**Host**

President Royce C. Engstrom

**Emcees**

Jed Liston  
Assistant Vice President, Enrollment Services

Judy Fredenberg  
Director, Research and Sponsored Programs

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**Retirees**

**Sharon Alexander** joined The University of Montana in 1990 as the Dean of Continuing Education. In January she retired after more than 20 years as Dean, but not before spearheading an initiative to rename Continuing Education to the School of Extended & Lifelong Learning. The new name represents the culmination of the unit’s growth and progress under Sharon’s direction. Among her many contributions at UM, she developed the Osher Lifelong Learning Institute (MOLLI) in close collaboration with community members and guided the direction of Academic Affairs as an integral member of the Academic Officers group. Her continued passion for art history and penchant for global travel will certainly lead her on many more adventures in the future.

**Cecil Barnier** began his career with the Facilities Services Custodial Department in July 1998, maintaining heavily used academic buildings. During his career, Cecil helped the campus survive its growing pains by keeping buildings usable during construction projects and by training new people in his expanding department. Cecil retired at the end of January. He’s now at home enjoying his family and spending many pleasant hours cutting gemstones (his “side job”) on his schedule.

**Jo Beck** started working in the Mansfield Library in 1974. She took positions in the President’s Office, Human Resource Services, and the School of Education before joining the College of Arts and Sciences in July 1980. Jo started in CAS as Secretary Admin I and finished her career as Administrative Associate Manager, or, to all who knew her, the go-to person for all things budgetary and personnel in the College. Jo received the Employee of the Quarter Award in 1989 and served several terms on Staff Senate during her tenure at UM. Jo retired in July 2010, completing 30 years of excellent work for the College. Jo’s retirement gives her more time to enjoy hiking, volunteer work, cooking, and gardening.
In 1969, Richard Billstein was hired as an instructor. Now, after 42 years of service in the ranks of Assistant, Associate, and Full Professor of Mathematics Education, Rick is retiring. During his career Rick has brought distinguished recognition to the University and the State of Montana. He was a director of the seven-year NSF-funded “Six through Eight Mathematics” Project, as well as the recipient of another large NSF grant, “Middle Grades Mathematics, Phase II.” He has written more than 55 articles, given more than 700 professional presentations, and written and edited numerous books on middle school mathematics for both students and elementary school teachers. Rick brought millions of dollars in grant money to UM, and he was recognized as an Outstanding Alumnus and Distinguished Teacher. Rick is this year’s recipient of the George M. Dennison Presidential Faculty Award for Distinguished Accomplishment.

Charlan Bonebright retired from the Office of the President on May 14, 2010. This sweet, soft-spoken Southern lady began her career at UM in 1991, first working in the Registrar’s Office. Over the next 19 years, she became an invaluable source of knowledge for the campus community. Her sympathetic ear, calm demeanor, and cheerful attitude made her a friend to everyone. She remains involved with the University through her participation in the new retirees’ association. Although she is missed, Char now has more time to visit with kids and grandkids and work on her quilting. You can find Char and her husband, Rick, touring the country in their Model Ts with the tops down.

After many years of service at the College of Technology, Kent Brimhall is enjoying his retirement. Kent worked for Enrollment Services at the COT as an administrative associate-generalist. His excellent customer service skills, initiative, and collaborative spirit ensured students’ questions and needs were always addressed. Kent enjoyed working with students and his colleagues and especially enjoyed watching the COT flourish. We are certainly grateful for his consistent work ethic and the care and concern he had for our students. In retirement, Kent is enjoying his new role as a grandfather and traveling with his wife to visit friends and family.

After accomplished service at the Center for the Rocky Mountain West, Robert J. Brown came to the Mansfield Center with a daunting task: to help UM’s Confucius Institute work with university, state, and public school district officials to initiate a new on-site and online program of instruction in Chinese. Despite being handed the squarest of pegs to fit in some very round holes, Bob used his network of contacts and considerable diplomatic powers to work through the complexities. In no small part because of his work, the Chinese program is now flourishing. But because no good deed goes unpunished, the Center also called on Bob (along with former Congressman Pat Williams) to take on an even greater challenge: convincing people in the state that the bipartisanship so long identified with Sen. Mike Mansfield was OK – as Bob would say, that people could disagree on key issues without wanting to kill each other. The fact the latter goal has not yet been accomplished is probably tied to the fact Bob decided to retire and could only dedicate himself to the task in his spare time. But we’ll take what we can get, and be grateful to Bob Brown for his sanity, perpetual good humor, and dedication to task.
Soon after receiving his bachelor’s degree in History from UM, **Ray Carlisle** joined his alma mater as a Program Specialist for the Indian Community Action Program. He then worked in the Department of Native American Studies before becoming the Director of TRIO Student Support Services in 1979. He retired from that position in September 2010 after 37 years of providing educational opportunity and academic support for thousands of students. Overall, the grants Ray wrote and administered generated nearly $11 million for student support activities, and his service at UM earned him a reputation for integrity, compassion, advocacy, collaboration, and commitment to diversity. In 2009, the Council for Opportunity in Education honored him with its highest award, the Walter O. Mason Lifetime Achievement Award.

