

## 2012-2013 Retirees

**David Andrews** joined the faculty of the Department of Physics and Astronomy in 2004 after many years working in industry. During his time at UM, Dave taught courses in classical mechanics, thermodynamics and statistical physics, electricity and magnetism, and medical physics. Dave gave generously of his time, knowledge and energy to his students. Dave retired in May 2012 to pursue a political career. We hope Dave continues to come to department colloquia because he can always be counted on to ask an interesting question.

**Lisa Barnes** served in the Department of Pharmacy Practice from 1998 until her retirement last summer, although she had been affiliated with the program as a clinical instructor prior to that time. She was initially hired as a visiting professor but departed an adjunct associate. Lisa primarily served as an instructor in the pharmacy skills laboratory series, specializing in the area of pharmacist-managed immunization. She also coordinated the Pharmacy Continuing Education Program from 2005 to 2012. Professor Barnes was an active participant in several UM committees, including Faculty Senate. The School of Pharmacy appreciates the years of service that Lisa provided to the program.

**Brent Darcy** started at the College of Visual and Performing Arts (CVPA) in August 2002 and will retire this July (for a second time—Brent initially retired during 2006, but she was persuaded back into service in 2007). She was initially hired as an Assistant to the Dean and Director of Student Services, Arts Information, and Fiscal Officer for the University Theatre. This position evolved into the CVPA Fiscal Officer. Brent was responsible for the fiscal affairs of the Dean's Office, Dennison Theatre, and the Grizzly Marching Band. She coordinated the production of the CVPA Calendar of Events, managed the budgets, helped with the editing of all college publications, and assisted the Dean with maintaining enrollment and institutional data. Brent was cooperative and helpful, was a great researcher and problem solver in fiscal, faculty and student issues, and was a positive, productive team member in the Office of the Dean. Her talent and spirit will be greatly missed by the College and by those who worked closely with her.

**Jim Darcy** came to The University of Montana from Houston, Texas in March 2001. His initial position at UM was Director of Business Services, a position he held for five years. Throughout his career, he was notable for his genuine care and concern for the people who worked for him. As Director of Business Services, he helped to decrease employee turnover by working to ensure that staff were appropriately compensated for their roles and responsibilities. Among other accomplishments, he was responsible for a “top to bottom” restructuring of Business Services to improve service and efficiency. Leaving Business Services in June 2006, he flirted with retirement before returning in August 2007 to join the Provost's Office as the Financial/Budgetary Director. After a year, he moved on to the Office of the Vice President for Student Affairs, where he served as the Student Affairs Director of Budget from July 2010 until he truly retired in June of 2012 to pursue his passion for running and to enjoy retirement with his wife Brent. Jim is well known for his responsiveness, enthusiasm, good nature, and meticulous work ethic. He is well loved for his quirky sense of humor, generosity, compassion, and passion

for life. We miss his greeting of “Good morning, my friends!” every day and wish him the best in his retirement.

**Linda Dauenhauer** was a very dedicated cashier for the UC Food Court. She rarely missed work, and her attention to detail was amazing. She had great guest service, speaking to every guest who went through her line. Some of the regular guests would go to her line even if it was longer just to say hello to her. She took pride in making sure things were clean, and she trained to be able to work on a food line when needed. Linda is an avid North End Zone Griz fan, so we know we’ll see her often!

As the School of Art’s 3D Technician, **Patrick Eckman** was responsible for managing, servicing and overseeing the equipment, facilities, and all of the hands-on aspects of the Ceramics and Sculpture divisions from 2003 until his retirement last June. He received a Bachelor of Art degree from Indiana University in 1972 and was an artist-in-residence at the Archie Bray Foundation from 1974 to 1976. A ceramicist/potter, Patrick has owned and operated Basin Creek Pottery in Basin, Montana since 1977. Patrick has enjoyed working with the faculty and staff, but most of all he has enjoyed the many art students he has had the pleasure and privilege of assisting over the years. In his retirement, he is looking forward to spending more time in his studio creating art.

**Pamela Erickson** worked as a dedicated employee of Intercollegiate Athletics from 2006 until 2012. Pam will be missed by all staff but especially the Olympic Sport coaches who she worked with every day. The Athletic Department would like to wish Pam good luck in her retirement, and we hope that there are many scenic Harley rides in her retirement future.

