Thank you to President Royce Engstrom for his generous support of UM Employee Recognition Day.
Host
President Royce C. Engstrom

Emcee
Rick Curtis
Curry Health Center

Retirees

Leigh Addison celebrates 35 years at The University of Montana. Her career at UM began in 1976 when Emma Lommasson offered her a position in the Registrar’s Office. Emma and Leigh became very good friends, and they retain a lifelong friendship today. During her 22 years in the Registrar’s Office, Leigh worked in several areas and helped to implement many positive changes for the good of the student population she served. In 1998, Leigh accepted an administrative position in the UM-Missoula College of Technology’s Financial Aid office and also served as Veteran’s Coordinator while in Financial Aid. She remained at the College of Technology for 13 years until her retirement. Leigh’s friendliness and willingness to give her best is greatly missed by our students, faculty and staff. We wish her the best in retirement and encourage her to enjoy every minute!

Mikie Arnson joined the Printing & Graphics team in 1996 working in the bindery area. She is a very conscientious and loyal person, dedicated to a job well done. She always pitched in when things became hectic, and although her job was physically demanding, she performed her work without a whimper. In 2001 Mikie assumed the responsibility of supervising and training our student staff and she did so with kindness and efficiency. The students enjoyed her sense of humor, and she gave them a good work experience with clear expectations. She now plans to pursue a new profession as a CNA, and we wish her the best in this new venture. Mikie, we hope you enjoy doing the things you love: reading and spending time with your grandbabies. We wish you well!
Rhea Ashmore retired after 29 years of service to The University of Montana in the Department of Curriculum and Instruction. During her tenure she served as department chair and chair of the Faculty Senate. She has produced many literacy education publications. Additionally, during her career, Rhea developed valuable and lasting professional relationships with educators in China. For this work, she was awarded the Distinguished Service to International Education Award. Upon her retirement, Rhea received Emeritus status, and her legacy in Curriculum & Instruction and the College of Education lives on as students continue to experience outstanding student teaching experiences in China.

Steven L. Atkin retired in May 2011. He served as the director of the Mansfield Library at the College of Technology, a position he assumed in 1982. Steve was tenured and held the COT rank of Level IV. He also earned the Juris Doctorate degree from The University of Montana School of Law in 1994. He provided reference information to students in all COT academic areas and taught more than 20 information literacy classes each semester, including sessions for the College of Health Professions and Biomedical Sciences. For many years Steve taught legal research for the Paralegal Studies Program. He was dedicated to helping students and was a wonderful ambassador for the Mansfield Library at the College of Technology and for The University of Montana generally.

Dan Ballas retired in December 2011 from Information Technology. During his tenure on campus, Dan worked for one department in two different buildings. In his role, he served a department that changed names three times and that functioned under the leadership of four different department heads. He reported to five different supervisors and served under six UM presidents. All of these numbers add up to years of dedication and hard work, not to mention an office filled with a cornucopia of extra computer parts. After 38 years, Dan is taking a well-deserved break, finding new and exciting avenues to explore and finding time to relax. We wish him and his wife all the best in their new adventures.

Jerry Ballas has worked for the last five years as an architect and project manager for the campus Planning and Construction office. Prior to coming to The University of Montana, Jerry was an architect in the private sector for more than 33 years. His effective leadership and long-established relationships in the Missoula community have been of great value to our organization. We will miss Jerry’s seasoned professionalism, admirable work ethic and integrity, all of which provided an example to others. Jerry was the architect of the original Washington-Grizzly Stadium when it moved in 1986 from Dornblaser Field to its current location. He also designed two subsequent additions in 1995 and 2002 and was the campus project manager for the most recent east side addition in 2008. Jerry also served the Missoula community for eight years as a member of the City Council. Jerry has been recognized for his significant contributions to Grizzly Athletics, The University of Montana campus, and the Missoula community.
Caroline Boyce served as an administrative assistant in Counseling and Psychological Services for 11 years. Caroline always has been dedicated to her job not only in her ability to provide sincere, quality customer service to the campus community but also in her enthusiasm in decorating the office space, and making the office a welcoming place to visit. Caroline has great empathy for students and always helped them feel as comfortable as possible. We wish Caroline the best in her retirement with more time to do the things she enjoys.

Lance Boyd, professor of music, is retiring from the position of UM Jazz director and low brass instructor at The University of Montana. In 1970, Lance took over the jazz band at UM and developed what is now known as the UM Jazz Program consisting of three big bands, several combos and courses in jazz improvisation and jazz history. In 1980, the first UM Jazz Festival was organized, and it has become an annual event featuring top artists and educators in jazz and attracting high school and college bands from all over the Pacific Northwest. This festival evolved into the Buddy DeFranco Jazz Festival, recognized nationally by jazz music educators, featuring an icon of the 20th century, Buddy DeFranco. Many of Lance’s students have gone on to outstanding careers in music. Graduates of his studio have been accepted by many top universities and conservatories. Others have distinguished themselves in the field of music education and have become leaders in the instrumental music world. Lance is a graduate of the University of Minnesota where he received his Bachelor of Music Education degree as well as his Master of Fine Arts degree in trombone performance. While attending the University of Minnesota, Lance studied with Larry Weinman and Steven Zellmer who were the bass trombonist and principal trombonist in the Minneapolis Symphony at the time.

Dr. Jerry Bromenshenk is a true Montanan, born in Billings and educated at our sister institution in Bozeman, where he earned both his master’s and doctoral degrees, the latter in 1973. He moved to The University of Montana not long thereafter, working as a researcher in the Clancy Gordon Environmental Studies Laboratory. In 1991, he assumed the directorship of the Department of Energy EPSCoR for the state of Montana, and he has remained the director or co-director of an unbroken string of successful renewals of this important program. As a research professor, Jerry has specialized in all things concerning the behavior of honey bees, including their use in monitoring environmental contaminants such as micro-organisms or chemicals, the causes of the recent honey-bee epidemic Colony Collapse Disorder, and the use of trained honey bees to accurately locate the position of buried land mines and other ordnance. Jerry started one of the earlier businesses associated with UM, Bee Alert Technologies, to allow development of commercial applications associated with his research. Jerry also has been strongly involved in education, not only with the bee-keeping community, but as a research mentor to many undergraduates at UM, including several successful Native American students. His innovative research has been featured in dozens of popular and scientific magazines, including Forbes, The New York Times, Chronicle
of Higher Education, and the journal Science. Even in retirement, Jerry remains active in the Department of Energy EPSCoR program. While we may see less of Jerry day-to-day, we will continue to value his contagious enthusiasm for research and outreach.