**Larry Dent** is retiring from UM after 12 years as a clinical faculty member in the Pharmacy Practice Department. During that time, he taught numerous courses within the curriculum, while at the same time serving as a preceptor and mentor for senior pharmacy students completing experiential training in the final professional year. Larry’s area of specialty is ambulatory care and, during his time at UM, he was a clinical faculty member at Partnership Health Center and the Missoula VA Clinic. Larry was also active in the area of scholarship through publication and presentation; his efforts in the area of pharmacist-managed tobacco cessation programs earned national recognition. We wish Larry all the best as he enters a new phase of his pharmacy career.

In 1988, **William “Doug” Drader** joined the Telecommunications Center (now Broadcast Media Center) after a career at Channel 13 Western Broadcasting. Born and raised in Missoula, he became hooked on electronics in grade school, reading Mechanics Illustrated, Popular Science, and books about Tesla and Edison. Doug started at the Telecommunications Center as a technician taking care of TV equipment. He participated in the signal expansion project bringing Montana Public Radio to Helena, Butte, Hamilton, and Kalispell; helped install the KUFM-TV analog transmitter; and worked on the conversion to full HD digital TV. Along the way, Doug spent countless hours driving to mountaintops to maintain and fix transmitters, no matter the weather or time of day. He almost gleefully recalls flat tires on mountain roads, snowmobile trips in the dark, and walking to sites in snow up to his belt. About his time at the University, Doug said, “Probably the real and continuous high point was working for and providing support to a group that is truly loved by the University and communities that they serve.” Doug retired at the end of 2010 and is looking forward to spending time on his sailboat.
Professor **E. Edwin Eck** will retire from full-time teaching at the end of this academic year, but plans to continue at the School of Law on a post-retirement contract, helping UMSL maintain its excellent estate planning and tax law offerings. Professor Eck joined the faculty in 1981 and served as Dean from 1995-2009. He has taught Estate Planning, Estate and Gift Tax, Charitable Tax Planning for Donors, Corporate Tax, Tax Practice and Procedure, and Property Law. Professor Eck chaired a committee resulting in Montana’s Trust Code and served as a member of the Uniform Law Commission for 20 years, urging the Montana Legislature’s consideration of a number of uniform acts. Under the sponsorship of Sen. Max Baucus, former President George W. Bush nominated Eck to the IRS Oversight Board. After Senate confirmation in 2008, he began his service on the board, and he continues to serve in that capacity. Professor Eck is interested in devoting more time to his other interests, including his work with the IRS Oversight Board and with the Uniform Laws Commission, where he was recently selected to serve on the drafting committee for a Uniform Act on Powers of Appointment.

**Dean Goodrich** worked in Facilities Services for 11 years.

**Marilyn Gustin** retired in May 2010. She worked for Dining Services for more than 20 years and spent the majority of her years in the Cascade Country Store. She was a pleasure to work with, friendly and highly guest-service oriented. She knew the name of almost everyone she served even years after they graduated. She cared about all of her guests and had a great sense of humor. Marilyn was a great asset to the University and she is greatly missed. Her former co-workers talk her into coming to the Food Zoo for lunch whenever possible. She is taking pleasure in her retirement by spending time on her interests and enjoying her grandchildren.

For nearly three decades, **Stephen Hackney**, or “Hack” as he is affectionately known, has been the man behind the scenes outfitting athletes for participation. He is, to scores of Grizzly athletes and coaches, the silent hero of Athletics. Former long-time football coach Don Read summed it up best: “There are some people who have been around Montana for a long time, but no one has been a stronger link between all the eras than Hack. No one has been glue for all the things like him. He’s educated staffs during transitions. He’s been there for players when coaches couldn’t. He’s been around long enough that you know, if there was a question about something, nine times out of eight Hack was going to be right.” Hack will be missed by the entire UM Athletics Program.

**Renate Hagerman** worked on campus for 36 years, the last 12 in Residence Life. Renate assisted students and staff in making the campus living experience a true home away from home. She always went the extra mile to assist those she came in contact with. She enjoyed learning key words or phrases from international students to make them feel more welcome and even learned sign language to assist hearing-impaired students. We are very proud to have had her as part of the Residence Life family for so many years and we wish her all the best as she enjoys her retirement with her grandchildren, family, and friends.
For more than 40 years, **Stephen Henry** has been associated with campus computing, from the time when he ran THE computer on campus as a graduate student to when he retired as Senior Associate CIO of the current IT organization. During most of that period, whatever his real title, he was known as “THE Director of the Computer Center.” He had a direct role in the installation of the first time-sharing computer, first UM-owned telephone system, first PC, first modern network, first version of Banner… Most of what the campus community now uses in the way of IT is available largely because of Steve’s efforts. And somehow he also found time to become the statewide expert on all IT issues scattered through Montana law and know more than any one person should know about the dozens (hundreds?) of different ways a person can read and send e-mail. If and when UM puts a name on the official “founder of computing and IT,” that name will be Steve Henry.

