd PhD	Ralph	Division of Biological Sciences	69,417	69,917	3,900 act SR/D	6/1/2004 2/1/2005 N	T CU	0.72%
Justman PhD	Stewart	English	73,380	73,880		2/1/2005 N	T CU	0.68%
Kabir PhD	Shariff	Chemistry (Research/Visiting)	35,000	35,500		2/1/2005 N	T CU	1.43%
Kalachev PhD	Leonid	Mathematical Sciences	63,178	63,678		2/1/2005 N	T CU	0.79%

Kalm MA	Stephen	Chair, Music	63,003	63,503	3,477 DC/CU	2/1/2005 N	T CU	0.79%
Kavanaugh PhD	Michael	Neurophysiology, Pharmaceutical Sciences (Research)	68,000	68,500	17,550 act SR/R	7/1/2004 2/1/2005 N	P .50 CU	0.74%
			90,500	91,000			.50 R	0.55%
Kayll PhD	Peter	Mathematical Sciences	60,986	61,486		2/1/2005 N	T CU	0.82%
Kiely PhD	Donald	Director, Shafizadeh Center, Chemistry	92,120	92,620	34,908 act SR/R	5/17/2004 2/1/2005 N	T CU	0.54%
Knowles BA	William	Radio-TV	54,350	54,850	2,667 act PM/R	8/16/2004 2/1/2005 N	T CU	0.92%
Koehn PhD	Peter	Political Science	67,959	68,459		2/1/2005 N	T CU	0.74%
Koester PhD	Lynne Sanford	Psychology	79,357	79,857		2/1/2005 N	T CU	0.63%
Kriley PhD	James	Drama/Dance	76,722	77,222		2/1/2005 N	T CU	0.65%
Kukuk PhD	Penelope	Division of Biological Sciences (Research)	54,234	54,734	17,126 act SR/R	5/17/2004 2/1/2005 N	T .17 CU .08 D .25 R	0.92%
LaBonty PhD	Janice	Curriculum and Instruction	59,611	60,111	2,393 act SR/R	7/6/2004 2/1/2005 N	T CU	0.84%
Lauren PhD	Paul	History (Regents' Professor)	109,668	110,168		2/1/2005 N	T CU	0.46%
Leonard PhD	Charles	Physical Therapy	74,830	75,330		2/1/2005 N	T CU	0.67%
Lo MFA	Elizabeth	Art	64,542	65,042		2/1/2005 N	T CU	0.77%
Lockridge PhD	Kenneth	History	89,192	89,692		2/1/2005 N	T CU	0.56%
Lopach PhD	James	Political Science, Faculty Athletics Representative	74,675	75,175	2,150 BB/CU	2/1/2005 N	T CU	0.67%

Lott EdD	Carolyn	Chair, Curriculum and Instruction	55,953	56,453	3,477 DC/CU 1,082 act SR/R	5/17/2004 2/1/2005 N	T CU	0.89%
Lott PhD	Johnny	Mathematical Sciences (Research)	74,043	74,543	18,626 act SR/R	8/25/2004 CF 5/17/2004 2/1/2005 N	T FR: 0 CU TO: .50 CU	0.68%
			98,306	98,806			FR: 1.0 R TO: .50 R	0.51%
Luckowski EdD	Jean	Curriculum and Instruction	57,827	58,327		2/1/2005 N	T CU	0.86%
Lundt EdD	John	Educational Leadership and Counseling	59,830	60,330	2,200 act ST/CU 22,940 act SR/R	5/24/2004 2/1/2005 N	T CU	0.84%
			103,776	104,276				0.48%
Manuel PhD	Timothy	Accounting and Finance	86,655	87,155		2/1/2005 N	T CU	0.58%
Marcum PhD	Carroll	College of Forestry and Conservation	55,611	56,111	5,561 act SR/R	7/12/2004 2/1/2005 N	T CU	0.90%
Mattina PhD	Anthony	Anthropology	67,424	67,924		2/1/2005 N	T CU	0.74%
Mayer PhD	Michael	History	53,038	53,538		2/1/2005 N	T CU	0.94%
McClintock PhD	Michael	English	55,985	56,485		2/1/2005 N	T CU	0.89%
McCool PhD	Stephen	Interim Associate Director, Montana Forest and Conservation Experiment Station, Acting Associate Dean, College of Forestry and Conservation	77,202	77,702	4,750 act SR/R	8/1/2004 2/1/2005 N	T CU	0.65%
McCormick PhD	Dennis	Modern and Classical Languages and Literatures	63,029	63,529		2/1/2005 N	T CU	0.79%
McDonald MM	Roger	Music	55,324	55,824	500 act SR/D	6/20/2004 2/1/2005 N	T CU	0.90%

McGregor EdD	Gail	Program Developer, Rural Institute/Curriculum & Instruction (Research)	71,622	72,122	14,703 act SR/R	7/1/2004 2/1/2005 N	NT .10 D .90 R	0.70%
McKenna PhD	Marian	Curriculum and Instruction	58,078	58,578	6,808 act SR/R	7/6/2004 2/1/2005 N	T CU	0.86%
McNulty PhD	Jennifer	Mathematical Sciences	60,845	61,345		2/1/2005 N	T CU	0.82%
McRae PhD	D. George	Mathematical Sciences	65,825	66,325		2/1/2005 N	T CU	0.76%
Miller PhD	Arthur	Chair, Health and Human Performance	51,828	52,328	3,108 DC/CU	2/1/2005 N	T CU	0.96%
Miller PhD	Paul	Sociology	71,177	71,677		2/1/2005 N	T CU	0.70%
Miller PharmD	Sarah	Pharmacy Practice	82,566	83,066	900 act PM/R	1/1/2004 2/1/2005 N	T CU FY	0.61%
Mills PhD	L. Scott	College of Forestry and Conservation/ Division of Biological Sciences	71,903	72,403	704 act ST/CU 12,099 act SR/R	5/24/2004 5/30/2004 2/1/2005 N	T .64 CU .36 R	0.70%
Milner PhD	Kelsey	College of Forestry and Conservation	59,721	60,221	126 act ST/CU 13,517 act SR/R	5/24/2004 6/1/2004 2/1/2005 N	T .70 CU .30 R	0.84%
Milodragovich MA	Christine	Drama/Dance	65,829	66,329		2/1/2005 N	T CU	0.76%
Minnick PhD	Michael	Division of Biological Sciences	64,609	65,109	12,851 act SR/R	7/1/2004 2/1/2005 N	T CU	0.77%
Mohr PhD	J. Jacqueline	Marketing and Management	91,843	92,343		2/1/2005 N	T CU	0.54%
Moore PhD	Johnnie	Geology	74,919	75,419	13,003 act SR/R	5/17/2004 2/1/2005 N	T FR: 1.0 CU	0.67%
			130,930	131,430				TO: 1.0 R
Morton JD	Jack	Marketing and Management	76,963	77,463		2/1/2005 N	T CU	0.65%

O'Donnell PhD	Dennis	Economics	61,562	62,062	4,001 act SR/CU	6/3/2004 2/1/2005 N	T CU	0.81%
				96,500		01/01/2005 New		
Oelz MS	Erling	Director, Public Services, Library Sciences	66,428	66,928		2/1/2005 N	T CU FY	0.75%
Pack MA	Robert	English (Adjunct)	50,000	50,500		2/1/2005 N	NT CU	1.00%
Pape MFA	Gregory	English	57,881	58,381		2/1/2005 N	T CU	0.86%
Patterson PhD	David	Mathematical Sciences	59,729	60,229		2/1/2005 N	T CU	0.84%
Peterson MS	Audrey	Curriculum and Instruction	63,656	64,156	5,305 act SR/D	2/1/2005 N	T CU	0.79%
Photiades PhD	John	Economics	67,108	67,608		2/1/2005 N	T CU	0.75%
Pletscher PhD	Daniel	Chair, College of Forestry and Conservation	82,729	83,229	3,108 DC/CU 10,014 act SR/R 10,450 act SR/CU	5/27/2004 2/1/2005 N	T CU	0.60%
Potts PhD	Donald	College of Forestry and Conservation	66,143	66,643	19,039 act SR/R	6/1/2004 2/1/2005 N	T CU	0.76%
Power PhD	Thomas	Chair, Economics	78,144	78,644	3,108 DC/CU	2/1/2005 N	T CU	0.64%
Prednewa PhD	Ludmilla	Modern and Classical Languages and Literatures	56,355	56,855		2/1/2005 N	T CU	0.89%
Proctor MFA	Joseph Moore	Drama/Dance	50,396	50,896		2/1/2005 N	T CU	0.99%
Queen PhD	Lloyd	College of Forestry and Conservation	68,943	69,443		2/1/2005 N	T .61 CU .39 R	0.73%
Rabinovitch PhD	Judith	Modern and Classical Languages and Literatures	79,088	79,588		2/1/2005 N	T R	0.63%
Ragsdale MA	Amy Wilmott	Drama/Dance	52,886	53,386		2/1/2005 N	T CU	0.95%