Jeff Brown began his career at The University of Montana in 1989 and retired June 30, 2011, after 22 years of service. He was a major contributor to the success of the labor crew, receiving the Outstanding Teamwork Award in 2006. Jeff’s friendliness and willingness to help coworkers and students made him a great asset to the labor crew as well as to the University. He kept us in stitches every day and is greatly missed. We wish Jeff the best in retirement.

J. Martin Burke is a Regents Professor of Law at The University of Montana where he has taught since 1977. Professor Burke served as the dean of the School of Law from 1988-1993. He has written extensively on federal tax law and policy, and is co-author of a prominent federal income tax casebook, “Taxation of Individual Income,” which will soon be in its tenth edition. He also co-authored “Understanding Federal Income Taxation” and a five-volume professional treatise, “Modern Estate Planning.” From 1987-1992, he served as co-editor-in-chief of The Review of Taxation of Individuals, a quarterly national tax journal. He directed the Law School’s Annual Tax Institute for more than 25 years. Professor Burke currently serves on the American Bar Association’s Section of Legal Education and Admission to the Bar, the accrediting body for U.S. law schools. He served as chair and currently is a member of the Professionalism Committee of the State Bar of Montana. Professor Burke chaired and served on the Missoula Art Museum Board of Directors and served as co-chair of the Museum’s capital campaign. He serves on the St. Patrick Hospital Ministry Board and previously has chaired the hospital’s board of directors. Professor Burke received numerous teaching and service awards, including The University of Montana’s Distinguished Teaching Award. In 1995, he received the Robert Pantzer Award for his contribution to “making the University a more humane and open learning environment.” Current students and more than a generation of graduates hold Professor Burke in high esteem and look forward to his continued relationship with the law school.

Patricia Clements served as a long-time administrative assistant in the Department of Residence Life. She worked closely with students and staff in Residence Life. Pat was kind, considerate, and helpful to the students who lived in her building. Her friendliness and willingness to help anyone from the youngest freshmen to international graduate students to students with special circumstances made her a vital part of the department. Pat is looking forward to more time for family, especially her grandchildren. We wish her the very best in retirement.
Charles Couture, the Dean of Students, will retire in June having dedicated 45 years of his life to The University of Montana. He holds both Doctor of Education and Master of Arts degrees earned at UM. He began his career at UM in 1994, and assumed the role of Dean of Students in 1999. As Dean of Students, he acted as liaison to ASUM, managed student judicial affairs, oversaw drug and alcohol policies, and worked closely with various diverse student groups, most notably the Kyi-Yo Native American Student Association and the Lambda Alliance. He has received honors from ASUM, the Montana Association of Collegiate Registrars and Admissions Officers, and the Confederated Salish and Kootenai Tribes, of which he is an enrolled member. In 2005, ASUM recognized him with the Barbara Hollmann Outstanding Administrator of the Year award. In 2006, he received the J.B. Speer Award for Distinguished Administrative Service. His advocacy and mentorship of UM students is deeply appreciated. He will be missed by students, faculty, and staff alike. Charles has been an exemplary member of UM community.

After receiving a bachelor’s degree from The University of Montana, Brenda Day enrolled in the final Professional Editing course taught by Professor Gerry Brenner at the University. Through the course, she landed an internship at University Relations during 2001-02, which she describes as a fine example of the many educational opportunities offered at the University. Brenda soon applied for and was offered a position at University Relations as a news editor. She says among her favorite duties was serving as editor of the faculty-staff email newsletter, ForUM, which led to many connections with remarkable people across campus. She credits working with the outstanding team at University Relations as a grand finale to her career.

Gary Decker provided the College of Forestry and Conservation with seamless, highly responsive information technology services during his many years at the College, and we all miss him already. Gary is a quietly effective person, making sure everything works behind the scenes as if each of us had our own information technology guardian angel. He made sure problems were fixed before we even noticed them, and if anyone did notice something amiss, we all knew exactly who to call to make it right. Gary enjoyed sharing his knowledge, his love for Montana, and his dedication to the conservation of nature. When he announced that he was ready to retire, we all thought it couldn’t be possible for someone so obviously young and vigorous. We wish him well and hope to see him year after year passing those of us in Arlee’s Buttercup Run.
Mick Delaney retired February 13, 2012, after four years with the Griz Football Program. The University of Montana has been blessed to have Mick as the assistant head coach and running back coach. Mick has been in teaching and coaching for more than 40 years. He has been a man of great character and a man with high moral standards. He is highly respected by all who have worked with him. When Mick asked the question, “How are you?” he genuinely wanted to know and would always take the time to listen for the answer. We know Mick will enjoy watching his grandchildren’s activities and focusing on his passion for the game of golf. We all hope to see Mick this fall enjoying the Griz games.

Phyllis Duran served the Native American Studies Department faithfully from 2001 through the end of 2004. During that time, she contributed more than simply managing the budget and taking care of the daily operations of the department. Phyllis took care of the burgeoning computer lab, publicity for events, production of a newsletter, rustling up of furniture for offices, and a host of other things. Her work was greatly appreciated and valued in NAS. From 2004 until 2011, Phyllis served as Office Manager of Modern and Classical Languages and Literatures. In that function, she managed the budget, travel, and all other business for this large department of regular faculty members, international visitors, experienced adjuncts, and Graduate Teaching Assistants. Phyllis’s organizational and technical skills quickly made themselves felt in MCLL, as she streamlined our communications and took responsibility for a new and wonderful newsletter. MCLL was very fortunate to have Phyllis as a treasured member of the department, and she is greatly missed.