**Dr. Kerry Foresman** has been a cornerstone of the Biological Sciences and Wildlife Biology faculty for nearly 30 years, although his association with UM goes back even further, to 1968, when he enrolled here for his degree in Zoology. His courses in the study of mammals have educated an entire generation of wildlife biologists in Montana, while his course on development has been a rite of passage for thousands of biology majors. His book, *The Mammals of Montana*, has been the standard field guide and reference work for 20 years, and a new edition was just released this year. Kerry pioneered international collaborations with universities in Asia back in the early 1990s and as recently as two years ago spent part of his sabbatical in Bhutan, helping that country set up a national museum and biological inventory system. Throughout his years at UM, he has been a passionate teacher and advocate for experiential learning.

**Dr. Nabil Haddad**, Professor in the Department of Psychology, is retiring after 37 years of dedicated service. Shortly after arriving on campus in 1976, he completely revised the method for teaching the Introduction to Psychology course by implementing an empirically and pedagogically validated personalized student instruction system. Nabil served as the coordinator for the Introduction to Psychology program for two decades, during which time he trained dozens of graduate student instructors to deliver quality courses and become first-rate teachers. The program has been so successful that it is still in place today. Faculty and administrators across campus know Nabil for his outstanding leadership as the chair of the Psychology department (a position he held for fourteen years) and as an active and fierce advocate for shared governance of the university. As department chair, Nabil’s leadership style and vision created an

environment that allowed the Psychology department to enhance existing strengths and develop new and innovative programs. In particular, he was instrumental in developing and establishing the Indians into Psychology and Mental Health Career Opportunities programs. Nabil received numerous honors and awards during his tenure at UM, including the Most Inspirational Teacher of the Year and Academic Administrator awards. While we are losing a valuable faculty member, the Psychology department and university will continue to reap the long term benefits of his service and leadership.

**Dick Hanson** worked for The University of Montana from January 1994 until his retirement in December 2012. Dick worked for Facility Services as a maintenance plumber. We all benefitted from his experience and expertise in plumbing, welding, and fitting for the 18 years he served the University. During Dick's last ten years, he was responsible for maintaining all of the campus irrigation systems. He was instrumental in updating these systems over the years, improving them so that we have a greener, more attractive campus. Dick had a great sense of humor and great personality that will be truly missed on campus.

**Gaylen Hoerner** retired in February from Facilities Services Custodial Department. He worked in several academic buildings but spent the last two years working in the Gallagher Building. Gaylen will be missed. He has a good word and a smile for everyone he meets and always did a great job for us. We wish Gaylen well on his many planned fishing excursions, and we hope he will come back to visit often.

After nearly a decade with the Rural Institute, **Will Innes** moved across campus in 2004 to Main Hall and the Office of University Planning, Budgeting and Analysis, where he served as a data analyst until his retirement in June 2012. Will specialized primarily in the analysis and reporting of faculty and staff data and provided ongoing support to the UM affiliate campuses as well. He worked closely with Student Affairs, assisting them with annual assessment activities, and with the Equal Employment/Affirmative Action Office, assisting them with system design and implementation and selected annual reporting. In his spare time, he showed great enthusiasm for hiking, cross-country skiing, and his daily runs. Will was also one to eschew a birthday cake for a growler of ale but would ceremoniously celebrate Beethoven's birthday each year with a cake – chocolate, of course. OPBA wishes Will a long and happy retirement.

**Linda Jesse** retired this past August after having served UM in a variety of roles for 23 years. Prior to coming here in 1989 with her husband Hugh, Linda was an elementary school teacher. Linda started her career at UM in Dining Services, but she has also worked for the Alumni Association, Contracts and Grants, and, finally, in the Registrar's Office, where she served as Receptionist and Grade Recorder for the last six years. Linda's friendly nature, combined with her experience working in a school setting, made her a very effective member of the Registrar's Office team. Linda is a Griz through-and-through and rarely misses an opportunity to attend University events, be they cultural, athletic or philanthropic. Linda is also deeply involved in the larger Missoula community, where she volunteers for non-profit organizations. She enjoys her grandchildren, and like many of her co-workers in the Registrar's Office, has "adopted" many UM students over the years. Linda and Hugh enjoy traveling, and many on campus look forward to her return from the Tucson Mineral and Gem Show, as Linda always comes back with a treasure trove of items for sale!