Ramey MM	Maxine	Music	52,258	52,758	500 act SR/D	6/20/2004 2/1/2005 N	T CU	0.96%
Regel PhD, CPA	Roy	Accounting and Finance	86,656	87,156	4,106 act SR/R	6/1/2004 2/1/2005 N	T CU	0.58%
Rippon MFA	Thomas	FR: Art TO: Chair, Art	63,967	64,467	3,108 DC/CU 10,449 act ST/CU 500 act ST/R	08/25/2004 SA 5/24/2004 2/1/2005 N	T CU	0.78%
Rivey MS	Michael	Chair, Pharmacy Practice	73,567	74,067	3,108 DC/CU 5,000 act O/CU (Academic Advisor)	7/1/2004 2/1/2005 N	T CU FY	0.68%
Robson PhD	Donald	Educational Leadership and Counseling	80,328	80,828	8,878 act AR/R 6,000 act ST/D 3,534 act AR/R	3/1/2004 6/28/2004 8/25/2004 2/1/2005 N	T CU	0.62%
Rose PhD	Stanley	Modern and Classical Languages and Literatures	54,324	54,824		2/1/2005 N	T CU	0.92%
Rosenberg PhD	Edward	Chair, Chemistry	93,353	93,853	3,477 DC/CU 18,708 act SR/R	6/1/2004 2/1/2005 N	T CU	0.54%
Ross PhD	J.B. Alexander	Chemistry	72,100	72,600		2/1/2005 N	T CU	0.69%
			120,000	120,500				0.42%
Roy MA	Thomas	Chair, Environmental Studies	68,720	69,220	3,108 DC/CU	2/1/2005 N	T CU	0.73%
Ruby PhD	Brent	Health and Human Performance	57,355	57,855	11,120 act SR/R	6/1/2004 2/1/2005 N	T CU	0.87%

Running PhD	Steven	College of Forestry and Conservation	86,629	87,129	456 act SR/R 43,770 act AR/R	5/17/2004 7/1/2004 2/1/2005 N	T CU	0.58%
Schuldberg PhD	David	Psychology	61,512	62,012	12,783 act SR/R	6/1/2004 8/25/2004 CF 2/1/2005 N	T FR: .80 CU TO: .89 CU	0.81%
			110,400	110,900			FR: .20 R TO: .11 R	0.45%
Sears PhD	James	Geology	67,230	67,730	14,419 act SR/R	6/21/2004 2/1/2005 N	T CU	0.74%
Sheriff PhD	Steven	Chair, Geology	68,733	69,233	3,108 DC/CU 2,532 act SR/R	5/19/2004 2/1/2005 N	T CU	0.73%
Shooshtari PhD	Nader	Chair, Marketing and Management	94,474	94,974	3,108 DC/CU	2/1/2005 N	T CU	0.53%
Siebert PhD	Steven	College of Forestry and Conservation	59,515	60,015		2/1/2005 N	T .67 CU	0.84%
			65,017	65,517				0.77%
Siler MFA	Jocelyn	English	60,074	60,574	10,012 act ST/CU	6/28/2004 2/1/2005 N	T CU	0.83%
Sillars PhD	Alan	Chair, Communication Studies	65,166	65,666	2,667 DC/CU	2/1/2005 N	T CU	0.77%
Silverman PhD	Paul	Psychology	57,124	57,624		2/1/2005 N	T CU	0.88%
Skelton PhD	Randall	Anthropology	55,487	55,987	6,500 act ST/CU	5/24/2004 2/1/2005 N	T CU	0.90%
Slicer PhD	Deborah	Philosophy	54,297	54,797		2/1/2005 N	T CU	0.92%
Smith PhD	Garon	Chemistry	62,916	63,416	4,250 act SR/R	7/13/2004 2/1/2005 N	T CU	0.79%

Sommers-Flanagan PhD	Rita	Educational Leadership and Counseling	67,631	68,131		2/1/2005 N	T CU	0.74%
Sondag PhD	K. Ann	Health and Human Performance	61,621	62,121	2,835 act SR/R 3,645 act AR/R 3,240 act AR/R	5/17/2004 1/1/2004 8/25/2004 2/1/2005 N	T CU	0.81%
Sorenson PhD	Larry (Dean)	FR: Chair, Educational Leadership and Counseling TO: Educational Leadership and Counseling	59,465	59,965	1,565 act SR/CU 6,000 act ST/D 2,435 act ST/CU	5/25/2004 7/6/2004 5/17/2004 2/1/2005 N	T CU	0.84%
Sponberg PhD	Alan	Liberal Studies	62,861	63,361		2/1/2005 N	T CU	0.80%
Spores PhD	John	FR: Social Work Social Work TO: Chair, Social Work	66,478	66,978	1,554 DC/CU	8/15/2004 SA 2/1/2005 N	T CU	0.75%
Stanley PhD	George	Geology	69,024	69,524		2/1/2005 N	T CU	0.72%
Stroethoff PhD	Karel	Mathematical Sciences	63,728	64,228		2/1/2005 N	T CU	0.78%
Tangedahl DBA	Lee	Marketing and Management	86,061	86,561		2/1/2005 N	T CU	0.58%
Thomas PhD	Jack Ward	Boone and Crockett, College of Forestry and Conservation (Adjunct)	140,672	141,172		2/1/2005 N	NT R FY	0.36%
Thompson PhD	Charles	Medical Chemistry and Toxicology, School of Pharmacy and Allied Health Sciences	74,922	75,422	39,107 act SR/R	8/25/2004 CF 5/17/2004 2/1/2005 N	T FR: .33 CU TO: .50 CU	0.67%
			103,204	103,704			FR: .67 R TO: .50 R	0.48%
Thompson PhD	Graham	Geology	71,572	72,072		2/1/2005 N	T CU	0.70%

Tilton MEd	Barbara	Art	53,856	54,356		2/1/2005 N	T CU	0.93%
Tompkins PhD	Jonathan	Chair, Political Science	59,956	60,456	3,108 DC/CU 500 act AR/R	2/1/2004 2/1/2005 N	T CU	0.83%
Tonev PhD	Thomas	Mathematical Sciences	60,837	61,337		2/1/2005 N	T CU	0.82%
Townsend PhD	Burke	Chair, Philosophy	60,335	60,835	3,108 DC/CU	2/1/2005 N	T CU	0.83%
Uchimoto PhD	Eijiro	Physics and Astronomy	59,222	59,722		2/1/2005 N	T CU	0.84%
Unger PhD	Kay Carol	Economics	64,924	65,424		2/1/2005 N	T CU	0.77%
van den Pol PhD	Richard	Director, Co-Teach, Educational Research and Services, Curriculum and Instruction	55,572	56,072	41,827 act SR/R	6/1/2004 2/1/2005 N	T	0.90%
			110,377	110,877			1.0 R	0.45%
Vanita PhD	Ruth	Liberal Studies	55,590	56,090		8/25/2004 CF 2/1/2005 N	T FR: LWOP TO: .75 CU	0.90%
VanValkenburg PhD	Carol	Chair, School of Journalism	57,206	57,706	3,108 DC/CU	2/1/2005 N	T CU	0.87%
Vonessen PhD	Nikolaus	FR: Associate Professor, Mathematical Sciences TO: Professor, Mathematical Sciences	51,862	56,862		11/1/2004 P 2/1/2005 N	T CU	9.64%
			56,862	57,362				0.88%
Waali PhD	Edward	Chemistry	79,107	79,607	6,245 act SR/D	5/17/2004 2/1/2005 N	T CU	0.63%
Wakimoto PhD	Ronald	College of Forestry and Conservation	62,861	63,361	6,617 act SR/R	6/1/2004 2/1/2005 N	T CU	0.80%
Walton PhD	Richard	Philosophy	56,379	56,879		2/1/2005 N	T CU	0.89%
Watson PhD	Vicki	Environmental Studies	61,277	61,777	8,000 act SR/R	7/12/2004 2/1/2005 N	T CU	0.82%