Alexandra Enders joined the Rural Institute on Disabilities in 1988. She brought a national reputation in the field of disability and rehabilitation, having been involved in the development of the first center for independent living and a leader in the creation of the Technology-Related Assistance for Individuals with Disabilities Act (P.L. 100-407) of 1988. Not long after her arrival, she took a leave of absence to serve victims of the 1988 Armenian earthquake. During her 23-year tenure at UM, she became a powerful advocate for people with disabilities living in rural America. She organized and conducted a series of popular national conferences, Common Threads, which brought several hundred disability leaders to Missoula each summer. She continued to make contributions to the independent living movement, promoting innovative solutions to the problems of rural transportation. She leaves a model of vision and passion for others to follow. While she has retired from the University, she continues to provide national leadership on emergency preparation for people with disabilities.

Heidi Fanslow graduated from The University of Montana School of Law in 1994. She practiced civil litigation for four years before rejoining the School of Law as the Director of Admissions, where she served for 13 years. During her time at the School of Law, Heidi also coached the Environmental Law Moot Court Team, leading them to the final round in
the National Environmental Law Moot Court Competition in 2005. She continues to work and travel with the team. Since her retirement, Heidi has taken up wool felting and has displayed some of her beautiful creations at various locations around Missoula.

A terrible misfortune befell William Farr after 20 years of service to the history department; he became its chair. Bewailing his fate, he made the mistake of asking a colleague, who may or may not have been Harry Fritz, “Why me?” “Because it’s your turn,” came the reply, followed by a jocular but unrepeatable epithet. It was another chapter in a career of unselfish service to the department and the institution. Bill Farr arrived at UM in 1967, as the Summer of Love cooled into a Montana autumn. Trained as a scholar of the European middle ages, he continued to teach a medieval history sequence long after his ardor for it cooled, and his research turned to his passion, the Blackfeet and the buffalo trade. He wrote the original grant proposal that culminated in the establishment of UM’s Center for the Rocky Mountain West, and continues to serve as its co-director. We wish him, too, a long, happy, productive retirement—because it’s his turn.

Keith Glaes promoted recreation at The University of Montana for more than 40 years until his retirement in December 2011. He was a tireless advocate for students, helping Campus Recreation come into its own in the 1980s. He made the Sports Club Union, Intramural Clubs, Grizzly Pool, and Fitness and Outdoor programs invaluable parts of campus life. In 1979 he took over Missoula’s chapter of the National Youth Sports Program and ran it for 27 years, winning awards for innovative teaching and exemplary programming. In 1983, he chaired both the committee that moved the football stadium to campus and the one that designed it. His vision also led to the creation of the Fitness and Recreation Center. Keith said it was wonderful working at UM, getting to know all of the students, faculty, and staff. A mentor and leader, “Dr. Fun” will be greatly missed.

Louis D. Hayes served on the faculty of The University of Montana from 1968 until his retirement in 2011. Hayes’ credibility as a teacher was enabled and enhanced by his credibility as a scholar. He published a number of books widely used in college courses across the country and numerous articles in peer-reviewed journals. He was one of the first UM faculty to take students abroad. As a campus citizen, Hayes contributed significantly to the governance of the University. His many high-level service commitments included serving effectively and notably for many years on UM’s Asian Studies Committee and occupying the leadership positions of chairman of the Department of Political Science, chairman of the Graduate Council, and president of the Faculty Senate.

Daphne Herling began her service with the Bureau of Business and Economic Research at The University of Montana in 2003 as Director of Development and Community Outreach. No single job title could do justice to the myriad talents Daphne brought to our research center. And, in fact, she had several, becoming Executive Director of the bureau’s Montana Kid’s
Count Program in 2007 and remaining a senior researcher as her duties were handed to her able successor on her retirement in 2011. An innovative and observant manager, Daphne raised BBER’s profile in social-policy research to a new level, and developed new partnerships and recruited new talent that continue to serve both the Bureau and the University very well.

**Tim Irmen** is retiring after six years with The University of Montana. During his time on campus, Tim has contributed to the success of a host of projects. Most notably, his efforts developing a suite of processes to convert courses in support of the common course numbering initiative has saved innumerable hours of data entry for campuses across the Montana University System. He also has led efforts to enable UM to host Banner software for Miles and Dawson community colleges, allowing further statewide collection of financial and student information at the system level. His acumen for developing unique solutions to difficult software design issues will be greatly missed. We wish him well as he leaves UM to pursue his outside interests in retirement.

**Bill Jackson** joined Business Services in 2004 in the collections department and was promoted to Collections Manager in 2010. Bill enjoyed working with the campus community and loved working with the students. However, it was when he was asked to be the head of a new program called the “Second Chance Program” that Bill was really able to show just how much he could shine. This program provides students a second chance to come back to school to earn their degrees. Bill mentored each of these students and attended their graduations because he truly cared about each one and wanted them to know how proud he was of their accomplishments. In August 2011, Bill decided it was time to retire and in December, sadly, he passed away. Bill was instrumental in developing the Second Chance Program to what it is today. In his honor, his wife, Barbara, has made a donation to the Second Chance Program to see his vision continue. He will be greatly missed by all.

Physics Professor **Jim Jacobs** joined The University of Montana faculty in 1993. He became well-known for his stimulating lectures, enthusiastic teaching style, and entertaining physics demonstrations. During his 18 years in the Department of Physics and Astronomy, Jim expanded and modernized curriculum, revamping lower-division laboratory courses, developing new upper-division lab courses, and designing a new course on Einstein’s theory of special relativity. He was awarded the University’s Distinguished Teaching Award in 2009 for his dedication to teaching and mentoring students. Jim passed away Aug. 20, 2011, at his home in Missoula at the age of 52. Before he died, he received a stack of mail from students, colleagues, friends, and relatives describing how he had enriched their lives.