**Otto Koester**, who is retiring this June, has served as Associate Director of the Maureen and Mike Mansfield Center for the past three years. He has been responsible for assisting the Director in developing and managing an array of training, education and research projects focusing on the study of East Asia and U.S.-East Asian relations, as well as programs in ethics and international affairs. Otto has excelled in developing sterling programs for students and practitioners in the areas of legal education, negotiation and conflict resolution, as well as leadership training. Otto brings to his position a rich background of experiences: he was Director of Grantwriting and Project Development at UM (2003-2010), Director of the Sino-American Negotiation and Conflict Management Project at UM (1996-2000), Program Officer for the United States Institute of Peace in Washington, D.C. (1989-1993), and Deputy Director of the Salzburg Seminar of Cambridge, Massachusetts and Salzburg, Austria (1984-1988). In each of these roles, Otto has been the quintessential bridge-builder and quiet diplomat, successfully bringing divergent groups of people together to move toward concrete solutions to intractable problems. Otto will be genuinely missed by the staff of the Mansfield Center.

**Shelley Koontz** dedicated 12 years to The University of Montana. From 2009 until 2013, Shelley served as the Hall Administrative Assistant for Jesse Hall. She was the smiling face that welcomed new students every year, and she went out of her way to get to know the students that lived in her building and assist them with resources around campus. Former residents would stop by Jesse Hall after they moved out to see Shelley and catch up. Shelley was a valued member of the Residence Life team and had a positive impact on the lives of many students during her time here.

**Dr. Penelope (Penny) Kukuk** has built a career in biological research at UM for the past 25 years, starting as a Research Associate Professor in 1988. For most of her first ten years at UM, she built an international reputation in the study of social behavior of bees, on the basis of which she was invited to become a Program Director of the Animal Behavior section of the National Science Foundation, where she spent two years from 1997 to 1999. During her time there, she became deeply involved with issues of undergraduate education and gender disparities in the sciences, themes which came to define many of her activities and contributions to UM over the past decade. She has been and continues to be the Principal Investigator of numerous grants designed to increase access and improve the education experience for Native Americans at UM and to increase the success of women and minority faculty in the sciences. In 2011, she received the Nancy Borgmann Diversity Award in recognition of her many efforts to increase diversity in both students and faculty at UM.

**David Lewis** served as the IT Manager at Curry Health Center from 2002 until his retirement in 2012. David quickly established himself as a vital part of the Curry staff not only because of his excellent IT skills and vision but also because of his understanding, caring and thoughtful interactions with everyone he encountered and with whom he worked. David's trademark is his ability to assist even the most "technologically challenged" individuals become successful. David continually demonstrated his understanding that technology was but a tool for providing caring health services. His genuineness is displayed in all that he does, from his humor to his desire to help others be successful to his artistic endeavors (he is a wonderful stone carver). We thank David for his service and wish him the best in his retirement.

I have known **Dr. James (Jim) Lopach** since 1992, when I first arrived at UM fresh out of graduate school. Since then, I have appreciated and benefitted from several of Jim's widely recognized qualities. One, he is a straight shooter. Even when the bullet was aimed at me, I trusted Jim to be calling it the way he saw it. Two, he is consistent and fair. Three, he has steadfastly committed himself to the big three: research, service, and teaching and students. Finally, I could not have asked for a more helpful guide as I assumed the position of Chair of the department three years ago, immediately succeeding Jim. He was always there to answer questions and work through challenges. He has been a much appreciated member of this department, and we all wish him and Jean well. – *Paul Haber, Chair, Department of Political Science*

**Dr. Jean Luckowski**, Professor of Social Studies Education and Educational Foundations in the Department of Curriculum and Instruction, is retiring after 30 years of superlative service at The University of Montana. Faculty both within her department and across the university know Jean as a dedicated, accomplished and gifted educator. During her career at UM, Jean pioneered an applied ethics course for teachers that became a model for other teacher education programs. Because of her expertise in professional ethics, she often served as an expert witness in court cases across the country. At the state level, the Montana Board of Education asked Jean to compose the Montana Professional Code of Ethics, which the Board uses to evaluate cases of teacher misconduct. Colleagues at UM know Jean for her many contributions to the ASCRC, General Education Committee and the Faculty Senate. Her sagacity is always selflessly shared in committee meetings, and her wit has helped all of us enjoy our time together. Jean will be sorely missed by all those who know her. She leaves us as a model citizen of UM. Hopefully, much of her wisdom will continue to resonate across campus long after her departure.