Weber PhD, CPA	Joseph	Accounting and Finance	87,210	87,710		2/1/2005 N	T CU	0.57%
West PhD	Philip	Mansfield Professor of Modern Asian Affairs, History	79,680	80,180		2/1/2005 N	T CU	0.63%
Whiddon EdD	Thomas	Health and Human Performance	54,944	55,444		2/1/2005 N	T CU	0.91%
Willard PhD	E. Earl	College of Forestry and Conservation	56,337	56,837		2/1/2005 N	T CU	0.89%
Williams MA	Patrick	Music	59,164	59,664		2/1/2005 N	T CU	0.85%
Wilson PhD	Paul	Chair, Geography	59,857	60,357	2,667 DC/CU 750 act ST/CU	5/24/2004 2/1/2005 N	T CU	0.84%
Woessner PhD	William	Geology (Regents' Professor)	87,261	87,761	17,428 act SR/R	6/1/2004 2/1/2005 N	T CU	0.57%
Work JD	Clemens	Graduate Director, School of Journalism	52,743	53,243	FR: 1,500 BB/CU TO:2,000 BB/CU	8/25/2004 2/1/2005 N	T CU	0.95%
Wright PhD	Alden	Chair, Computer Science	82,990	83,490	2,667 DC/CU	2/1/2005 N	T CU	0.60%
Zuuring PhD	Hans	Chair, College of Forestry and Conservation	87,629	88,129	3,108 DC/CU	2/1/2005 N	T .70 CU .30 D FY	0.57%

Associate Professors:

Adams PhD	Earle	Chemistry (Research)	41,200	41,700	200 act AR/R	3/24/2004 2/1/2005 N	NT .15 D .85 R FY	1.21%
Alaback PhD	Paul	College of Forestry and Conservation	51,166	51,666		2/1/2005 N	T CU	0.98%
Allington PhD	Douglas	Pharmacy Practice	68,271	68,771	750 act PM/R	1/1/2004 2/1/2005 N	NT CU FY	0.73%
Antonioli MFA	Michele	Drama/Dance	41,128	41,628		2/1/2005 N	T CU	1.22%

Appelbaum PhD	Irene	Philosophy	46,201	46,701		8/25/2004 CF 2/1/2005 N	T FR: 1.0 CU TO: .67 CU	1.08%
Arens PhD	Hiltrudis	Modern and Classical Languages and Literatures	44,936	45,436		2/1/2005 N	T CU	1.11%
Arnold MA	Nancy	Sociology/Rural Institute (Research)	57,680	58,180		2/1/2005 N	NT R FY	0.87%
Baker PhD	Robert	English	41,891	42,391		2/1/2005 N	T CU	1.19%
Baldrige MM	Margaret	Music	45,486	45,986		2/1/2005 N	T CU	1.10%
Basinski MM	Anne	Music	43,516	44,016		2/1/2005 N	T CU	1.15%
Beall PharmD	Donna	School of Pharmacy and Allied Health Sciences	72,653	73,153		2/1/2005 N	P .50 A .50 CU FY	0.69%
Beall PhD	Howard	School of Pharmacy and Allied Health Sciences (Research)	53,026	53,526	16,421 act SR/R	7/1/2004 2/1/2005 N	T CU	0.94%
			80,000	80,500				0.63%
Beck PhD	David	Native American Studies	46,558	47,058		2/1/2005 N	T CU	1.07%
Bergman PhD	Jillian	English	45,652	46,152		2/1/2005 N	P CU	1.10%
Black PhD	Stephen	Molecular Pharmacology, School of Pharmacy and Allied Health Sciences (Research)	70,000	70,500	20,526 act SR/R	7/1/2004 2/1/2005 N	P	0.71%
			100,000	100,500				1.0 R
Blank PhD	Lisa	Director of Graduate Program, UM-Western, Curriculum and Instruction	45,475	45,975		2/1/2005 N	T CU	1.10%
Bolstad MM	Stephen	Music	44,962	45,462	1,650 act SR/D 200 act O/CU (Comm Music)	6/20/2004 5/14/2004 2/1/2005 N	T CU	1.11%

Bonjorni MFA	Mary Ann	Art	46,915	47,415		2/1/2005 N	T CU	1.07%
Borrie PhD	William	College of Forestry and Conservation	49,378	49,878	4,824 act SR/R	6/12/2004 2/1/2005 N	T CU	1.01%
Brewer PhD	Carol	Division of Biological Sciences	60,447	60,947	7,196 act SR/R	7/1/2004 2/1/2005 N	T .50 CU .50 R	0.83%
Brewer PhD	Sarah (Sally)	Curriculum and Instruction	46,912	47,412		2/1/2005 N	T CU	1.07%
			79,568	80,068				0.63%
Broberg PhD	Leonard	Environmental Studies	61,788	62,288	3,283 act SR/R	7/19/2004 2/1/2005 N	T .81 CU .19 R	0.81%
Brown MA	Barry	Librarian, Library Sciences	53,248	53,748		2/1/2005 N	T CU FY	0.94%
Brown PhD	Fletcher	Curriculum and Instruction/ Environmental Studies	44,626	45,126		2/1/2005 N	T CU	1.12%
Bruce PhD	Heather	English	49,058	49,558	11,539 act SR/R	6/1/2004 2/1/2005 N	T CU	1.02%
Bruneau PhD	Carol	Marketing and Management	70,008	70,508		2/1/2005 N	T CU	0.71%
Canty MFA	Kevin	English	60,864	61,364		2/1/2005 N	T CU	0.82%
Carter PhD	Jean	School of Pharmacy and Allied Health Sciences	66,923	67,423	150 act PM/R	1/1/2004 2/1/2005 N	T CU FY	0.75%
Chacon PhD	Hipolito	Art	48,880	49,380		2/1/2005 N	T CU	1.02%
Chaney PhD	Barbara	Accounting and Finance	80,000	80,500	5,000 act SR/CU	6/1/2004 2/1/2005 N	P CU	0.63%
Charles PhD	Christopher	English	51,678	52,178	4,307 act ST/CU 120 act SR/R	5/24/2004 7/1/2004 2/1/2005 N	T CU	0.97%

Cobbs PhD	Georgia	Curriculum and Instruction	48,410	48,910	3,000 act SR/R	7/6/2004 2/1/2005 N	T CU	1.03%
			102,128	102,628				0.49%
Cochran PhD	Todd	FR: Pharmaceutical Sciences TO: Chair, Pharmaceutical Sciences	69,072	69,572	1,739 DC/CU	9/1/2004 SA 2/1/2005 N	T CU FY	0.72%
Coffin PhD	Douglas	Pharmaceutical Sciences (Research)	61,779	62,279	17,242 act SR/R	7/1/2004 2/1/2005 N	T FR: .80 CU TO: .90 CU	0.81%
			84,000	84,500				FR: .20 R TO: .10 R
Connell MA	Stephen	Art	51,007	51,507		2/1/2005 N	T CU	0.98%
Cook PhD	Ann	Psychology (Research/Adjunct)	80,000	80,500		2/1/2005 N	NT R FY	0.63%
Crawford PhD	Anthony	Accounting and Finance	72,352	72,852		2/1/2005 N	P CU	0.69%
Crummy PhD	M. Ione	Modern and Classical Languages and Literatures	50,617	51,117		2/1/2005 N	T CU	0.99%
DeGrandpre PhD	Michael	Chemistry	60,422	60,922		2/1/2005 N	T CU	0.83%
Dybdal PhD	Laura	Health and Human Performance	49,265	49,765		2/1/2005 N	T CU	1.01%
Earling MFA	Debra	English/Native American Studies	60,169	60,669	500 act O/R (Wrkshp Presenter) 244 act SR/R	4/25/2004 7/7/2004 2/1/2005 N	P CU	0.83%
Eglin PhD	John	History	43,158	43,658		2/1/2005 N	T CU	1.16%
Ekness MA	Raymond	Chair, School of Journalism	47,189	47,689	2,667 DC/CU 1,335 act ST/CU	5/24/2004 2/1/2005 N	P CU	1.06%
Emlen PhD	Douglas	Division of Biological Sciences	58,120	58,620		2/1/2005 N	T CU	0.86%