**Betsy Holmquist** retired in 2010 after 24 years of service to the University. Her years on campus stretch back to September 1963, when she arrived as a freshman, graduating with a degree in French in 1969. In 1983, she earned an M.A. in English and subsequently taught writing for Forestry, English, and the COT. Betsy started working at the Alumni Association in September 1986 doing data entry under Sheila Stearns. She soon began helping with alumni events, Charter Day, and the first Griz-Cat big-screen TV parties. She took many bus tours across the state, helping Presidents Koch and Dennison host alumni gatherings. She produced two Homecoming weeks, including “A River Runs Through It,” which won a CASE grand gold award. Betsy served as UMAA’s writer/editor for 11 years, creating class notes, alumni profiles, and Artifacts for the Montanan, as well as writing the alumni newsletter. She is married to UM alumnus Richard, and their son Torrey is also a UM grad. Betsy says the best walk in town is “across our gorgeous campus. Best folks – those seen on these walks.”

**Candy Holt** retired in December 2010 after a campus career spanning just over 29 years. During her tenure, she held a variety of positions in several different departments. In the University Center, she helped transform a building void of activity in the late 1980s into the bustling campus community center it is today. Proudly serving as the UC’s Director for her last six years on campus, Candy tirelessly advocated for the UC and the critical role it plays in campus life. In addition to receiving the Outstanding Staff Award in Fall 2001, she was recognized by ASUM with the Barbara Hollmann Outstanding Administrator of the Year award for 2007-2008 and acknowledged by her peers for service to her profession. In retirement, she misses working with the UC’s wonderful staff and developing relationships with students.

**Dudley Improta** joined the UM staff in 1978 as a dorm counselor and team leader for the Y.A.C.C. program. In 1979, when Campus Recreation’s Outdoor Program expanded, he joined as the Outdoor Education manager. In this role, Dudley created the PSIA-certified Nordic Ski School and Backcountry Ski School. He also added courses in whitewater boating and safety. In the late ‘80s, facility management was added to his responsibilities and he expanded space and instruction for fitness classes and strength training. In the late ‘90s, Dudley became the Assistant Director of Programs for Campus Recreation. He helped design the new Fitness and Recreation Center, implemented new programs in the climbing gym and fitness area, and helped found the Western Montana Avalanche Center. Dudley has had a great impact on the University and Campus Recreation in particular.
Rick Kleinjan first began his career with Missoula County Public Schools. Rick transferred to the COT when UM acquired it in 1981. He was promoted to Head Engineer in 1988 and played a vital role in implementing a maintenance program for all mechanical systems at the COT. Rick has always loved the mountains, camping, fishing, and hunting, especially elk hunting. Now that he has retired, he plans on spending time with his wife and sons and exploring the Montana mountains.

Barbara Morgan began with the Montana Geriatric Education Center in 2002 as Administrative Assistant on the grant-funded project. She was employed continuously by MTGEC through her retirement in 2010, assuming the position of Associate Director on the project in 2007. In addition to her work with MTGEC, Barbara assisted various other associated geriatric organizations and programs, including the Institute for Gerontology Education, the Interdisciplinary Gerontology Minor, and the Montana Gerontology Society. Her dedication and hard work have always been deeply appreciated and will be sorely missed.

Donald Otis worked in Facilities Services for 22½ years.

Marlene Pantzer began her career with UM in 1974 with the Academic Vice President’s Office. In 1976, she accepted a position with the School of Law and spent most of her subsequent years in various positions at the School. She also worked for University Relations, the Vice President for Student Affairs, and Legal Counsel. As the Law School’s Administrative Officer for the past 11 years, she helped to guide us through many changes, including the Law School renovation and addition. She enjoyed working with the faculty, staff, and students and was a valuable resource and adviser for many over the years. It was a pleasure to work closely with Marlene on a variety of projects; her knowledge and diligent work on every aspect of the job will leave big shoes to fill.

Janet Perrin served as a long-time Administrative Assistant in the Department of Communication Studies. She worked closely with several different department chairs and helped usher the department through many changes since the time that it was the Department of Interpersonal Communication. Most importantly, Jan was universally loved by students in the Department. Her friendliness and willingness to help anyone from the youngest freshmen to international graduate students made her a vital part of the Department. With more time for family and travel, we wish her the very best in retirement.

Shelley Hopkins Poore served the School of Law as Director of External Relations beginning in 1998 and as Development Officer beginning in 2006. A 1982 graduate of UMSL, Shelley practiced law, with a litigation emphasis, in Butte and Missoula. Her wealth of experience in the Montana legal community was the ideal background for her roles at UMSL. Her fundraising efforts, along with those of many others, evidenced the skill and commitment necessary to make the law building renovation and addition a reality. She also dedicated herself to stewardship and scholarships.
After 32 years at UM, **Donald Potts** is retiring. Don served the College of Forestry and Conservation and UM in a variety of capacities over his career: as a leader of the Faculty Senate, Professor of Hydrology and Forest Management, Associate Dean of the College for 10 years, and Chair of the Department of Forest Management. Just over five years ago, Don was named by Gov. Brian Schweitzer as the Climatologist for the State of Montana, bringing this position back to campus for the first time in decades. In 2010 Don was recognized for his countless contributions to his faculty colleagues through the Faculty Service Award. He will be leaving Missoula to take on his next assignment in Minneapolis as grandfather extraordinaire. Don’s enthusiasm for teaching and his dedication to education will be greatly missed.