**Sue Malek** retired in the fall of 2012 after working for more than two decades as the School of Business Administration's Advising Coordinator. During that time, Sue assisted thousands of students on everything—soup to nuts—as far as their academic careers were concerned. She provided tremendous assistance to international students in particular, helping them to acclimate academically, culturally, and socially. She took great pride in providing all of the SoBA's customers with first-rate service. After spending two sessions in the Montana Legislature as a representative, Sue was elected to the Montana Senate this past fall and has therefore spent the first part of her “retirement” in Helena working to address the many issues facing Montanans. Thanks for all that you did for our students and for us, Sue – we appreciate it!

**Ted Maloney** joined the staff of the Rural Institute in 1986, serving for many years as Director of Community Services. During his 26 years here, he brought considerable expertise in the delivery of services to families and children with developmental disabilities. Ted was the expert in early intervention for the Rural Institute and for the State of Montana's Department of Public Health and Human Services Developmental Disabilities Program. He authored, received funding for, and directed multiple federal and state-funded projects focusing on this area and authored many resource documents as well. Although his major emphasis was early intervention, he was called upon to use his skills in projects that focused on meeting the needs of individuals who are deaf and blind and individuals with significant disabilities who were facing the transition from school to adult life. Ted's expertise has repeatedly been recognized. He is a long-

standing member of the Montana's Family Support Services Advisory Council and has also served on the Rural Institute's Executive Committee, providing a voice of reason and leadership. His retirement leaves a large hole that will be difficult to fill.

**Michael Matranga** was the backbone of Chemistry Stores for all of the years he worked at The University of Montana. He treated the operation like it was his own business – always present, always involved and always concerned that everything ran like clockwork. He worked with faculty, staff and students from all over campus and provided memorable encounters for many. He knew where everything was, how much was on hand and how soon more could be made available. Michael is truly a tough act to follow.

**Dr. Gene Mead's** association with UM goes back to his enrollment as an undergraduate here in 1964 – nearly 50 years ago – and has been maintained through his doctoral studies in Microbiology (1970-1973) and his status as affiliated faculty and instructor at UM for 35 years. Despite a full career as Director of Clinical Microbiology and Director of Laboratories at the Western Montana Clinic, Gene took time to pursue his love of teaching at UM. For over 20 years, UM students have benefitted from Gene's extensive experience in diagnostics and hematology and have responded enthusiastically to his sincere and engaging teaching style. Dr. Mead went out of his way to create opportunities for UM students to gain practical experience in clinical techniques and thus improve their career prospects. Dr. Mead has remained throughout a strong advocate for our students pursuing careers in medical technology. His retirement will leave behind a void that will be difficult to fill.

**Betty Jo Miller** served as the Executive Assistant to the Director of the Adams Center for over 12 years, until her retirement this February. During this time, Betty Jo was instrumental in developing and implementing the successful day-to-day administrative operations of the Adams Center. She was a wizard on the event scheduling software, EMS, and the developer of precise and encompassing contracts. Betty Jo's bright and bubbly personality was always on display as she greeted potential clients and built customer relationships on a daily basis. Often she was the first contact a person had when they walked into the Adams Center or placed a phone call to the Administration Office. Betty Jo's commitment, smiling face, and love of the University will be missed.

**Leslie Moran** began working for The University of Montana at the University Center in 1996 and spent the last seven years working in Human Resource Services. She consistently provided excellent customer service to our many customers and was an excellent colleague to work with each day. Leslie manifested a positive attitude toward everyone she worked with and could be counted on to add great ideas to departmental projects. Leslie decided to retire and enjoy the many activities that she enjoys each day. She is out participating in community events, enjoying luncheons with her friends, catching up with her reading, and spending time with family. Leslie is greatly missed in the HRS office, but we enjoy seeing her smiling face at the various office events that she attends!