**RoseMary Johnson** retired in May 2011 after spending nearly a decade serving children and their families as a speech-language pathologist in the Western Montana RiteCare Language and Literacy Clinic. She participated in the journey to re-establish the Communicative Sciences and Disorders
program, which began serving undergraduate students in 2008 and graduate students in 2009. During this time, RoseMary’s role switched from direct service provider to clinical supervisor for graduate students. In this role, RoseMary helped students learn the important evaluation and treatment skills needed in working with those experiencing communication challenges. RoseMary’s career experience was very valuable through the process of re-establishing the CSD program and transitioning the RiteCare Clinic to a training experience for students.

**Leigh Kiernan** began her career at The University of Montana on Aug. 27, 1990. She served as the Administrative Associate to planning and construction in the Facilities Services department for 18 years. During that time, planning and construction was in the midst of the biggest building program in the history of the University. Leigh’s exceptional skills and work ethic were critical to the success of planning and construction’s day-to-day operations. She was able to adjust her work behaviors and methods to accommodate for multiple demands, shifting priorities, ambiguity, and rapid change in work situations. In 2008 she accepted the administrative associate position to the director of Facilities Services and remained there until her retirement July 21, 2011. Leigh has since relocated to Seattle to be closer to her daughters and granddaughter. We wish her the best.

Professor **Lynne Koester** joined the faculty in 1993 as Professor and Chair of the Department of Psychology. She served in this capacity for three years, proving to be a very effective chair, especially in helping the faculty strengthen the department’s traditions of a humane, democratic, and collegial working environment. As a Professor of Psychology, Dr. Koester published her work on developmental psychology in numerous prestigious journals, as well as in two books that describe her work in the difficult research area of communications between deaf infants and their deaf or hearing mothers. She was an excellent teacher and mentor to her undergraduate and graduate students alike. In addition to her teaching and research responsibilities in the Department of Psychology, Dr. Koester also was instrumental in establishing the master’s program in Intercultural Youth and Family Development, a unique program that has graduated scores of students trained in assisting youth and families across the spectrum of local and international cultures. Dr. Koester will be sorely missed by all who have had an opportunity to work with her. We wish her the very best in her retirement.

**Michael Kupilik** joined the Department of Economics in 1976 and retired in 2011 after 35 years. Professor Kupilik was a passionate teacher of the history of economic thought and comparative economics and was an expert in the areas of economic history, public finance, and statistical analysis of economic data. He was the department’s expert in mainframe computing. He is well-known for his active role in the University Faculty Association, in which he held many posts, including President from 2001 to 2011. He continues his extensive travels in his retirement, and we wish him happy trails.
There are many ways to sum up the career of Paul Gordon Lauren, who retired last May after 35 years of service to this institution. We could cite a litany of awards and fellowships: Fulbright Fellow, Woodrow Wilson Fellow, Rockefeller Foundation Fellow, CASE Professor of the Year, the Governor’s Humanities Medal, the Distinguished Scholar Award. Or we could list his signal contributions to his field of specialization: “The Evolution of International Human Rights: Visions Seen,” nominated for the Pulitzer Prize, or “War and Statecraft,” co-authored with the late great Gordon Craig, or “Power and Prejudice: The Politics and Diplomacy of Racial Discrimination.” Or we can speak of his institutional “firsts”: the first Director of the Mansfield Center, the first Regents Professor. Or we can remember his commitment to students, recognized with numerous awards: the Robert Pantzer Award, the Most Inspirational Teacher Award, the Outstanding Advisor to Students Award. Or, finally, we can simply note that this supposedly “retired” faculty member can still be found on campus most days of the week, because we cannot do without his reflective, carefully considered, and candidly conveyed advice. It is with that understanding that we bid him many years of happy retirement.

James (Jim) Lemcke came to The University of Montana in 2000 with 20 years of law enforcement experience. Serving first as police lieutenant, and then as police captain, Jim patiently met the challenges of the new century with a calm hand and a clear eye towards the future of campus safety and security. As the Director of Public Safety, Jim created one of the first career ladder programs on campus, provided advanced officer training, implemented the Campus Emergency Notification System, and was instrumental in improving relations with local and statewide law enforcement agencies. Jim’s positive outlook and quiet wisdom made him a sought-after committee member and great mentor, and earned him a reputation as a great communicator. In retirement, he will enjoy playing with his youngest son and pursuing his other passions of running, fishing, and golfing. We wish him well!

Val Lockridge began her accounting career in 1971 at the Vocational Technical Center, which we now know as the College of Technology in Missoula, and later joined Business Services on the main campus. Prior to retirement, Val skillfully led the Systems Administration area. It would be difficult to overstate the positive impact that Val had during her tenure. Val’s wealth of experience and knowledge was a source of continuity and stability for her department. She was a mentor to many young professionals embarking on careers in accounting. As a colleague, Val was respected not only for her depth of knowledge but also for her cheerful attitude, handling complex issues with total optimism and always availing herself to help others. With much appreciation, we wish Val all the best in her well-deserved retirement.

Nancy Vatoussi Lumsden served as an Administrative Assistant in the School of Business Administration from May 2007 to December 2011. She worked with various stakeholders of the school, providing a friendly
smile to everyone she met. Nancy previously worked with the youngest members of the campus community at the ASUM Childcare Center. Her plans for retirement include spending time with her grandchildren and traveling with her husband, Fred. She looks forward to further exploration of her artistic passions. We thank her for her service and dedication to The University of Montana.

Our friend and colleague **Linda Lussy** retired in July 2011. While Linda will be missed in the Dean’s Office, she remains a strong advocate and special friend of the arts. Linda was the Director of Outreach and Fiscal Affairs in the College of Visual and Performing Arts for 11 years. She also served as The University of Montana Foundation Development Officer for the School of Fine Arts and the School of Journalism for two years. Linda was instrumental in launching and cultivating the Odyssey of the Stars, the premier fundraising event benefitting UMArts student scholarships. She worked diligently to promote the visual and performing arts at the University in a variety of ways. Her passion and love for the arts, particularly at The University of Montana, is contagious. We wish Linda well as she spends time with her family and enjoys the many benefits of retirement, including attending UMArts productions.