Professor Emeritus of Classics **James Scott** joined the faculty in 1986 and was promoted to Professor in 1998. Beyond a period of administrative service to CAS, he has been a mainstay of the teaching and service missions of MCLL, the Classics section, and the Liberal Studies Program. He has been active in research, focusing on the reception of Virgil’s Aeneid in the West and also on the rich documentary history of Roman Catholic missions in western Montana. His retirement will leave a massive hole in our campus community. He will be heartily missed by his colleagues and students, and we all wish him the very best.

**Sandra Shook**’s first day of work on May 18, 1981, was also the first day of a teachers’ strike at the Missoula Vocational Technical Center, now known as the College of Technology. On May 18, 2011, Sandie will retire from her position at the COT’s Department of Industrial Technology at the West Campus. For the past three decades, Sandie has assisted with day-to-day operations at the West Campus. She says that “helping students has been most fulfilling” over the years. What will Sandie’s retirement years hold? “I’m going to take care of my husband,” she says, “spend time in the library, and learn how to cook good stuff—not just throw things together.”

**Jocelyn Siler** left her career as an elementary school teacher in 1975 to come to UM as a graduate student in the English Department’s Creative Writing Program, her studies funded by a $10,000 prize won on a TV game show. Professor Siler made UM her home, working her way from TA to Full Professor. Among her many contributions to the University, she directed the Composition Program from 1981 to 1995 and published three textbooks in this field. She is an accomplished poet and fiction writer, and in her years at UM has published widely and given numerous invited readings. Perhaps Jocelyn’s greatest legacy, however, will be her teaching. Over the years students have praised her energy, her knowledge, her humor, and her compassion.
**Fritz Snyder** served the School of Law as Director of the Jameson Law Library and as Professor of Law for 17 years. In addition to his dedication to the library, he served on myriad committees and also served as Associate Dean for seven years. Fritz is the co-author of *The Montana State Constitution: A Reference Guide* with Larry Elison, and has authored various articles and book reviews over the past 30 years. When asked about his retirement, Fritz stated, “As a law professor, I have also been blessed to work with an outstanding faculty, a very caring and dedicated staff, and two outstanding Deans. Serving as Associate Dean for seven years was also an enriching and educational experience. I have found The University of Montana itself to be a wonderful institution to be a part of.” He and his wife, Miyo, plan to move closer to their daughter, son-in-law, and grand-twins in California and also spend time in Hawaii.

**Dr. Bryan Spellman** worked in the School of Fine Arts for 20 years. He also worked two years each in the School of Forestry and the Mansfield Center. Bryan served the School of Fine Arts with prolific grant writing and budget oversight while he taught, advised, and developed *The Creative Pulse*, an innovative graduate program in Integrated Arts and Education. Dr. Spellman received the Ph. D. from the University of California, Berkeley in 20th Century French Literature in 1986.

**Richard Spencer** came to work for Campus Mail Services as an On-call Postal Worker in 1992. He served with CMS for 18 years and achieved the Lead Postal Worker position. He shared his wealth of postal knowledge with both CMS staff and the campus community. He wrote, “It’s tough to put the ‘old mail bag’ aside,” and he plans to spend more time doing yard work, gardening, and letting any mail simply show up in his mailbox.

**Kathleen Spritzer**, Fiscal Officer and Masters of Accountancy Program Coordinator for the School of Business Administration, retired after 25 years with SoBA and 27 years with UM. Kathleen’s exceptional competence, calm demeanor, and incredible work ethic were appreciated by everyone with whom she interacted both on and off campus. In addition to her service campus-wide, Kathleen served on the MAcct Curriculum & Admission Committee and the SoBA Strategic Planning Committee. Both Kathleen and her husband, Don, are avid Griz and Lady Griz fans and will continue to actively support their teams during their retirement years.

In 1981, **Lu Terry** began her career at Business Services in the purchasing department. When Lu wasn’t at her desk answering e-mails and phone calls or helping visitors, it was easy to guess where she might be: outside spending quality time with her wildlife friends. Lu always had a bag of peanuts on hand. If you could not find her in her office she was usually outside feeding the squirrels, even in the dead of winter in below-freezing temperatures. Caring and compassion are ingredients in the recipe that make Lu the person she is. Lu was an extremely loyal and dedicated employee who always had the University’s best interests at heart. Lu possessed a wealth of knowledge and was highly respected not only by the University but also by others across the state; she was looked to as a resource when help was needed. After 29 years of service, a stellar career, and many successful accomplishments, Lu decided to retire. We (and the squirrels) wish to thank Lu for all she has done for the University and let her know that she (and her peanuts) have been greatly missed.
William Turner started with Residence Life as a carpenter May 10, 1993. In his 17 years in the Residence Halls, he completed daily work orders, maintained well-used older buildings, and helped keep the students happy. Bill worked closely with other crafts in providing a safe living environment for the students and was always willing to share new ideas. Bill served on the Staff Senate and several other committees and enjoyed his time here at UM. He is enjoying retirement spending more time on personal projects, traveling, and spending time with friends, and he plans to do some writing.