**Chuck Morlock** worked as an electrician at UM from 1985 to 2010 before taking on the Electrical Shop Foreman position, a job he held until his retirement in September 2012. He installed the class bell and clock on campus, worked on the fire alarm system to keep it up and

running, and worked on the old BCC, which was an energy management system. We will miss him.

From 2001 to 2012, **Leslie Mullette** served as the Clinical Coordinator for the MonTECH Technology Access Center, a program of The University of Montana Rural Institute: Center for Excellence in Disability Education, Research, and Service. Leslie is a Certified Assistive Technology Practitioner (ATP) and a Registered Occupational Therapist with over 35 years of experience. At the individual level, Leslie's extensive knowledge and expertise in assistive technology has benefited numerous individuals with disabilities and their families throughout Montana. On a larger scale, Leslie has served as a statewide resource to the Office of Public Instruction and individual school districts throughout the state, helping them to increase their internal capacity to provide assistive technology services and supports. She also provided statewide training and support services to professionals in other agencies and small businesses. Leslie's career has demanded a high level of lifelong learning due to the evolving and rapidly changing landscape of assistive technologies and adaptive equipment. Her professionalism, dedication, compassion, and sense of humor have touched many, and she will be greatly missed.

**Sarah Mulligan** joined the Rural Institute in October 1987 as a Grant Coordinator and soon became the Director of what is now known as Child Care plus+ -- The Center on Inclusion in Early Childhood, an internal center at the Rural Institute. Under her leadership, Child Care plus+ launched multiple federal and state grant-funded projects and published materials supporting the inclusion of young children with disabilities (and their families) in early childhood programs. Her vision and guidance resulted in nation-wide activities providing inclusion resources, technical assistance, and training. These successful endeavors provided the foundation for her next position as Executive Director of the Division for Early Childhood (DEC) of the Council for Exceptional Children in 2002. Sarah also brought her expertise to teaching at UM. While she retired from that role in 2012, she continues in her capacity as Executive Director of DEC, and we look forward to continue working with her on the important issues of childhood education.

Originally from Ovando, MT, **Dennis T. "Murph" Murphy** received his B.S. degree from UM in HPE with an emphasis in athletic training and adaptive physical education in 1975. He completed his Masters Degree in athletics and physical education at the University of Arizona in 1977, where he served as an assistant athletic trainer and lecturer before returning to UM in 1980 as Program Director for athletic training education. He took over as Head Athletic Trainer in 1982 and oversees the Rhinehart Athletic Training Center, named after his mentor Naseby Rhinehart. Dennis is a past president and longtime member of the Montana Athletic Trainers Association – in fact, he was at the inaugural meeting in 1982 – and is a member of the MTATA Hall Fame. He was the recipient of the first ever Northwest Athletic Trainers Association District Director award in 2011. Dennis has been a strong component of Grizzly Intercollegiate Athletics for 30 years, and we wish him all the best in his retirement.

**Eileen Nelson** worked in Enrollment Services for 33.5 years, first in the Admissions and New Student Services area and then in Financial Aid. In both offices Eileen was the staff member who started every student on their way, loading admission records in New Student Services and then financial aid applications in Financial Aid, beginning the processes to help students succeed at the University. Eileen evolved with technology throughout all those years, working through

innumerable computer systems and upgrades. Her ability to provide reports and statistics was incomparable. Despite her devotion to the Cardinals, Eileen is deeply missed by her many friends in the office and on campus, and we wish her the very best in her well-earned retirement.

**Kristin Olson** was our go-to person in the Freshwater Research Lab (FRL) at the Biological Station for over 23 years. When Kristin wasn't running analyses in FRL, we would catch a glimpse of her blonde hair as she ran around the nearby trails. Kristin was often the first one to report a new bear sighting on the Station grounds, and she is not likely to forget the day a mountain lion stared her down as she worked inside FRL. Kristin is now hiking other trails in beautiful Montana and thinking of her next body surfing adventure. Thank you, Kristin, for being such a dependable and dedicated colleague for so many years!

After 31 years at the University, **Dr. Richard (Rich) Paulson** is retiring from his position as a physician at Curry Health Center. Working with Rich has been more than enjoyable. His dedication to the students, coupled with his easy-going disposition, has made Rich a favorite among patients and a guiding light for his peers. During his time here, he has served as the team doctor for both the Griz and Lady Griz basketball teams and has assisted many students as the "travel doc," helping them prepare for their world travels. While we miss Rich's engaging smile, compassionate care and gentle leadership, we wish him well in his retirement.