Erickson PhD	David	Curriculum and Instruction	49,389	49,889	1,600 act ST/CU 1,000 act SR/CU 1,000 act SR/D	5/24/2004 5/17/2004 2/1/2005 N	T	1.01%
			81,888	82,388			1.0 R	0.61%
Fiedler PhD	Carl	College of Forestry and Conservation	48,641	49,141	6,656 act ST/R 11,264 act SR/R	5/14/2004 6/1/2004 2/1/2005 N	NT CU	1.03%
Finn PhD	Janet	Social Work	53,500	54,000	5,000 act SR/CU	6/1/2004 2/1/2005 N	T CU	0.93%
Fiore PhD	Christine	Director, Clinical Training, Psychology	60,763	61,263	6,751 act SR/R	7/1/2004 2/1/2005 N	T CU	0.82%
Friend PhD	David	Physics and Astronomy	50,338	50,838		2/1/2005 N	T CU	0.99%
Funk DMA	Gary	Director, Choral Activities, Music	42,066	42,566		2/1/2005 N	T CU	1.19%
Gadbow MFA	Kathleen	Writing Lab Director, English (Adjunct)	46,665	47,165		2/1/2005 N	NT CU	1.07%
Gajdosik MS	Carrie	Physical Therapy	64,729	65,229		2/1/2005 N	T CU	0.77%
Ganesh PhD	Shiv	Communication Studies	48,936	49,436	500 act O/R (Vista Advisor)	1/1/2004 2/1/2005 N	P CU	1.02%
Garfinkle PhD	Ann	Curriculum and Instruction	48,500	49,000	4,600 act SR/R	6/1/2004 2/1/2005 N	P CU	1.03%
Gaskill PhD	Steven	Health and Human Performance	47,655	48,155	9,120 act SR/R	7/1/2004 2/1/2005 N	P CU	1.05%
Gerdes PhD	John	Chemistry	56,650	57,150	11,628 act SR/R	7/1/2004 2/1/2005 N	P .03 CU .97 R	0.88%
Glendening PhD	John	English	44,939	45,439		2/1/2005 N	T CU	1.11%

Graham MA	G. Keith	School of Journalism	53,968	54,468		2/1/2005 N	P CU	0.93%
Graham PhD	Jonathan	Mathematical Sciences	55,690	56,190		2/1/2005 N	T .75 CU	0.90%
Granath MLS	Kimberly Miller	Electronic Resources Librarian, Library Sciences	42,535	43,035		2/1/2005 N	T CU FY	1.18%
Grey PhD	Ramona	Co-Director, Women's Studies Program, Political Science	48,289	48,789		2/1/2005 N	T CU	1.04%
Greymorning PhD	Stephen	Native American Studies/ Anthropology	50,129	50,629		2/1/2005 N	T CU	1.00%
Grimes PhD	Mark	Associate Professor, Division of Biological Sciences, Research Associate Professor, Division of Biological Sciences	56,650	57,150	200 act AR/R 11,628 act SR/D	3/26/2004 7/1/2004 2/1/2005 N	P .90 CU	0.88%
			83,200	83,700				
Hall PhD	Robert Stuart	Psychology	58,801	59,301		2/1/2005 N	T CU	0.85%
Harrison PhD	Brady	English	46,672	47,172		2/1/2005 N	T CU	1.07%
Hassanein PhD	Neva	Environmental Studies	46,936	47,436		2/1/2005 N	P CU	1.07%
Hedquist PhD	Valerie	FR: Assistant Professor, Art (Adjunct) TO: Associate Professor, Art	32,546	45,000		8/25/2004 P	FR: NT .68 CU TO: P 1.0 CU	38.27%
Henry PhD	Joel	Computer Science	72,679	73,179	6,324 act SR/R 5,534 act SR/D 445 act O/R (Dept F,W&P)	5/17/2004 6/1/2004 2/1/2005 N	T CU	0.69%
Herron ABD	Terri	Accounting and Finance	77,277	77,777				
Higgins MSL.S	Kathryn Elaine	Assistant Catalog Librarian, Library Sciences	49,534	50,034		2/1/2005 N	T CU FY	1.01%

Hinman PhD	Nancy	Geology	48,587	49,087	8,950 act SR/R	7/1/2004 2/1/2005 N	T CU	1.03%
Hoas PhD	Helena	Psychology (Research/Adjunct)	80,000	80,500		2/1/2005 N	NT R FY	0.63%
Hughes MN	Richard	Drama/Dance	44,724	45,224		2/1/2005 N	T CU	1.12%
Hunt PhD	John	English	49,461	49,961		2/1/2005 N	T CU	1.01%
Ikeda MS, PT	Elizabeth	Physical Therapy	63,551	64,051		2/1/2005 N	T CU	0.79%
Jabour PhD	Anya	History	48,066	48,566		2/1/2005 N	T CU	1.04%
Jacobson PhD	Maxine	Social Work	51,153	51,653	4,600 act SR/CU	5/17/2004 2/1/2005 N	T CU	0.98%
Johnson MAL.S	Coburn	Assistant Cataloger, Library Sciences	50,803	51,303		2/1/2005 N	T CU FY	0.98%
Johnston PhD	Craig	Pharmaceutical Sciences	89,995	90,495		2/1/2005 N	T CU FY	0.56%
Jones PhD	Belva	Chair, Information Systems and Technology, School of Business Administration	80,291	80,791	2,667 DC/CU	2/1/2005 N	T CU	0.62%
Kaufmann MA	Karen	Drama/Dance	41,128	41,628		2/1/2005 N	T CU	1.22%
Kinderwater MFA	Elizabeth	Art	46,638	47,138		2/1/2005 N	P CU	1.07%
Klocek PhD	John	Psychology	48,576	49,076		2/1/2005 N	T CU	1.03%
Knight PhD	Christopher	Chair, English	53,347	53,847	3,477 DC/CU 7,288 act ST/CU	5/24/2004 2/1/2005 N	P CU FY	0.94%
Krussel PhD	Carolyn	Mathematical Sciences	53,864	54,364	7,990 act SR/R	7/6/2004 2/1/2005 N	T .67 CU	0.93%
			72,293	72,793			.33 R	0.69%

Kupilik PhD	Michael	Economics	48,781	49,281		2/1/2005 N	T CU	1.02%
Laws PhD	William	Chemistry (Research)	61,800	62,300	7,036 act ST/CU	5/24/2004 2/1/2005 N	NT R FY	0.81%
Ledbetter DMA	Robert	Music	48,023	48,523	500 act ST/D	6/20/2004 2/1/2005 N	T CU FY (11)	1.04%
Lodmell PhD	John	Division of Biological Sciences	47,999	48,499	17,598 act SR/D 4,286 act SR/R	5/17/2004 2/1/2005 N	T .90 CU	1.04%
			65,224	65,724			.10 R	0.77%
Loisel PhD	Clary	Modern and Classical Languages and Literatures	50,464	50,964		2/1/2005 N	T CU	0.99%
Lurie PhD	Diana	School of Pharmacy and Allied Health Sciences	59,139	59,639	17,324 act SR/R	8/25/2004 7/1/2004 2/1/2005 N	T FR: .90 CU TO: .81 CU	0.85%
			84,400	84,900			FR: .10 R TO: .19 R	0.59%
Mallory MFA	Cathryn	FR: Co-Chair, Art TO: Art	41,273	41,773		2/1/2005 N	T CU	1.21%
Maron PhD	John	Division of Biological Sciences	54,000	54,500	5,963 act SR/R	7/1/2004 2/1/2005 N	P CU	0.93%
McAuliffe BA	Dennis	School of Journalism	60,372	60,872		2/1/2005 N	P CU	0.83%
McNamer MFA	Deirdre	English	57,570	58,070		2/1/2005 N	T CU	0.87%
Moisey PhD	Richard	College of Forestry and Conservation	51,301	51,801	540 act ST/CU 18,900 act SR/R	5/24/2004 5/17/2004 2/1/2005 N	T CU	0.97%
Monsos MFA	Michael	Drama/Dance	43,700	44,200	2,000 act SR/D	6/7/2004 2/1/2005 N	P CU	1.14%