Dr. Sharon Dinkel Uhlig is leaving UM after a distinguished record of service spanning more than 37 years. She first came to serve as Instructor for the Department of Health, Physical Education and Recreation. She became the Director of Women’s Intercollegiate Sports, a prominent role vital to growth in Title IX equity for women’s athletics. Subsequently, she departed for doctoral study at the University of Utah and upon her return was Associate Director of Intercollegiate Athletics. Sharon assumed a tenure-track appointment leading to Full Professor in the Department of Health and Human Performance, over which she was long-term Chair. In 1998, she was named Associate Dean of what is today the Phyllis J. Washington College of Education and Human Sciences. Her own career, like her College, expanded in its role and influence over time. In retirement, Sharon will undoubtedly continue pursuing many teaching/learning/leadership activities, and she will also continue to enjoy a wide array of outdoor sports with her husband, Karl Uhlig.

Helen Utsond began her career at UM in 1985 and retired in 2010 after 25 years of loyal service. She held various administrative positions in the Psychology Department, culminating in Testing Administration. She moved to Student Affairs in 1996 when Testing Services was transferred to Career Services. She spent the final 14 years of her career working as the Testing Coordinator in Testing Services, where she administered a variety of national standardized, professional licensing, and certification tests, and also proctored academic exams for UM and distance students. During her tenure in Testing Services, the industry transitioned from pencil and paper exams to computer-based testing, and Helen was instrumental in facilitating that transition. Helen is enjoying retirement and loves having the freedom to do whatever she wants whenever she wants. She enjoys taking walks with her kitty Sweetie and reading computer-based books on her Kindle. Her future activities involve volunteering at the Missoula Food Bank and AniMeals, taking courses through the Osher Lifelong Learning Center, and working on creative writing projects.

Robert Van Horne began his career in 1985 as a Plumber in Residence Life. Bob spent a lot of time keeping everything running well but also researched products and procedures to improve the operation of the Residence Halls. He witnessed a lot of changes and was very good at sharing his experiences and knowledge with co-workers. Bob has a great sense of humor, which came in handy with some of the problem-solving he was involved with. Camping, fishing, floating the rivers, and working on personal projects will keep Mr. Van Horne young in his retirement.
After working at the Flathead Lake Biological Station as Data Management Specialist for nearly six years, Joann Wallenburn chose to retire in 2010. While working for FLBS, Joann designed and developed several large long-term database systems. During that time she also proactively and painstakingly monitored incoming data contributions for consistency and completeness. Joann’s work ethic, skills, and positive approach were greatly appreciated by all at FLBS. Now that Joann has retired, she spends time with her husband, David, working on their newly constructed home at Seeley Lake. She continues pursuing her interest in land and resource conservation by volunteering time for the Clearwater Resource Council.

Professor Thomas R. Whiddon received his master’s degree in Health and Physical Education in 1968 and his doctorate in Curriculum in 1975, both from UM. Dr. Whiddon began his career in 1969 as an Instructor and was promoted to Assistant Professor, Associate Professor, and Professor in 1976, 1980, and 1985, respectively. Dr. Whiddon’s varied interests and breadth of expertise allowed him to successfully contribute to the Health and Human Performance Department’s teaching mission across a wide spectrum of courses, and the faculty appreciated his willingness to expand and alter his teaching assignments to meet student needs. Indeed, it was the needs of students that Dr. Whiddon steadfastly viewed as paramount. An active scholar, Dr. Whiddon’s scholarly contributions included numerous research publications, presentations at scholarly meetings, articles in refereed journals, co-authored book chapters, an edited book, and authorship of an electronic book. Throughout his career Dr. Whiddon collaborated widely with colleagues from within the department, across campus, and across the country. Dr. Whiddon served twice as Department Chair—once as Acting Chair for the 1986-1987 year, and most recently from 2005-2008. His commitment to the HHP Department was never so evident as when he served as Chair during this latter time period, one of significant growth and change for the Department. In remembrance and sincere gratitude, we posthumously honor Professor Whiddon for his 41 years of invaluable service and outstanding career in the State of Montana and at The University of Montana–Missoula.
FACULTY AND STAFF AWARDS

Sponsored by the Office of the President, the Office of the Provost, Human Resource Services, and the School of Business Administration

Academic Administrator Award

The Academic Administrator Award recognizes outstanding performance by an academic departmental chair or program director.

Terri Herron
Professor and Chair, Department of Accounting and Finance

I sincerely thank the committee for the honor and Teresa Beed (Accounting), Belva Jones (chair MIS), and Dean Gianchetta for their letters of support. I truly appreciate my Accounting and Finance faculty colleagues, who nominated me for this award. While I try to steer the ship, I cannot do so without them rowing all the oars. Their commitment to collegiality, cooperation, and excellence makes my job easy, immensely rewarding, and fun. Finally, much love and appreciation to my husband for supporting me and understanding why some days my allotment of “decisions” is all used up by the time I get home.