**Greg Plantz** retired from the University on June 30<sup>th</sup>, 2012 after nearly 33 years working at Facilities Services. He headed up the Technical Services Shop for many of his those years and was also a project manager for the campus Planning and Construction office. Greg was very knowledgeable in every aspect of building mechanical systems and had an innate ability to creatively solve a problem. He was attentive to detail and approached a challenge with vigor, initiative, and enthusiasm. His work ethic, expertise, and integrity provided an example to others when it came to producing results. His institutional knowledge of the various building mechanical and control systems proved to be invaluable. All of us at Facilities Services and on campus will miss him and wish him the best of luck.

**Dr. Barbara Reider**, the John and Kathleen Connors Faculty Fellow, earned her PhD from Kent State University. She taught in Ohio and Alaska before joining the faculty at The University of Montana. Barb has over 30 years of teaching experience, with twelve of those years here at UM. Her commitment to her students has been widely demonstrated, as she served as Beta Alpha Psi student group advisor, traveled with students to prepare tax returns in remote Alaska villages, and was recognized with the Most Inspirational Teacher Award and the Outstanding Volunteer Award. Barb is a volunteer for the Missoula Police Department, and she and her husband, Bob, enjoy the outdoors and traveling. After retirement, Barb and Bob plan to apply to the UM nursing program and become registered nurses. When she completes her nursing program, Barb will continue to aid others with her kind spirit and exemplary work ethic.

University Dining Services is fortunate to have had **Sandi Robinson** as a dedicated employee for 31 years. The hallmarks of Sandi's career with UDS included her smile, her calm demeanor, her famous clam chowder, and the caring way she mentored the department's student employees. Because of Sandi, many UDS student employees left The University of Montana with fond memories of their first job, a good work ethic, and better preparation for entering the working

world. Sandi also dedicated her time to representing UDS and all classified staff as a Staff Senator during her last two years at the University. Sandi continually went above and beyond what was required of her, and she is greatly missed by her coworkers and friends. Currently Sandi is enjoying retirement, and her activities include taking a photography course, learning to quilt, and catching up on some much-deserved rest. Thank you, Sandi!

**Kaye Sankey, RN** has been an active member of the Curry Health Center nursing staff since 1985. After a very brief side trip to Colorado for a year in the late '80s, she returned to Curry in 1989. Over the years, in addition to general nursing duties, she has provided women's health care, consultation services with Campus Recreation for summer youth programs, travel counseling, and immunization monitoring. Throughout her years of service, her dedication to serving students has distinguished Kaye the most. Kaye has a well-earned reputation as a prankster, always ensuring a healthy level of humor in the workplace. She and her husband Brian plan to sail off into the sunset on their 37-foot sailboat. While we celebrate her retirement, her breadth of skills and her delightful sense of humor will be greatly missed.

**Dr. Nancy Seldin** has provided excellent teaching, advising, and mentoring to students and faculty in the Department of Counselor Education for over 20 years. Her range of knowledge and expertise and the ways in which she contributed to our lives has been very impressive and extremely valued. She has taught courses on an range of topics, from mindfulness to counseling theories to intercultural development. She mentored and supervised practicum and internship students in ways that deeply and profoundly influenced their career trajectories. In recent years, she taught, supervised, and mentored students in Intercultural Youth and Family Development in ways that led many of them to aspire to "be like Nancy." We will greatly miss Nancy's hearty laugh, positive attitude, and presence in our department and hope that she will continue to be involved in all of our lives long into the future.

**Chef Thomas Siegel** began his career at The University of Montana in 1978 in Dining Services, where he served 31 dedicated years in various roles, eventually culminating his service there as Executive Chef. It was during his years with Dining Services that he developed his passion and life-long devotion to the craft of cooking and the pursuit of educating his staff, colleagues, and students in the culinary arts. In 2009, Chef Siegel decided to fulfill his need to share his vast knowledge and took on the role of Chef Instructor at the Missoula College for the Culinary Arts Department. During his tenure with the College, he not only had a great influence on his students but also on his colleagues and community professionals. Chef Siegel's immense expertise, experience, and selflessness in the service of his profession have become the cornerstone of the Culinary Arts Program. During his retirement, Chef Siegel plans on traveling around Montana, exploring the wilderness and beauty this state has to offer.