Moore PhD	David	English	50,148	50,648	200 act O/R (Wrkshp Presenter)	4/26/2004 2/1/2005 N	T CU	1.00%
Morton PhD	Donald	Computer Science	53,245	53,745		2/1/2005 N	T CU	0.94%
Mueller MLS	Susan	Director of Technical Services, Library Science	51,771	52,271		2/1/2005 N	T CU FY	0.97%
Mullin MA	Christopher	Associate Catalog Librarian, Library Sciences	52,611	53,111		2/1/2005 N	T CU FY	0.95%
Murphy MFA	Michael	Media Arts Director, Fine Arts	51,452	51,952		2/1/2005 N	T CU	0.97%
Naugle PhD	David	College of Forestry and Conservation	50,910	51,410	6,625 act SR/R	7/20/2004 2/1/2005 N	P CU	0.98%
Nickerson PhD	Norma	College of Forestry and Conservation (Adjunct)	63,831	64,331		2/1/2005 N	NT CU FY	0.78%
Nie PhD	Martin	College of Forestry and Conservation	50,500	51,000		2/1/2005 N	P CU	0.99%
Opitz PhD	David	Computer Science	74,140	74,640		2/1/2005 N	T .75 CU	0.67%
Palmer PhD	Christopher	Chemistry (Research)	61,225	61,725		2/1/2005 N	P .90 CU	0.82%
			77,000	77,500			.10 R	0.65%
Parker PhD	Keith	Pharmaceutical Sciences	55,081	55,581	17,447 act SR/D	7/1/2004 2/1/2005 N	T CU	0.91%
			85,000	85,500				0.59%
Patterson PhD	Michael	College of Forestry and Conservation	50,843	51,343		2/1/2005 N	T CU	0.98%
Poss PhD	Mary	Division of Biological Sciences	48,927	49,427	7,009 act SR/R	6/1/2004 2/1/2005 N	T CU	1.02%
			60,532	61,032				0.83%
Prentiss PhD	William	Anthropology	47,189	47,689	6,351 act SR/R	5/17/2004 2/1/2005 N	T CU	1.06%

Priestley PhD	Nigel	Chemistry	59,648	60,148		2/1/2005 N	T CU	0.84%
Ravesloot MA	Craig	Co-Director, Rural Institute/Psychology (Research)	63,735	64,235		2/1/2005 N	NT R FY	0.78%
Redmond PhD	Roland	College of Forestry and Conservation (Research/Adjunct)	70,195	70,695		2/1/2005 N	NT R FY	0.71%
Reider PhD	Barbara	Accounting and Finance	79,250	79,750	3,500 act SR/CU	6/1/2004 2/1/2005 N	P CU	0.63%
Richards PhD	Rebecca	Sociology	51,324	51,824		2/1/2005 N	T CU	0.97%
Richter MEd	Scott	Director, Athletic Training, Health and Human Performance	48,280	48,780		2/1/2005 N	T CU	1.04%
Rillig PhD	Matthias	Division of Biological Sciences	54,199	54,699		2/1/2005 N	P CU	0.92%
Roberts PhD	Kevan	Immunology, School of Pharmacy and Allied Health Sciences	52,500	53,000		2/1/2005 N	P R	0.95%
Rosenzweig PhD	Raphael	Division of Biological Sciences	63,860	64,360	10,327 act SR/R	6/1/2004 2/1/2005 N	P .90 CU	0.78%
			79,310	79,810			.10 R	0.63%
Sala PhD	Anna	Division of Biological Sciences	51,984	52,484	9,500 act SR/R	6/1/2004 2/1/2005 N	T CU	0.96%
Samson MLS	Sue	Library Science	46,326	46,826		2/1/2005 N	T CU FY	1.08%
Samuels PhD	D. Scott	Division of Biological Sciences	54,556	55,056	18,186 act SR/R	5/17/2004 2/1/2005 N	T CU	0.92%
Schantz PhD	David	Social Work	47,058	47,558	3,110 act SR/R	8/2/2004 2/1/2005 N	T CU	1.06%
Schuberg MM	Margaret	Music	40,612	41,112	500 act SR/D	6/20/2004 2/1/2005 N	T CU	1.23%
Schwarze PhD	Steve	Communication Studies	46,000	46,500		2/1/2005 N	P CU	1.09%

Seekins PhD	Tom	Associate Director, Rural Institute/Psychology (Research)	80,514	81,014		2/1/2005 N	NT .10 D .90 R FY	0.62%
Shanley PhD	Kathryn	Chair, Native American Studies	79,053	79,553	2,667 DC/CU 2,500 act O/R (Libr Consult)	7/1/2004 2/1/2005 N	T CU FY	0.63%
Shay PhD	Jeff	Marketing and Management	83,962	84,462	26,711 act SR/R 163 act ST/CU 1,258 act O/A (Fitness Instr)	5/17/2004 6/11/2004 8/1/2004 2/1/2005 N	P CU	0.60%
Six PhD	Diana	College of Forestry and Conservation	51,351	51,851	5,195 act SR/R	7/18/2004 2/1/2005 N	T CU	0.97%
Skinner PhD	Frederick	History	48,879	49,379		2/1/2005 N	T CU	1.02%
Smith PhD	Jerry	Pharmaceutical Sciences	63,092	63,592		2/1/2005 N	T CU FY	0.79%
St. George PhD	Gregory	Mathematical Sciences	51,545	52,045		2/1/2005 N	T CU	0.97%
Steele PhD	Brian	Mathematical Sciences	45,817	46,317	2,411 act SR/R	6/1/2004 2/1/2005 N	T CU	1.09%
Stolle EdD	Darrell	Curriculum and Instruction	47,000	47,500	4,526 act SR/R	6/1/2004 2/1/2005 N	P .80 CU	1.06%
			86,000	86,500			.20 R	0.58%
Sugden PhD	Kent	Chemistry	49,065	49,565	16,262 act SR/R	6/1/2004 2/1/2005 N	T .90 CU	1.02%
			70,182	70,682			.10 R	0.71%

Swibold MS	Dennis	School of Journalism	52,216	52,716	2,000 act ST/CU	5/24/2004 2/1/2005 N	T CU	0.96%
Szalda-Petree PhD	Allen	Psychology	59,486	59,986	202 act SR/R	5/17/2004 2/1/2005 N	T CU	0.84%
Tachibana PhD	Yuka	Modern and Classical Languages and Literatures	47,058	47,558		2/1/2005 N	P CU	1.06%
Tolleson-Knee PhD	Ryan	Social Work	45,905	46,405		2/1/2005 N	P .67 CU	1.09%
			56,733	57,233			.33 R	0.88%
Uhlenbruck PhD	Nikolaus	Marketing and Management	86,000	86,500	10,000 act SR/CU	7/1/2004 2/1/2005 N	P CU	0.58%
Valencich PhD	Trina	Chemistry (Adjunct)	40,024	40,524	4,000 act SR/R	5/18/2004 2/1/2005 N	NT .50 CU .50 D	1.25%
Valentin PhD	Michel	Modern and Classical Languages and Literatures	52,845	53,345		2/1/2005 N	T CU	0.95%
von Reichert PhD	Christiane	Geography	48,094	48,594	2,004 act ST/CU	6/28/2004 2/1/2005 N	T CU	1.04%
Wallace PhD	Kimberly	Psychology	50,403	50,903	500 act SR/R	5/17/2004 2/1/2005 N	P CU	0.99%
Waltz PhD	Jennifer	Psychology	68,955	69,455		2/1/2005 N	T .82 CU	0.73%
Ware PhD	Andrew	Physics and Astronomy	56,648	57,148	5,069 act SR/R	5/24/2004 2/1/2005 N	T CU	0.88%
Wasta PhD	Stephanie	Curriculum and Instruction	44,594	45,094		2/1/2005 N	T CU	1.12%
Weix PhD	Gretchen Garnett	Co-Director, Women's Studies Program, Anthropology	52,629	53,129		2/1/2005 N	T CU	0.95%
Winkler ABD	Celia	Sociology	46,834	47,334		2/1/2005 N	T CU	1.07%
Yokelson PhD	Robert James	Chemistry (Research)	57,793	58,293		2/1/2005 N	NT R FY	0.87%

Assistant Professors:

Atkins ABD	Trent	Curriculum and Instruction	45,000	45,500	8,487 act SR/R	8/25/2004 CF 5/17/2004 2/1/2005 N	P FR: .80 CU TO: .60 CU	1.11%
			75,000	75,500			FR: .20 R TO: .40 R	0.67%
Baied PhD	Carlos	Geography (Adjunct)	35,000	35,500	1,458 act ST/CU	6/28/2004 2/1/2005 N	NT CU	1.43%
Bardsley PhD	Johnathan	Mathematical Sciences	45,000	45,500	4,082 act SR/R	5/17/2004 2/1/2005 N	P CU	1.11%
Barnes MBA	Lisa	Pharmacy Practice (Adjunct)	60,796	61,296		2/1/2005 N	NT CU FY	0.82%
Baumgartner MSW	Tondy	Social Work (Adjunct)	32,780	33,280	150 act SR/R 6,901 act SR/CU	5/17/2004 6/28/2004 2/1/2005 N	NT CU	1.53%
Beebe- Frankenberg er PhD	Margaret	Psychology	45,000	45,500	5,000 BB/CU	2/1/2005 N	P CU	1.11%
Belz PhD	John	Physics and Astronomy	43,500	44,000	8,700 act SR/R	6/1/2004 2/1/2005 N	P CU	1.15%
Belz DMA	Mary Jane	Music	40,314	40,814		2/1/2005 N	P CU	1.24%
Blunt MFA	Judy	English	45,000	45,500	244 act SR/R	6/16/2004 2/1/2005 N	P CU	1.11%
Bookwalter PhD	Jeffrey	Economics (Adjunct)	45,000	45,500		2/1/2005 N	NT .53 CU .47 R	1.11%
Bradley - Browning MFA	Nicole	Drama/Dance	39,000	39,500		2/1/2005 N	P CU	1.28%
Brown PhD	Blakely	Health and Human Performance	42,000	42,500		2/1/2005 N	P CU	1.19%

Cabell PhD	Charles	Modern and Classical Languages and Literatures	44,558	45,058		2/1/2005 N	P CU	1.12%
Campana MA	Jillian	Drama/Dance	40,170	40,670		2/1/2005 N	P CU	1.24%
Cardozo- Pelaez PhD	Fernando	Pharmaceutical Sciences	47,380	47,880		2/1/2005 N	P .50 CU .50 R	1.06%
Carpoca MFA	Alessia	Drama/Dance	40,000	40,500	600 act O/D (Costume Design)	4/1/2004 2/1/2005 N	P CU	1.25%
Chirinos PhD	Eduardo	Modern and Classical Languages and Literatures	42,745	43,245		2/1/2005 N	P CU	1.17%
Chung PhD	Woodam	College of Forestry and Conservation	45,000	45,500	6,395 act SR/R	7/1/2004 2/1/2005 N	P CU	1.11%
Cochran PhD	Bryan	Psychology	45,000	45,500	4,074 act SR/R	7/1/2004 2/1/2005 N	P CU	1.11%
Cody	David	FR: Music (Adjunct) TO: Music	30,054	42,000		8/25/2004 P 2/1/2005 N	FR: NT TO: P CU	39.75%
Colucci PharmD	Vincent	Pharmacy Practice (Adjunct)	65,328	65,828		7/1/2004 CF 2/1/2005 N	NT FR: .50 CU .50 R TO: 1.0 CU FY	0.77%
Condon MFA	Phil	Environmental Studies	42,000	42,500		2/1/2005 N	P CU	1.19%
Conley PhD	Timothy	Social Work	44,500	45,000	2,608 act SR/D	6/1/2004 2/1/2005 N	P CU	1.12%
Cooper DMA	Nancy	Music (Adjunct)	37,088	37,588	1,600 BB/CU 250 act SR/D	6/13/2004 2/1/2005 N	NT .55 CU	1.35%

Costa ABD	Bruce	Accounting and Finance	74,263	74,763	2,063 act ST/CU 4,106 act SR/CU	6/28/2004 6/1/2004 2/1/2005 N	P CU	0.67%
Covarrubias PhD	Patricia	Communication Studies	43,000	43,500		2/1/2005 N	P CU	1.16%
Crone PhD	Elizabeth	College of Forestry and Conservation	47,895	48,395	9,075 act SR/R	6/7/2004 2/1/2005 N	P CU	1.04%
Davies PhD	Wade	Native American Studies	42,500	43,000		2/1/2005 N	P CU	1.18%
Dent PharmD	Larry	School of Pharmacy and Allied Health Sciences (Adjunct)	65,328	65,828		2/1/2005 N	NT CU FY	0.77%
Derry MLS	Sebastian	Fine Arts Librarian, Mansfield Library	36,800	37,300		2/1/2005 N	P CU FY	1.36%
Dixon PhD	Kelly	Anthropology	43,000	43,500		2/1/2005 N	P CU	1.16%
Douma ABD	Bambi	Marketing and Management	74,000	74,500	5,197 act SR/CU	6/1/2004 2/1/2005 N	P CU	0.68%
Dowling BA	Denise	Radio/TV	44,908	45,408		2/1/2005 N	P CU	1.11%
Eby PhD	Lisa	College of Forestry and Conservation	45,000	45,500	711 act SR/CU	6/26/2004 2/1/2005 N	P CU	1.11%
Edlund PhD	Erick	Geography	40,251	40,751		8/25/2004 2/1/2005 N	FR: P TO: NT CU	1.24%
Eggleston MLS	Holly	Reference Librarian, Library Sciences	36,800	37,300		2/1/2005 N	P CU FY	1.36%
Esslinger PhD	C. Sean	Pharmaceutical Sciences (Adjunct)	50,061	50,561	10,276 act SR/R	7/1/2004 2/1/2005 N	NT .90 R	1.00%
Farrier EdD	Merle	Educational Leadership and Counseling	48,731	49,231	1,282 act SR/CU 1,200 act ST/CU	5/17/2004 5/24/2004 2/1/2005 N	P CU	1.03%

Fehrer PhD	Steve	Chair, Physical Therapy	61,285	61,785	2,667 DC/CU 350 act PM/R	1/1/2004 2/1/2005 N	P CU	0.82%
Firth ABD	David	Information Systems and Technology, School of Business Administration	84,000	84,500	5,000 act SR/CU	6/1/2004 2/1/2005 N	P CU	0.60%
Fishman PhD	Lila	Division of Biological Sciences	42,000	42,500	9,505 act SR/R	6/1/2004 2/1/2005 N	P CU	1.19%
Gabet PhD	Emmanuel	Geology	45,000	45,500	4,073 act SR/R	8/1/2004 2/1/2005 N	P CU	1.11%
Gadkar PhD	Vijay	Biological Sciences (Adjunct/Research)	35,000	35,500		2/1/2005 N	NT R	1.43%
Gant MFA	Shaun	English (Adjunct)	30,054	30,554	2,000 act SR/R	5/17/2004 2/1/2005 N	NT CU	1.66%
Ghenie MSW	Kerrie	Social Work (Adjunct)	32,780	33,280		2/1/2005 N	NT R	1.53%
Gilcrest PhD	David	English (Adjunct)	37,500	38,000		2/1/2005 N	NT CU	1.33%
Goodburn PhD	John	College of Forestry and Conservation	42,233	42,733	8,002 act SR/R	6/1/2004 2/1/2005 N	P CU	1.18%
Guglielmo PhD	Christopher	Division of Biological Sciences	43,200	43,700	455 act SR/CU	6/25/2004 2/1/2005 N	P CU	1.16%
Halvorson MA	Sarah	Geography	44,436	44,936		2/1/2005 N	P CU	1.13%
Harris PhD	Kari Jo	Psychology (Research)	72,317	70,500		9/1/2004 M	NT R FR: FY TO: AY	-2.51%
Hart-Paulson MS-CCC	Lucy	Division of Educational Research and Service, Curriculum and Instruction (Adjunct)	57,590	58,090		2/1/2005 N	NT R	0.87%
Hollist PhD	Dusten	Sociology	42,000	42,500	1,658 act SR/R	6/1/2004 2/1/2005 N	P CU	1.19%

Hutz EdD	Aida	Educational Leadership and Counseling	43,000	43,500		2/1/2005 N	P CU	1.16%
Igarashi PhD	Brian	Physics and Astronomy (Adjunct)	33,000	33,500		2/1/2005 N	NT CU	1.52%
Jakob ABD	Keith	Accounting and Finance	74,263	74,763	4,106 act SR/CU 4,167 act SR/D	5/24/2004 2/1/2005 N	P CU	0.67%
Johnson PhD	Jesse	Computer Science	70,000	70,500		2/1/2005 N	P CU	0.71%
Kane MA	Kathleen	English	43,152	43,652	120 act SR/R	7/1/2004 2/1/2005 N	P CU	1.16%
Kia PhD	Ardeshir	Art/Geography/ International Programs (Adjunct/Research)	34,331	34,831		2/1/2005 N	NT .65 CU	1.46%
			59,426	59,926			.35 R	0.84%
Kimball PhD	John	Flathead Lake Biological Station (Visiting)	58,478	58,978		2/1/2005 N	NT R FY	0.86%
				87,800		6/1/2004	NEW	
Kinch PhD	Ashby	English	43,500	44,000		2/1/2005 N	P CU	1.15%
Klein PhD	Janet	History (Visiting)	35,000	35,500		2/1/2005 N	NT CU	1.43%
Klink PhD	Joanna	English	44,230	44,730		2/1/2005 N	P CU	1.13%
Koger PhD	Gregory	Political Science	44,000	44,500		2/1/2005 N	P CU	1.14%
Laskin MS	James	Physical Therapy	61,716	62,216	6816 act SR/R	5/31/2004 2/1/2005 N	P CU	0.81%
Larson PhD	Gregory	Communication Studies	45,000	45,500	2,368 act SR/R	7/8/2004 2/1/2005 N	P CU	1.11%
Lawrence MBA	Cameron	Marketing and Management (Visiting)	80,000	80,500		2/1/2005 N	NT .50 CU	0.63%
Levison BS	David	Physical Therapy	50,964	51,464	750 act PM/R	1/1/2004 2/1/2005 N	NT CU	0.98%