Americans with Disabilities Act (ADA) Award for Faculty & Staff

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

Bernadine Gantert
Program Coordinator, Disability Services for Students

In receiving this ADA Award I acknowledge the many from whom I learned and who contributed to accessibility at UM – including some who initially resisted changes. My commitment to the ADA was born of strife in a community that faced frontier-like barriers at UM and also a wider UM community of supporters. I have often been told that change takes time, but have learned that there is no end to change, to the process, or to progress. The reconfirmation in the ADA Amendments of 2008 reaffirms that our work must continue.
Distinguished Scholar Award

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

F. Richard Hauer
Professor, Flathead Lake Biological Station

I am grateful to be honored as The University of Montana’s Distinguished Scholar for 2011. There is nowhere else that has a greater intersection of quality of university, faculty, and environment than here at The University of Montana. I am thankful to have the privilege of devoting my professional life in the Ecological Sciences, and to that end to contribute to the academic enterprise and scholarship at The University of Montana. I am particularly grateful to my colleagues at Flathead Lake Biological Station for their continued support and inspiration.

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.

Wayne Freimund
Professor, Department of Society and Conservation

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.

Jonathan Graham
Professor, Department of Mathematical Sciences

I am deeply honored to receive this award, and feel fortunate to be in a department and at a university that values teaching. It has been both a challenge and a joy to teach statistics to such a diverse array of students and I look forward to many more rewarding years as an educator. I am especially grateful to the mentoring I have received from my dad, Mrs. Marcou, Sastry Pantula, Dave Patterson, and my wife Anne, all of whom have taught me so much about the art of teaching.
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.

Erik Aschehoug
Division of Biological Sciences

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.

Bill Muse
Associate Vice President for Planning, Budgeting, and Analysis

I am sincerely honored to receive this recognition, and want to acknowledge the outstanding team in the Planning Office with whom I am privileged to work. These folks do us all a good service, and have apparently made me look good. In a broader sense, it is my good fortune to work at The University of Montana, where we are mutually and collaboratively committed to helping students and faculty provide solutions to the cultural and economic challenges of an increasingly interconnected world. This is a fitting legacy for J.B. Speer, whose four decades of dedication to UM inspired this award.

John Ruffatto Memorial Award

The John Ruffatto Memorial Award was established to encourage and reward UM faculty who impart practical, applicable principles into their classroom presentation.

Jakki Mohr
Regents’ Professor, Department of Management and Marketing

Receiving the Ruffatto Award is particularly meaningful for me. My initial industry experience as a young professional working at Hewlett-Packard set the tone for my work as an academic. Students in my Technology Marketing class conduct projects for local businesses, scientists on campus, and occasionally for national businesses. These projects require incredibly hard work, yet students gain confidence in their own knowledge and skills as they solve meaningful problems. Businesses gain insights to improve their strategies. Moreover, my own skills are enhanced, providing deeper expertise for my teaching and research. I am grateful to the Ruffatto family and to UM for valuing the interactions between business and academics and recognizing the extra efforts these interactions take.
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.

Scott Douglas
Associate Professor, Entertainment Management Program

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.

Penny Kukuk
Research Professor, Division of Biological Sciences

It is humbling to be included in the ranks of the truly admirable people who have received the Nancy Borgmann Diversity Award. I accept this award, with sincere thanks, on behalf of the deep and broad team of individuals from Main Hall to Corbin Hall who worked long and diligently with me over the last decade to increase diversity at UM-Missoula. We are convinced that embracing diversity is the pathway to excellence; it is the way for us to become the best institution of higher learning that we can possibly be.

Outstanding Faculty Advising Award

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

Daniel Spencer
Associate Professor, Environmental Studies Program

I am deeply honored to receive the Outstanding Faculty Advising Award, particularly when I look at the list of distinguished colleagues previously honored with this award. I accept this award as part of a team of outstanding faculty colleagues in Environmental Studies who each demonstrate to me on a daily basis what constitutes commitment to excellence in advising, and with gratitude for wonderful students whose commitment to improving the world inspires me daily and makes advising with them a privilege.
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.

Kathleen Tarkalson
Program Coordinator, School of Business Administration

I would like to thank Dean Gianchetta for nominating me for this award, as well as all of the students who wrote letters of support. It is an honor. I would also like to thank President Engstrom and everyone who makes this award possible. It is wonderful to be able to come to work every day and do something that I love. Students have amazing energy and enthusiasm, which makes them a pleasure to work with. Whatever benefits I may provide to them, I easily get back tenfold. Thank you.

Outstanding Service to the Campus Community Award

The Outstanding Service to the Campus Community Award recognizes service to UM employees.

Janis Davis
Administrative Associate, School of Art

I consider myself fortunate to have worked within the College of Visual and Performing Arts since 2003, and especially in the School of Art since January 2008, using my financial and clerical background to enhance the work of the creative and talented professors here. I believe the Arts lift us from the mundane everyday world, offering us a glimpse of heaven. Losing yourself in a moving work of art, the perfect ending to a song, the gracefulness of dance... It’s magic! The friends I have met through serving on Staff Senate and networking with other ‘admins’ are very special to me. And to the students – love your energy – Thanks UM!
Outstanding Service to the External Community Award

The Outstanding Service to the External Community Award recognizes a staff member's contributions to Missoula and the surrounding region.