**Fritz Snyder** served as the Law Library Director at The University of Montana School of Law William J. Jameson Law Library from 1994-2011 and Interim Dean of Mansfield Library from 2011-2012. He also served as Associate Dean of the Law School from 2000-2007. Throughout his career, Fritz demonstrated excellence in librarianship, scholarship and service. He was a generous colleague, teacher and mentor. He authored two books and numerous articles and book reviews and was particularly respected for his constitutional law scholarship, especially his scholarship regarding the Montana Constitution. In addition to serving on many Law School

committees, Fritz served on several campus-wide committees and served as chair of the Discrimination Grievance Committee and the UM Court. His service also extended to the law librarianship profession. He was an active member in both national and regional law library associations and served on the American Association of Law Libraries Copyright Committee and the *Law Library Journal* Advisory Committee, as well as serving as President of the WestPac Chapter of the American Association of Law Libraries. In his distinguished career, he was recognized with many professional honors, including the Montana Bar Association Distinguished Service Award. After his retirement last summer, Fritz left Montana for balmy Hawai'i.

**Rick Stephens**, a Vietnam veteran who served in the Navy, first came to work at The University of Montana in 1967. The cost to mail a letter back then was a nickel. He worked at the swimming pool, food services and later at athletics while attending classes. Afterward, he owned and operated New Era Bicycles for 16 years. In 1998 he came to work for The Campus Mail Services where he sorted, delivered and picked up mail for all departments on both campuses in Missoula (a First Class stamp was then 34¢). As he made his rounds, he would greet everyone with a smile and share his sense of humor. He always brightened our day with his presence in our office. He retired from the University in December, just as a First Class stamp went from 45¢ to 46¢. He is missed by all our staff. Rick is now a BID Downtown Ambassador here in Missoula and is one of the most personable and inventive individuals you will ever meet.

**Tanya Tiffany** retired from Facilities Services on April 3, after over ten years of service with the Custodial Department. Tanya worked in several of the academic buildings, establishing great working relationships with faculty, staff, students and coworkers. Tanya never hesitated to 'speak up' to her supervisors when an issue was on her mind. We have not only appreciated her lack of shyness, we have enjoyed it! Tanya always has an upbeat attitude and a sense of humor. We will miss her!

**Tom Travis** joined UM's Computing and Information Services as a systems administrator in 1985. He was elevated to Director of Computing and Network Services in Information Technology in 2000 and to Assistant Chief Information Officer responsible for IT's central computing systems in 2010. He retired last fall after serving UM for 27 years. In the late 1980s, UM was among the first universities in the country to adopt SCT's Banner as an enterprise information system. Tom not only installed the first Banner system—which was in beta at the time—but he also wrote an installation manual that was adopted by the vendor. For more than 20 years, Tom managed day-to-day operations, growth and major transitions for Banner's operating systems and databases. In addition to his technical expertise, Tom was a respected manager who helped guide IT through a difficult transition in the early 2000s. One longtime colleague pointed out that Tom "never cared who got credit for an idea as long as the organization was moving forward in the direction it needed to go." Tom was a gifted storyteller and a valued colleague. He left UM in November 2012 to go fishing.

**Rita Tucker** dedicated 29 years to The University of Montana. From 1989 until 2012, Rita served the students and staff of Residence Life with a variety of needs. The addition of Pantzer Hall and Lewis and Clark are just some of the many accomplishments she took pride in achieving. Her favorite part of the day was interacting with students, and even though she has

retired, she maintains contact with them as they move forward with their lives. Rita is enjoying retirement by traveling more with her husband, Peter, and their dog, BJ. She enjoys taking classes and has taken up golfing. She has also turned her hobbies of wood carving and jewelry making into a small business. Rita was a valued member of the Residence Life team and has been greatly missed in the campus community.