**Shirley Mace** was hired by The University of Montana in October 2005, first in the University Center and then in the Residence Life Office in 2008. She was assigned to work in Jesse Hall as a Facilities Associate before being advanced to Facilities Specialist. During her time with Residence Life, she became a valued member of our team and was a favorite of the residents who lived in Jesse Hall. She was always interested the lives and wellbeing of the students and looked for ways to make their living experience more rewarding.

Associate Professor **Eddie Moore** began his 34-year career long before the College of Technology became a two-year campus and part of The University of Montana. Because of that institutional history, Professor Moore played an important role in the college’s transition, serving on ASCRC and Faculty Senate. While he gave support and energy to the department, he taught courses in public speaking, organizational psychology, and technical writing. The department wishes him the very best and hopes that he will enjoy more time to travel and play his guitar.

**Marguerite Munsche** began as a volunteer for KUFM radio in 1983 and became a program host in September of 1985. For decades, she was the reliable and trusted morning voice on the early hours of Montana Public Radio’s “Morning Edition” broadcasts, arriving before 5 a.m. no matter the weather. Classical music lovers were treated every weekend to her deep classical music knowledge on “Saturday Music Hall” which followed the opera broadcasts. With more than 1,250 “Saturday Music Hall” programs and countless early mornings she was one of MTPR’s most recognized voices.
Rita Munzenrider retired from The University of Montana for medical reasons in September 2011. Rita excelled at her job and won many national and regional awards during her tenure with University Relations, including the 2001 Virginia Smith Grand Crystal Award, the highest award given by the regional Council for Advancement and Support of Education. Rita started as a temporary News Editor in 1994 and became News Bureau Manager in 1996. She was named Assistant Director of University Relations in 1997, temporary Director in 2001, and permanent Director in 2002. She has struggled with health problems since 2008, and her friends at University Relations miss her strong work ethic, dynamic leadership, and uplifting personality.

Joey Novakovitch worked for Facilities Services for 30 years, helping to ensure the good working conditions in our various buildings. Joey devoted countless hours to his work, performing his work with care and skill that inspired respect among his colleagues. He was appreciated and liked by all.

Diane Oman retired from Central IT in August 2011 after 13 years of service to The University of Montana. Diane began her campus career with the Computer Science Department where she served as an Information Systems Specialist. She moved to IT Central in 2000 where she spent the remainder of her career as a Linux System administrator. In that time, she worked closely with the School of Extended and Lifelong Learning and was instrumental in supporting the campus BlackBoard system over its lifespan. She will be remembered for her keen technical expertise and her wonderful sense of humor.

When Associate Professor Steve Rice began his career with the College of Technology some 30 years ago he probably didn’t envision that his expertise and experience would be integral to research with bees. Steve had a desire to learn and be challenged, which explains his interest in and passion for collaborating with his University colleagues and friends in bee research. As he aimed for a high level of quality, skill, and integrity of product, he expected the same of the students he taught. He thrived on working with students and guiding each toward excellence. He began his career as faculty in the Electronics Department of the College of Technology and never wavered in his passion for his students and learning. Steve believed in being actively involved in the College and University and in his community. He was active in his community as a member of the Victor School Board and in the University through a variety of committees, one of which was Faculty Senate. Steve offered in each environment his energy and spirit, always with an intent to support growth and change.
Dr. Steve Seninger retired from the Bureau of Business and Economic Research (BBER) at The University of Montana in August 2011, after 16 years of distinguished teaching, research, and community services activity. He was a tenured faculty in the School of Business Administration, achieving the rank of Full Professor in 2000, served as Director of Health Care Research and of Montana Kids Count in the Bureau, and played a principal role in many other BBER activities including the Economic Outlook Seminar where he was the lead speaker for several years between 1999 and 2002. Perhaps his most lasting contribution to the BBER was his successful startup of the Montana Kids Count program, at the time only the second university-based center of this kind in the nation. His effective communication style and his commitment to social progress earned the respect and admiration of his colleagues and the community.

Jon Stannard retired at the end of December 2011 after 31 years with Upward Bound, a program focused on preparing disadvantaged Montana high school youth for success in higher education. Jon is a native Montanan who began his studies at The University of Montana, earning a bachelor’s degree in Business Administration-Finance and a master’s degree in Business Administration. He made Upward Bound a signature program at UM and helped literally thousands of students enter and succeed in college. Jon left the program in good stead; he would not have retired without ensuring that he did so. With his characteristic humility, he made a difference in the lives of students throughout the state and warranted the respect of his colleagues at UM and across the nation. A recipient of the Academic Administrator Award in 2008, Jon always put students first. We will miss him.

Karen Sturm was the voice and smile of the English Department for 24 years. When she began in fall 1987, the department was a very different place, she recalls. The faculty shared one computer, and her duties included madly typing as professors verbally dictated student recommendation letters. Karen credits the department as being a great place to work—challenges and all: “My first year here I knew I’d never leave this job for any other,” she says. “Who leaves a fun job?” We’re glad she stayed as long as she did. Her work and dedication helped make our department what it is.

Terry Thompson started working for ASUM Legal Services in 2005. She brought a wealth of knowledge about many aspects of law which she patiently and gladly shared with her third-year law school interns. She earned consistently high evaluations from her students, who she prodded to go beyond their comfort zone and really test themselves. She also was willing to take on tasks above and beyond her job description, such as helping with the department’s strategic plan and mission statement. All the staff and students will miss her and her patience, warmth, and keen sense of justice. Good luck in retirement, Terry!
Bobby Tilton was born in Great Falls and raised on a wheat and cattle ranch in the Little Belt Mountains. Her childhood was filled with observation, vulnerability, problem solving, independence, and grace, all of which help shape her artistic skills. After serving as a full-time kindergarten and art teacher for nine years in the Missoula public schools, Bobby joined the faculty in the then Department of Art at The University of Montana. As the sole faculty member in the Division of Art Education, Bobby helped to shape the lives of future teachers in America’s public schools for more than 20 years. She has served as president of the Montana Art Education Association and as a board member of the Montana Alliance for Arts Education and Very Special Arts Montana. She has proven herself to be a valued liaison between the School of Art and the art educators within the state of Montana. Her dedication, enthusiasm, and leadership in the field of art education has been noted by colleagues and students alike. She was voted Montana’s Art Educator of the Year in 1987 and received the School of Fine Arts Outstanding Faculty Award in 1993. Her studio work has been exhibited widely.