Colleen Kane
Program Manager, Office for Civic Engagement

I am honored to be receiving the Outstanding Service to the External Community award. Getting to work with the Missoula community has been a pleasure and I'm constantly impressed by the level of commitment UM students have displayed when it comes to getting involved. I genuinely want to thank the small but incredible staff of the OCE who have been amazingly supportive, inspiring, hilarious, and kind.

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.

Becky Maier
Administrative Associate, Office of Foreign Student and Scholar Services

I am truly humbled and honored to receive this award. It is shared with the excellent staff, faculty, and administrators that I have had the privilege to work with during my 15 years here at UM. The rewards of being involved in campus committees, building strong relationships and camaraderie between employees and units on campus are some my most fulfilling experiences. I encourage everyone to reach out to other units and become involved in at least one campus committee. Collaborating with professionals in my field has helped broaden awareness of UM and enhance my capabilities to serve UM. You truly reap what you sow when you build bridges.
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.

Jennifer Fowler
Computer Specialist, Department of Physics and Astronomy

I would like to thank my colleagues in the Department of Physics and Astronomy for nominating me for this award. It is truly an honor to serve the campus community and be recognized as such. It is no secret to anyone working on this campus the challenges we face every day. Yet, it is these challenges and how we meet them that characterize this rewarding profession. Work is defined as force times distance. The quality of people who work on your team provides the force and, over time, great distances are reached. That is the enduring quality of this university.

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.

Heidi Boggs, Kyra Cardella, Eileen Flannigan, Nancy Richardson, Lisa Thomas
Office of the Provost Staff

We’re grateful for the supportive environment in the Office of the Provost, where we all share the workload and fill in for each other as needed. Working with such a great team is reward enough, so receiving the Outstanding Teamwork Award from the University is an added bonus. We feel incredibly honored, and would like to thank those who nominated us!
Outstanding Volunteer Award

The Outstanding Volunteer Award honors an individual who has contributed many hours of uncompensated time to The University of Montana.

Ray Risho
Missoula Community Member

Our Missoula mayor commented recently on the death of a friend, that the deceased had left a large hole in the fabric of our community. As residents of the Missoula Valley, we value our marvelous quality of life. Our relationships define the way we look beyond ourselves forming this tightly woven, beautiful fabric of our community. I delight in the many challenges and stimulation from my involvement in various aspects on campus and in Missoula. It seems like the most natural thing to do, so it is a great surprise to receive this honor. I do so in humility and thankfulness.

Tom Boone Town and Gown Award

This award was established to recognize faculty members who foster a deeper understanding between the University and Missoula.

Norma Nickerson
Research Professor, Department of Society and Conservation

It is an honor to receive the Tom Boone Town and Gown Award and I want to thank everyone who supported me. The combination of an outstanding University situated in a community that is so full of life makes it easy to be an ambassador for both. Now, I will try to do more to foster that deeper understanding between the University and Missoula so that I truly do deserve the award! Thank you!
SERVICE PINS

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

~ 40 Years of Service ~

Robert Balch  Louis Hayes  Jack Morton
Linda Frey  Valerie Lockridge

~ 35 Years of Service ~

Leigh Addison  Gayle Hudgins  Eileen Nelson
William Corbett  Michael Kupilik  Rhonda Tabish
Nabil Haddad  Gerald Michaud  Lee Tangedahl

~ 30 Years of Service ~

Nancy Arnold  William Johnston  Marcie Ronck
Donald Bedunah  Francis Maus  Steven Sheriff
Kathleen Burgmeier  Russell Lloyd Merritt  Sandra Shook
Bari Burke  Lori Morin  Paul Silverman
Beverly Chin  Diane Norem  Jon Stannard
Terri Coslet  Joey Novakovitch  James Sylvester
Christine Foster  Richard Paulson  Ronald Wakimoto
Judy Fredenberg  Sandra Robinson  William Woessner
Stephen Hackney

~ 25 Years of Service ~

Kristie Anderson  Robin Joseph  Alan Sillars
Clarence Burns  Mary Kamensky  Thomas Travis
Patricia Dee Clements  Charles Leitch  George Vukich
David Freeman  Charles Maes  Neal Wiegert
Brian Fruit  Theodore Maloney  Philip Wittekiend
Sue Gillespie  Charles Morlock  Madonna Young
F. Richard Hauer
~ 20 Years of Service ~

Sharon Alexander
Fidel Alva
Christopher Anderson
Marna Bastian
Jill Belsky
Kathy Benson
Connie Bowman
Sandra Christiansen
Danny Corti
Mark Dean
John Douglas
Carol Durnford
Roy Durnford
Deborah Fillmore
Jeanne Franz
Michael Frost
David Fuller
Todd Goodrich
Mary Groom-Hall
Robert Hall
Marlene Hendrickson
Bonnie Holzworth
Judy Hotchkiss
Cathy Johnson
Sandy Lanch
David Levison
Timothy Manuel
Marian McKenna
Michael Minnick
Mary Morrison
Jon Robinson
Nader Shooshtari
Aaron Shull
Randall Skelton
Deborah Slicer
Garon Smith
Norma Thompson
Thomas Tonev
Diane Wikum