**Dr. Kay Unger** earned her Ph.D. at Johns Hopkins University and joined the Department of Economics at The University of Montana in 1978. Professor Unger was a successful and popular teacher, and her research, which covered areas such as health and gender economics, agriculture, and banking, has been published in prestigious economics journals including the *Journal of Environmental Economics and Management*. As an active participant in the PACE program and the Women and Gender Studies Program, her proudest accomplishment was bringing childcare services to campus, a lasting project in which she played a vital role. In 2007, the YWCA honored her with their Salute to Excellence Award for her “successful campaign to promote equal pay for equal work and to bring more women onto the faculties of the physical sciences at UM.” In retirement, Professor Unger’s travel adventures have introduced her to the joy of sandal tan lines in the middle of winter.

**Dr. Timm Vogelsberg** retired in June after almost 18 years at UM. Timm brought leadership and clarity to the Rural Institute at a time of upheaval. He oversaw a period of tremendous growth. Programmatically, he helped the Rural Institute achieve a national reputation for pioneering work in the area of transition and employment services for individuals with the most significant disabilities. He was also an advocate for the Institute internally. His efforts secured many advances to the Institute’s position within the University, including two tenure-track lines. As a leader, Timm offered support and structure while providing staff with much-appreciated autonomy to pursue their passions within the broader Rural Institute’s mission. His steady leadership will be missed.

**Marcia Watson** provided customer service support in Enrollment Services-Admissions from 2009 through 2012. As first contact for visitors, Marci was truly welcoming to students and their families. She went the extra mile to answer questions, resolve issues or to refer students to other resources on campus. Marcia played an important role as trainer and mentor to our student workers. Her genuine interest in their success and professional development was valued. Marcia’s organizational skills kept the office running smoothly, even in the busiest times. Enrollment Services greatly appreciates her commitment to serving students – thank you, Marcia!

**Charles “Chuck” W. Willey** served as an Adjunct Professor at the School of Law from 2005 until his retirement in 2012. He earned an undergraduate degree from Montana State University in 1954 and graduated from The University of Montana School of Law with high honors in 1959. For most of his career, Chuck practiced law in California and intermittently in Montana before coming to UM as an adjunct professor. He has always been quite involved in his field, having served as the long-time Chair of the State Bar of Montana’s “BETTR” (Business, Estates, Trusts, Tax and Real Estate) Section. Chuck is listed in the 1st edition Best Lawyers in America, is the author of *Montana Real Estate Transactions* (published by the Montana State

Bar), and is one of three co-authors of the Montana Probate Forms manual. We wish him the best in his retirement.

**Philip Whittekiend** has served the University well in several capacities. Most recently he taught and advised in the Department of Curriculum and Instruction. He is well known as a caring and compassionate professional. He is available for students and spends quality time with them in the role of adviser. Recently he took on the role of conducting a virtual field experience via videoconferencing. It is impressive to see a faculty member conduct such cutting-edge activities late in his career. Philip has left a lasting mark on Curriculum and Instruction.

**Wendy Woollett** spent 13 years in administrative support positions across campus. She began her UM career in 2000 as the Administrative Assistant for the Director of the Bolle Center for People & Forests. After two years, she joined the School of Physical Therapy & Rehabilitation Sciences as an Administrative Associate, where she supervised student employees and coordinated travel, conferences, and faculty searches. She also revitalized the School of Physical Therapy's Newsmagazine, serving as editor, writer, and co-designer. After successfully overcoming renal cancer, in 2008 Wendy transitioned to a half-time position with the Geosciences Department, where she was a valued member of the departmental team, processing travel paperwork and working with graduate students until her retirement in January 2013. Says Wendy, "I consider it a privilege and an honor to have worked for The University of Montana for 13 years, and I highly value all the beautiful people I met at UM."

**Madonna Young** was the face of Printing & Graphic Services for 27 years. She was the person, up front and center, greeting our customers as they came in the door, answering the phone and attending to their needs. Plus... she always kept the candy jar full! Madonna began her campus career in 1985 working in our bindery area, then in a customer service position in our reprographics area. She assisted during the start-up of word processing in 1990 and as a production assistant in our Printing & Graphics office. She was very adept at moving between working in the office and assisting in the bindery at peak periods. Madonna was a hard worker, quality conscious, cheerful and got along well with her co-workers. Outside of work, family and friends are Madonna's priority, and her home was welcome to many. Madonna has a heart of gold and deserves a wonderful retirement. Madonna - we hope you are enjoying your new winter home in Arizona and are doing the things you enjoy most. We wish you well!