Sue Toth retired May 2011 as an educational audiologist who managed the Hearing Conservation Program with grant funding through the Office of Public Instruction over a span of 32 years. She collaborated with the Communicative Sciences and Disorders (CSD) Department as an educational audiologist working with audiology students in the field while testing hearing in the schools. Sue also supervised students in clinical practicums in both audiology and speech pathology until the closure of the original CSD Department in 1989. Sue continued to manage the Hearing Conservation Program through the Rural Institute on Disabilities until reuniting with the newly established Communicative Sciences and Disorders Department. Upon retirement, Sue looks forward to more time spent traveling and focusing on home projects.

Karen Tremper served as a part-time Internal Auditor in the Internal Audit Office from October 2001 to June 2011. Karen returned to work at The University of Montana and finish her education while working part-time. Karen’s prior service at the University had been in the Registrar’s Office working with Emma B. Lommasson. Karen focused on information technology issues and executed both the Departmental Control Self-Assessment and Internal Control Survey instruments still used on campus. In retirement, Karen now has more time to spend with her family and to travel to see her grandkids.

Professor Emerita of Journalism Carol Van Valkenburg retired in December 2011 after a campus career spanning 30 years. She served as the Journalism School’s acting Dean in 1998-99, and chaired its Print and Photojournalism Department for more than a decade. Highlights of her career include three decades as faculty adviser to the Montana Kaimin student newspaper, and her development of the Native News Honors Project. In 2000, she was nationally recognized in journalism education circles when she received the Freedom Forum’s Teacher of the Year award.
Her students have won numerous national awards. Van Valkenburg's fundraising work helped build Don Anderson Hall and established the T. Anthony Pollner Distinguished Professorship. Among her many service activities, she was a member of the Davidson Honors College Advisory Board and the University of Montana Press editorial board. Recently, she expanded her book, “An Alien Place: The Fort Missoula, Montana, Detention Camp 1941-1944” for a second edition, and she gave dozens of talks about the World War II detention of Japanese and Italian nationals in internment camps. She plans on traveling and spending time with her family, especially her grandchildren. We wish her the very best in retirement.

Journalism Professor **Clemens Work** retired in May 2011 after a campus career spanning 23 years. For much of that time he served as director of the School of Journalism’s graduate program and editor of the *Montana Journalism Review*. Highlights of Professor Work’s career include publication of “Darkest Before Dawn,” a history of the battles over free speech in Montana and the American West. That work led to posthumous pardons for 78 persons convicted of sedition in Montana during 1918 and 1919. Work’s book was the basis for the documentary, “Jailed for their Words: When Free Speech Died in Wartime America.” To his students, Professor Work is best known for his media law course and his tireless advocacy of the First Amendment. He was a founding member of the Montana Freedom of Information Hotline and a founding director of the Montana Innocence Project. An intrepid world traveler, Professor Work also fostered ties between Montana journalists and their counterparts in Nepal, Bhutan, and Burma. He intends to nurture those relationships and further his travels in retirement. We are grateful for his dedication and wish him the best.

**Frederick (Steve) Yackley** retired from Facilities Services in the College of Technology in March. He’s a good worker, and his colleagues hate to see him go. We thank him for his nine years of service to the University.

**Jill Young** came to The University of Montana in March 2001, as a member of the campus Wellness Program. In August 2003 she became the director of that campus program and a driving force behind the Wellness Program of the Montana University System, providing leadership and vision for its expansion. Jill is a certified life coach and believes passionately in the ability of people to achieve their best individual outcomes. In 2003 the Montana Worklife Wellness project was established and Jill was immediately appointed to that work group by the governor. When she retired from UM in August 2011, the state wellness worklife program established the “Jill Young Excellence Award for individuals or organizations that exemplify worksite health promotion excellence in Montana.” It is evident that Jill made an impact on wellness in Montana that is appreciated by many. Jill continues her work as a wellness professional and is living the life she loves.
Academic Administrator Award

The Academic Administrator Award recognizes outstanding performance in the fulfillment of assigned responsibilities by an academic departmental chair or program director.

Larry Gianchetta
School of Business Administration

I want to thank the faculty and staff for their support and commitment; I am proud to be a colleague!

Americans with Disabilities Act (ADA) Award

This award honors individuals whose important contributions advance education and employment opportunities for people with disabilities at The University of Montana-Missoula.

Barb Seekins
Foreign Student and Scholar Services

I have been honored to be part of the work of making The University of Montana accessible for persons with disabilities for the last twenty years. I want to thank Effie Koehn for allowing me to devote the time to this effort. This is a precious community – our home. We each work hard every day to make it better. However, this award signifies the need for constant vigilance. No matter how good we get, change poses a challenge to achieving and maintaining excellence in accessibility for the campus. Let’s continue working to make UM the most accessible campus in the country!

Departmental Assessment Award

The Departmental Assessment Award is bestowed on an academic department that has exhibited a history of excellence in assessing student learning, classroom teaching, and program effectiveness.

Departments of Radio-Television and Print/Photojournalism, School of Journalism

Journalism faculty members in both of our departments have worked steadily to develop and implement our assessment plan. We especially want to acknowledge Associate Professor Ray Fanning for his dedication to assessment, and for ensuring we follow our plan every academic year.
Distinguished Scholar Award

The Distinguished Scholar Award recognizes faculty who have made outstanding contributions in the areas of research, creativity, or other scholarly activities.