~ 15 Years of Service ~

Juana Alcala
Mikie Arnson
Michael Avery
Robert Baker
Carol Buerman
James Burchfield
Kevin Canty
Jameel Chaudhry
Georgia Cobbs
Ellen Condon
Ann Cook
James Coyne
Daniel Dauterive
Laura Dybdal
John Eglin
Mary Ellen Farrar
Cheryl Galipeau
Lawrence Garde
Timothy Garrett
Nancy Gass
Patricia Gendrow
Cameron Griggs
Patricia Haisch
Kerry Hallin
Dennis Hardwick
Brady Harrison
Beverly Hawkins-
Llewellyn
William Hemphill
Paul Hengel
Terri Herron
Pamela Hoppe
David Howell
Michael Huber
Stacia Jepson
Jill Kinyon
Joe Korona
Curtis Lewis
Fengru Li
Kelly Magnuson
Becky Maier
Kathryn Mariucci
Michael Marsolek
Bonnie Mason-Price
Sherri McWilliams
Marguerite Munsche
John Myers
Donna Myers
Mary Nielsen
Jack Nunberg
Timothy Olson
Colleen Phelps
Frederick Rice
Deanna Schafer
Deborah Schindler
Joan Schweinsberger
Kim Sol
~ 15 Years of Service ~

Patrick Ahlin
Eric Aschim
Diane Bailey
Walter Batiuk
Larry Bickel
Cynthia Boies
Sean Boushie
Caroline Boyce
Theresa Brown-Fritz
Joshua Burnham
Harry Clark
Philip Cousineau
Jeri DeBaca
Diane Dorris
Phyllis Duran
Robert Düringer
Lynn Elsner
Janet Finn
Geri Fox
Thomas Gallagher
Bernadine Gantert
John Gerdes
Gerald Gibbs
Mark Grimes
Julie Hafar

John Hartman
Rebecca Hawkins
April Holloway
Roger Holtom
Anne Howard
Kathleen Howard
Kathy Humphries
Joanna Klink
Shelley Koontz
Jean-Marc Lanchy
James Lemcke
Connie Lewis
Bradley Lipnickey
Kimberly Lughart
Beverly Maas
Phillip Matson
Colleen McChesney
Mac McComas
Christopher Migliaccio
Michael Monsos
Todd Morgan
Leslie Mullette
Bill Muse
Mary Muse
David Naugle

Andrew Neuschwander
Christopher Palmer
Lacey Patterson
Charles Petritz
Roslyn Pinson
David Poulsen
Angela Priest
Shelley Ramberg
Barbara Reider
James Riddering
Leslie Rieger
Danette Seiler
Carrie Selensky
Guy Shepard
Arnold Sherman
Victor Stampley
Wayne Tinkle
Diana Vanek
Donald Wilson
Amy Wolferman
Scott Woods
Wendy Woollett
Sandra Young
Jill Young

~ 10 Years of Service ~

Brian Steele
Joanne Steele
Laura Sundstad
Julie Tonkin
Joseph Tredik

Shonna Trowbridge
John Twiggs
Marja-Terttu Unkuri-Chaudhry
Nikolaus Vonessen

Andrew Ware
John Weida
Celia Winkler
Anne Wright
~ 5 Years of Service ~

Heather Adams
Bonnie Allen
Stephen Amish
Thomas Anderson
Marie Antonioli
David Ausband
Brenda Avery
Jerrell Ballas
Sarah Bates
Joan Beebe
Robyn Berg
Nancy Berg
Michael Bitterman
Heidi Boggs
Karen Boice
Benedicte Boisseron
David Bonislawski
Bruce Bowler
Michael Braun
Elizabeth Brennan
Creagh Breuner
Allyson Brown-Rossberg
Carla Caballero-Jackson
Michael Cassens
Andrea Castillo
Linsey Corbin
Dena Crill
John Cuddy
Susan Cuff
Lanell Curry
Teresa Daniels
Amanda Dawsey
Lori DeMarois
Claudia Denker
 Aaron Deskins
 Laura Dimmler
 Colleen Dowdall
 James Driver
 Sherry Dupuis
 Armond Duwell
 Pamela Erickson
 Ethan Eyestone
 Rodney Frost
 George Furniss
 Michael Gaab
 Patricia Gauthier
 Carl Gilbertson
 Gordon Gilchrist
 Amanda Golbeck
 Barry Good
 Randy Gottfried
 Frank Grady
 Kara Grau
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 Steven Krutek
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 Nathaniel Levrow
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 Elizabeth Micklus
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Awards Reception Committee

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Eileen Flannigan
Kelly Webster
Carol Buerman
Cassy Lake
Kathy Burgmeier
Michelle Boller
Debie Schmidt
Ken Price
Cary Shimek
Mary-Ann Sontag Bowman
Camie Foos
Ann Guiditta
Hannah Singleton
Sheila Wright
Kelsi Camp
Erika Palmer
Rebecca Power
Kathy Zeiler
Terri Coslet
Kathy Mariucci
Molly Collins
Catherine Hogan
Byron Drake
Mary Lee Vance

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The Workers of Missoula

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Chair and Associate Professor, Curriculum and Instruction
Scott Hohnstein
Adjunct Instructor, Curriculum and Instruction
Sid Kaste
UM Alum
Bob Finnegan
UM Alum