Li PhD	Fengru Ford	Marketing and Management	70,000	70,500		2/1/2005 N	P CU	0.71%
Lorang PhD	Mark	Division of Biological Sciences (Research)	56,238	56,738		2/1/2005 N	NT R FY	0.89%
				87,800		6/1/2004	NEW	
Magidin PhD	Arturo	Mathematical Sciences (Visiting)	35,000	35,500		2/1/2005 N	NT CU	1.43%
Major MLS	Colleen	Reference Librarian, Ethnic Studies/Multicultural Coordinator, Library Sciences	36,800	37,300		2/1/2005 N	P CU FY	1.36%
Maloney MA	Theodore	Rural Institute/Curriculum and Instruction (Research)	67,635	68,135		2/1/2005 N	NT .55 CU	0.74%
Marks PhD	Jeffrey	Montana Cooperative Wildlife Research Unit (Research/Adjunct)	56,178	56,678		2/1/2005 N	NT .80 R FY	0.89%
Martin PhD	Brooke	Chemistry (Research/Adjunct)	63,415	63,915		2/1/2005 N	NT R FY	0.79%
McCaw EdD	William	Educational Leadership and Counseling (Research)	50,984	51,484	2,667 BB/CU 1,342 act SR/D 1,400 act ST/CU	5/17/2004 8/25/2004 SA 2/1/2005 N	P CU	0.98%
McCrea MA	Donna	University Archivist, Mansfield Library	36,800	37,300		2/1/2005 N	P CU FY	1.36%
McGuirl PhD	Michele	Division of Biological Sciences	41,200	41,700		2/1/2005 N	P .90 CU	1.21%
			49,000	49,500			.10 R	1.02%
McKay (Haddix) PhD	Kimber	Anthropology	42,436	42,936		2/1/2005 N	P CU	1.18%
McLure MLS	Merinda	Reference Librarian, Library Sciences	36,800	37,300		2/1/2005 N	P CU FY	1.36%
Millan DMA	Luis	Director of University Orchestras, Music	43,000	43,500		2/1/2005 N	P CU	1.16%

Miller PhD	Scott	Division of Biological Sciences	42,000	42,500	9,726 act SR/R	6/1/2004 2/1/2005 N	P CU	1.19%
Miyashita PhD	Mizuki	Anthropology (Adjunct)	35,000	35,500		2/1/2005 N	NT CU	1.43%
Montauban PhD	Jannine	Modern and Classical Languages and Literatures	42,436	42,936		2/1/2005 N	P CU	1.18%
Morrison EdD	Susan	Psychology (Research/Adjunct)	45,000	45,500		2/1/2005 N	NT .22 D .78 R FY	1.11%
Mulligan MEd	Sarah	Curriculum and Instruction (Research)	53,045	53,545		2/1/2005 N	NT FY	0.94%
			80,000	80,500			1.0 R	0.63%
Nichols ABD	Charles	Music	39,000	39,500	2,690 act SR/D	6/13/2004 2/1/2005 N	P CU	1.28%
Noonan PhD	Curtis	Epidemiology, Biomedical and Pharmaceutical Sciences/Center for Environmental Health Sciences	52,500	53,000		2/1/2005 N	P .50 CU .50 R	0.95%
Nyman PhD	Adam	Mathematical Sciences	45,000	45,500		2/1/2005 N	P CU	1.11%
O'Brien PhD	Sean	Davidson Honors College/Philosophy (Adjunct)	32,072	32,572	5,346 act ST/D 1,076 act SR/CU	8/25/2004 CF 5/24/2004 2/1/2005 N	NT FR: 1.0 CU TO: .50 CU	1.56%
O'Reilly EdD	Frances	Educational Leadership and Counseling (Adjunct)	31,466	31,966	6,555 act ST/CU	6/28/2004 2/1/2005 N	NT CU	1.59%
Patel (Thuesen) PharmD	Amanda	Pharmacy Practice	65,000	65,500		2/1/2005 N	P CU	0.77%
Pershouse PhD	Mark	Molecular Genetics and Toxicology, Pharmaceutical Sciences (Research)	47,741	48,241		8/25/2004 CF 2/1/2005 N	P FR: 1.0 CU TO: 1.0 R	1.05%
Pfau PhD	Jean	Pharmaceutical Sciences (Research)	45,000	45,500	5,329 act SR/R	7/1/2004 2/1/2005 N	NT R	1.11%

Poulsen PhD	David	Pharmaceutical Sciences (Adjunct/Research)	46,350	46,850	13,753 act SR/R	7/1/2004 2/1/2005 N	NT	1.08%
			67,000	67,500				1.0 R
Putnam PhD	Elizabeth	Molecular Genetics and Toxicology, Pharmaceutical Sciences (Research)	47,741	48,241		2/1/2005 N	P .50 CU .50 R	1.05%
Reimer PhD	Yolanda	Computer Science	70,000	70,500		2/1/2005 N	P CU	0.71%
Renner- Fahey PhD	Ona	Modern and Classical Languages and Literatures	41,000	41,500		2/1/2005 N	P CU	1.22%
Saha PhD	Robin	Environmental Studies	42,000	42,500		2/1/2005 N	P CU	1.19%
Sattler PhD	Richard	Native American Studies (Adjunct)	35,372	35,872	6,000 act SR/D	5/24/2004 2/1/2005 N	NT .88 CU	1.41%
Seguchi PhD	Noriko	Anthropology	42,000	42,500	500 act SR/R	6/1/2004 2/1/2005 N	P CU	1.19%
Shepherd PhD	David	Pharmaceutical Sciences	45,000	45,500		2/1/2005 N	P .50 CU .50 R	1.11%
Sherman PhD	David	Philosophy	44,436	44,936		2/1/2005 N	P CU	1.13%
Shields ABD	Wendy	Psychology	42,005	42,505		2/1/2005 N	P CU	1.19%
Sobieszczyk PhD	Teresa	Sociology	43,000	43,500		2/1/2005 N	P CU	1.16%
Sommers- Flanagan PhD	John	Educational Leadership and Counseling	45,000	45,500	1,250 act ST/CU	6/14/2004 2/1/2005 N	P CU	1.11%
Spruell PhD	Paul	Division of Biological Sciences (Adjunct/Research)	39,028	39,528		2/1/2005 N	NT R FY	1.28%
Sriraman PhD	Bharath	Mathematical Sciences	46,000	46,500		2/1/2005 N	P CU	1.09%
Swaney PhD	Gyda	Psychology	47,741	48,241		2/1/2005 N	P .70 CU .30 R	1.05%

Tamura MFA	Teresa	School of Journalism	40,000	40,500		2/1/2005 N	P CU	1.25%
Thibeau PhD	Tully	Anthropology	42,436	42,936		2/1/2005 N	P CU	1.18%
Tom PhD	Matthew	Mathematical Sciences (Visiting)	35,000	35,500		2/1/2005 N	NT CU	1.43%
Twigg MFA	Greg	Media Arts (Adjunct)	30,054	30,554		2/1/2005 N	NT CU	1.66%
Venema MA	Sharon	School of Journalism	45,320	45,820	477 act O/CU (MNA Cnvnction)	6/11/2004 2/1/2005 N	P CU	1.10%
Wellenstein MSW	Charles	FR: Instructor, Social Work (Adjunct) TO: Assistant Professor, Social Work (Adjunct)	36,523	37,023		2/1/2005 N	NT R	1.37%
Wellman PharmD	Melinda	NACDE Fellow, School of Pharmacy and Allied Health Sciences (Adjunct)	65,000	65,500		2/1/2005 N	NT R	0.77%
Williams EdD	Sandra	Curriculum and Instruction	42,436	42,936		2/1/2005 N	P CU	1.18%
Williamson MA	James	Mathematical Sciences (Visiting)	50,950	51,450	11,322 act SR/R	5/17/2004 2/1/2005 N	NT R	0.98%
Wiltse ABD	Jeffrey	History	42,000	42,500		2/1/2005 N	P CU	1.19%
Woods PhD	Scott	College of Forestry and Conservation	41,715	42,215	439 act ST/CU 7,575 act SR/R	5/24/2004 6/30/2004 2/1/2005 N	P CU	1.20%
Yoo PhD	Changwon	Center for Environmental Health Sciences, Pharmaceutical Sciences/Computer Science	77,250	77,750		2/1/2005 N	P R	0.65%
Yoshimura PhD	Stephen	Communication Studies	43,000	43,500		2/1/2005 N	P CU	1.16%
Yung MS	Laurie	FR: Instructor, College of Forestry and Conservation (Adjunct) TO: Assistant Professor, College of Forestry and Conservation (Adjunct)	46,875	47,375		7/1/2004 D 2/1/2005 N	NT .75 R FY	1.07%

