<table>
<thead>
<tr>
<th>NAME (Last, First)</th>
<th>Title/Rank</th>
<th>Dept.</th>
<th>SALARY BASE (Based on 1.0 FTE FY unless noted)</th>
<th>Stipend</th>
<th>(N)ew or (R)replacement &amp; Date/Hire</th>
<th>% Change</th>
<th>Actual FTE</th>
<th>Effective (Indicate end date if temp)</th>
<th>Reason</th>
<th>SPECIAL CONDITIONS</th>
<th>Tenure (Change Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killsback, Leo</td>
<td>Associate Professor of Native American Studies</td>
<td>Native American Studies</td>
<td>85,000</td>
<td></td>
<td>8/16/20</td>
<td></td>
<td></td>
<td>O - Tenure at Hire</td>
<td>T</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEGEND**

*N*/^ IMPORTANT NOTE: Additional Comp is reported annually in September

**TENURE:**

NT = Nontenurable
P = Probationary
T = Tenured

**SALARY ADJUSTMENTS:**

P = Promotion
L = Lump Sum Bonus
M = Merit
R = Retention
N = Normal
O = Other/Specify

**EXTRA COMPENSATION:**

T = Teaching
R = Research
G = Grant Administration
O = Other (provide brief explanation)