Ed Rosenberg
Department of Chemistry and Biochemistry

I want to thank my Department Chair Mark Cracolice for nominating me and my colleagues who wrote letters in support of my nomination. Since coming to UM in 1993 I have had the time of my life. It has been so easy to maintain my enthusiasm for research because of the wonderful students I have had and the freedom and opportunities that UM has provided. I probably should not say this, but I have way too much fun. Trying to understand the language of nature provides a life of never-ending mystery and adventure. None of this would be possible without the love and support of my wife of 32 years, Trina Valencich. She gave up a lot both personally and professionally to come to Missoula. I hope the wonderful life we have found here and the closeness that has developed here is sufficient recompense for what she gave up. Trina baby, this one’s for you.

Distinguished Service to International Education Award

This award is presented to a member of the UM community who has an outstanding record of distinguished service to international education at UM.

Don Bedunah
Department of Forest Management

Professor Bedunah was chosen for this award because of his tireless dedication to research and education in the field of grassland dynamics and local livelihoods. He had been a member of the faculty of the College of Forestry and Conservation since 1982. He passed away in January.
Distinguished Teaching Award

This award is bestowed on a faculty member who has exhibited a history of excellence in classroom teaching and demonstrated a quality long-term impact upon students.

Greg Campbell
Department of Anthropology

This is a deeply humbling recognition. It is an honor to be recognized for what I love doing: to teach. The University of Montana has always valued teaching excellence. Over the years, various campus administrators, faculty, and many others have created an environment to not only excel in the classroom, but also actively pursue research that will interface with student experiences. I deeply appreciate your dedication and efforts. This award is not just a recognition of my capacities as a teacher, but the students I have had the privilege to instruct. Their questions and work are a constant source of inspiration. So to all students, past, present, and future, I thank you. Finally, I give a heartfelt debt of gratitude to my spouse Orianne who everyday encourages and enables me, whether teaching or research. It is an honor to teach and contribute at a distinguished public university. Thank you.

Graduate Assistant Teaching Award

The Graduate Teaching Award was established by the UM Center for Teaching Excellence, the Graduate School, and the Office of the Provost to honor outstanding teaching by a graduate teaching assistant.

Jessica Jones
Department of English

J.B. Speer Award for Distinguished Administrative Service

The J.B. Speer Award for Distinguished Administrative Service honors an administrator who has made an extraordinary commitment and contribution to The University of Montana.

Kathy Burgmeier
Internal Audit

I was speechless when I received notification of the J.B. Speer Award for Distinguished Administrative Service – and for anyone who knows me that is pretty difficult to do. After the surprise, I felt humbled to be honored with this award and listed with the prior winners. Over the years, I am grateful to have worked with so many great people at the University, in Missoula, and within my profession. A special thank you to those who supported my nomination and I look forward to continuing my service here at the University.
Montana Faculty Service Award

The Montana Faculty Service Award recognizes a faculty member who has a history of providing superior, effective service that benefits The University of Montana.

Stephen Lodmell
Division of Biological Sciences

I am humbly grateful to receive the Montana Faculty Service Award. It is tremendously uplifting to work with so many faculty, staff, and students who are motivated by a passion to make things better, or simply to help out where help is needed. I would particularly like to acknowledge the staff members whose enduring service on many of these committees provides, in addition to administrative help, invaluable continuity and long-term perspective.

Most Inspirational Teacher of the Year Award

The Most Inspirational Teacher of the Year Award is voted on by students in recognition of a professor who has had an extraordinary impact on their lives.

James Jacobs
Department of Physics and Astronomy

Professor Jacobs was an inspirational and award-winning experimental physicist who devoted himself to student learning and achievement for nearly two decades. He had been a member of the faculty of the Department of Physics and Astronomy since 1993. He passed away in August.

Nancy Borgmann Diversity Award

The Nancy Borgmann Diversity Award, named in honor of a former Director of the Office of Affirmative Action and Equal Opportunity, recognizes contributions made by individuals or agencies that support the University’s mission on diversity.

Gyda Swaney
Department of Psychology
Outstanding Faculty Advising Award

The Outstanding Faculty Advising Award recognizes a faculty member who has contributed substantially to excellence in undergraduate academic advising.

Mike Minnick
Division of Biological Sciences

Advising students and watching them metamorphose from insecure freshmen into confident seniors beading towards careers in biology, medicine, and medical technology are extremely satisfying. Providing students with advice on how to weave their talents, skills, and knowledge into a profession is perhaps the most personally rewarding and important responsibility that I have as a professor. I am sincerely grateful and honored by this recognition.

Outstanding Service to Students Award

The Outstanding Service to Students Award recognizes exemplary service by staff, including academic and personal advising, to the student body.

Jeanne Franz
Wildlife Biology Program

This is truly a very special award to me, and I want to thank all of the students who wrote letters for the nomination. I want to especially thank Clay Miller and Jeff Stetz, two of our Wildlife Biology graduate students, for spearheading the nomination for this award and Dan Pletscher, Director of the Wildlife Biology Program, and Lisa Eby, Wildlife Biology faculty member, for their support as well. Wildlife Biology has the most amazing students, and it is a joy to see how they mature and progress in their coursework and in their lives. If I have had even just a very small part in helping them to do this, then my job is worthwhile.

Outstanding Staff Award–Campus Interaction & Meritorious Job Performance

This award focuses on a staff member who not only exceeds expectations within the department, but also interacts and provides service to campus, someone who creates a positive impression of his or her department by his or her spirit of service, interactions with others, and impact outside of the department.

Edward Morrissey
School of Art
Outstanding Staff Award—Excellence In Job Performance

This award focuses on a staff member who excels in all aspects of his or her position, someone who possesses an excellent work ethic and has an extraordinary impact within the department as a role model, connecting with students, staff, faculty, or administrators.