Instructors:

Bitar BS	Samir	Modern and Classical Languages and Literatures (Adjunct)	27,046	27,546		2/1/2005 N	NT .23 CU .30 R	1.85%
Brown PhD	Lynda	Marketing and Management (Adjunct)	36,000	36,500		2/1/2005 N	NT .50 CU	1.39%
Cahalan MS	Daniel	Coordinator Ad Team, Marketing and Management (Visiting)	46,002	46,502	2,950 act ST/D	6/1/2004 2/1/2005 N	NT CU	1.09%
Corti MS	Adrienne	Health and Human Performance	29,097	29,597		2/1/2005 N	NT .60 D	1.72%
Downs MFA	Michael	School of Journalism (Adjunct)	42,436	42,936		2/1/2005 N	NT CU	1.18%
Ellestad MA	June	Sociology (Adjunct)	41,000	41,500		2/1/2005 N	NT .50 CU	1.22%
Gillen MEd	T. Daniel	Curriculum and Instruction (Adjunct)	26,187	26,687		2/1/2005 N	NT D	1.91%
Harper-Whalen ME	Susan	Co-Project Director, Rural Institute/ Curriculum and Instruction (Research)	51,500	52,000		2/1/2005 N	NT R FY	0.97%
Hass MA	Marcia	Modern and Classical Languages and Literatures (Adjunct)	30,778	31,278		2/1/2005 N	NT CU	1.62%
Howard MEd	Jean	Mathematical Sciences (Research/Visiting)	50,000	50,500		2/1/2005 N	NT R FY	1.00%
Jepson BA	Stacia	Curriculum and Instruction/Co-Teach (Adjunct)	51,397	51,897		2/1/2005 N	NT .05 D .95 R FY	0.97%
Kerr MA	David	Anthropology (Adjunct)	33,000	33,500		2/1/2005 N	NT CU	1.52%
Klene MA	Anna	FR: Geography (Visiting) TO: Geography	33,500	39,000		8/25/2004 P	P CU	16.42%
Lutz MATM	Louis	Mathematical Sciences (Adjunct)	28,000	28,500		2/1/2005 N	NT CU	1.79%
Myers BS	Kimberly	Physical Therapy (Adjunct)	26,187	26,687		2/1/2005 N	NT .29 CU .71 D	1.91%
Peters MS	Greg	Division of Biological Sciences (Visiting)	36,000	36,500		2/1/2005 N	NT CU	1.39%

Phear MS	Nicolette	College of Forestry and Conservation (Adjunct)	32,000	32,500		2/1/2005 N	NT .75 R	1.56%
Price MA	George	Native American Studies/African American Studies (Visiting)	27,933	28,433		2/1/2005 N	NT .53 CU	1.79%
Reece MBA	John	Marketing and Management (Adjunct)	27,857	28,357		2/1/2005 N	NT CU	1.79%
Reimer MA	Eric	Assistant Director of Composition, English (Adjunct)	40,000	40,500	3,000 act SR/R	6/14/2004 2/1/2005 N	NT CU	1.25%
Sohlberg MAcct	Kristen	Accounting and Finance (Adjunct)	26,187	26,687		2/1/2005 N	NT CU	1.91%
Spence	Bonnie	Mathematical Sciences (Research/Visiting)	50,000	50,500		2/1/2005 N	NT R FY	1.00%
Stevens MA	Debra	Curriculum and Instruction/Rural Institute (Research/Adjunct)	35,000	35,500		2/1/2005 N	NT .80 R	1.43%
Thormahlen PharmD	Genine	Pharmacy Practice (Adjunct)	58,240	58,740		2/1/2005 N	NT CU	0.86%
VanDriest MBA	Robert	Marketing and Management (Adjunct)	32,000	32,500		2/1/2005 N	NT CU	1.56%
Vinso PhD	Joseph	Accounting and Finance (Adjunct)	55,555	56,055		2/1/2005 N	NT CU	0.90%
Wellenstein MSW	Charles	Social Work (Adjunct)	36,523	37,023		2/1/2005 N	NT R	1.37%
Wiering MPhil	Kenneth	Modern and Classical Languages and Literatures (Adjunct)	26,187	26,687		2/1/2005 N	NT CU	1.91%
Wittekiend MEd	Phillip	Curriculum and Instruction (Adjunct)	42,500	43,000		2/1/2005 N	NT CU	1.18%
Wright MBA	Ryan	Management and Marketing (Adjunct)	38,312	38,812		2/1/2005 N	NT CU FY	1.31%
Yoshimura MA	Christina	Communication Studies (Adjunct)	28,000	28,500		2/1/2005 N	NT CU	1.79%
Yung MS	Laurie	College of Forestry and Conservation (Adjunct)	46,875	47,375		2/1/2005 N	NT .75 R FY	1.07%
Lecturers:								
Fern MS	Lauren	Mathematical Sciences (Adjunct)	32,000	32,500		2/1/2005 N	NT CU	1.56%

Freeman PhD	David	Pharmaceutical Sciences (Adjunct)	57,183	57,683		2/1/2005 N	NT CU	0.87%
O'Conner MS	Michael	Computer Science (Adjunct)	36,050	36,550		2/1/2005 N	NT CU	1.39%
Roscoe MEd	Matt	Mathematical Sciences (Adjunct)	31,000	31,500		2/1/2005 N	NT CU	1.61%
Souza PhD	Regina	Mathematical Sciences (Adjunct)	33,500	34,000		2/1/2005 N	NT CU	1.49%
Teutli MA	Brisa	Modern and Classical Languages and Literatures (Adjunct)	32,000	32,500		2/1/2005 N	NT CU	1.56%
Thompson PhD	Holly	FR: Chemistry (Adjunct) TO: Chemistry	35,010	39,000		8/25/2004 P	NT CU	11.40%
Toth MA	Susan	Curriculum & Instruction/Rural Institute (Visiting)	39,512	40,012		2/1/2005 N	NT .95 R	1.27%
Ulsafer PhD	Carol	Mathematical Sciences (Adjunct)	33,500	34,000		2/1/2005 N	NT CU	1.49%
Westphal PhD	Kathleen	Division of Biological Sciences (Adjunct)	40,500	41,000		2/1/2005 N	NT CU	1.23%
TOTALS AND AVERAGE INCREASE			59,475,627	61,573,079				3.53%

SALARY CHANGE OR ADDITION LEGEND:

CF = Change in Funding and/or FTE
 CL = Converted from Classified or Letter of Appointment
 D = Completion of Degree
 E = Equity Adjustment Increase
 I = Inversion Increase Included
 L = Professional Licensure Award
 M = Merit Increase
 N = Normal Increase
 P = Promotion Increase
 R = Retention / Market Adjustment Increase
 RR = Responsibilities Reduced
 SA=Stipend Added
 1 = Plus Room and Board
 2 = Plus Housing Allowance
 3 = Plus Car Allowance

FUNDING SOURCE LEGEND:

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

TENURE LEGEND:

NT = Non-tenurable
 T = Tenured
 P = Probationary

STIPEND LEGEND:

DC = Dept. Chair/Dean
 CC = Co-Chair
 BB = In lieu of Base Building
 AD=Administrative Duties

EXTRA COMP LEGEND:

est = Estimated
act = Actual
GA = Grant administration
ST = summer teaching
SR = summer research
AT = Additional AY teaching
AR = Additional AY research
SP = Speaking
PM = Project management
O = Other (must specify)

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