Jamie Dixson, School of Business Administration

I would like to thank President Engstrom and the selection committee ~ I am very humbled to be the recipient of this award. I would also like to say thank you to Dean Giancbetta for nominating me for this award, Associate Dean Harrington, Belva Jones, Jack Morton and all my colleagues at the business school for writing letters of support. I work with an exceptional group of people in SoBA and am continually amazed by, and thankful for, their leadership, supportiveness and forward thinking. I consider myself very fortunate to have such a wonderful job with such great people.

Outstanding Teamwork Award

The Outstanding Teamwork Award recognizes staff from any office, unit, department, or group for working exceptionally well together to perform the assigned mission.

Dennis Hardwick and Chuck Christensen
Facilities Services Technical Services Shop

Thank you all. It is a great honor to receive this award from our colleagues. We feel fortunate to work with you all to make the campus a more comfortable and sustainable work environment. We also would like to extend a special thanks to Thad Williams, the third member of our winning team.

Jen Abrams, Sam Alberty, Geri Fox, Becky Krantz, Kelsi Steele, Patience Woodill, and Ed Wrzesien
School of Law Gala Planning Committee
SERVICE PINS

Pins are awarded to all employees who have completed 5, 10, 15, 20, 25, 30, 35, 40, and 45 years of continuous service at The University of Montana.

~ 45 Years of Service ~
Susan Selig Wallwork

~ 30 Years of Service ~

John Barba
Nancy Forman-Ebel

Ralph Judd
Karen Kaley

Dani McLaughlin

~ 25 Years of Service ~

Michael Burke
Joshua Hofman

Jolene Hult
Timothy Martin

~ 20 Years of Service ~

Kay Altenhofen
Timothy Bradstock
Maureen Corrigan
Mary Danielson
Debra Earling
Lavonne Goldade

Paul Haber
Anne Hamilton
Aaron Hunt
Teressa Keenan
Nina Murch
Judith Rabinovitch

Marina Renz
Sue Samson
Joyce Schlieter
Debora Simmons
Christine Vance
Vickie Voss

~ 15 Years of Service ~

Orianne Allison
Kevin Brockbank
Catherine Burleson
Stanley Harwood

Geoffrey Larson
Judy Maseman
Jeffrey Meese
Mark Skalsky

Joshua Slotnick
Charles Smith
Tony Tomsu
Harry Waldorf
~ 10 Years of Service ~

Ramona Alspaugh  
Patricia Bartow  
Carol Bates  
Julie Cannon  
Fernando Cardozo-Pelaez  
Teresa Clark  
Christoph Feichtinger  
Jon Fines  
Gary Hagler  
Donna Hall  
Kimberly Herron  
Shelley Hiniker

Marie Kohler  
Jorma Laakso  
Charlynn Lamphiear  
Heiko Langner  
Ute Langner  
John Maron  
Karen Martin  
Niels Maumenee  
John McCormick  
Renee McGrath  
Cerise McLean  
Mark Medvetz

Susan Mollenhoff  
Denise Nelson  
Jeremy Nigon  
Frank Rosenzweig  
J.B. Alexander Ross  
Dennis Ryan  
Olivia Sears  
Darci Thorsrud  
Thomas Trigg  
Mika Watanabe-Taylor  
Jo York  
Maosheng Zhao

~ 5 Years of Service ~

David Affleck  
Ross Stewart Andrew  
Donna Bakke  
Eric Bayley  
Printer Bowler  
Daniel Bowling  
Jeffrey Brandt  
Andres Buitron  
Hedi Casquilho-Gray  
Christopher Clasby  
Christopher Coe  
Karen Coleman  
Allen Cox  
Coburn Currier  
Lois Daniels  
Karissa Drye  
Susan Gregerson  
Meghan Hackney  
David Paul Hendricks  
Heather Hibbard  
Robert Hlynosky  
JoAnn Hoven

Ernie Hult  
Timothy Irmen  
Charles Janson  
Andrea Johnson  
Ruth Johnson  
Holly Kulish  
Marian Lankston  
Susan Lenard  
Clemance Lockman  
Bryce Maxell  
Raymond Merseal  
Martin Miller  
Sam Miller  
Brenda Miller  
Scott Mincemoyer  
Gay Monaco  
Nicholas Natale  
Maria Opitz  
Darlene Patzer  
Melissa Reimann  
Keith Rieger  
Christopher Riley  
Brent Russ  
Catherine Sanders  
Devin Schaefer  
Leana Schelvan  
William Schmitt  
Erin Sexton  
Brandon Sheehan  
Nicholas Shontz  
Dawn Slama  
David Stagliano  
Melissa Steinike  
Kimberly Swanson  
Tana Taylor  
Liz Vance  
Gregory Voorhees  
Laura Westenfelder  
Lawrence White  
Ruth Williams  
Kagan Yochim  
Marilyn Zimmerman
Awards Reception Committee

Committee Co-Chairs
Sara Drake
Amy Kinch
Carol Bates
Michelle Boller
Carol Buerman
Kathy Burgmeier
Jay Bruns
Kelsi Camp
Lisa Coon
Terri Coslet
Adrianne Donald
Byron Drake
Camie Foos
Patty Gauthier
Ann Guiditta
Cassy Lake
Andrea Lewis
Kathy Mariucci
Erika Palmer
Ken Price
Andie Scheuering
Debie Schmidt
Tracy Scott
Hannah Singleton
Laura Sundstad
Kelly Webster
Sheila Wright
Kathy Zeiler
Thank You To Our Donors

UM DEPARTMENTS
Campus Recreation
Dining Services
Griz Card Center
Intercollegiate Athletics
Montana Island Lodge
Office of the President
Office of the Provost
  Public Safety
  Student Affairs
The Bookstore at The University of Montana
  University Relations

COMMUNITY BUSINESSES
Allegiance Benefit Plan Management
  Bitterroot Floral
  Caras Nursery
  Coca-Cola
  Missoula Osprey
  Paul Roos and PRO Outfitters
  Travel Café Online

Thank you to President Royce Engstrom for his generous support of UM Employee Recognition Day.

The University of Montana

Printed on recycled paper with eco-friendly inks